



WOOLWORTHS HOLDINGS LIMITED

GOOD BUSINESS JOURNEY REPORT

2025 ERM INDEPENDENT VERIFICATION STATEMENT

START

Independent Moderate Assurance Statement to Woolworths Holdings Limited

Environmental Resources Management Southern Africa (Pty) Ltd ("ERM") was engaged by Woolworths Holdings Limited ("Woolworths") to provide moderate assurance in relation to the selected information set out below and presented in Woolworths' FY2025 Good Business Journey Report (the "GBJ Report") and attached in Appendix 2.

Engagement summary	
Scope of our assurance engagement	<p>A. Whether Woolworths adheres, in all material respects, to the four AA1000 AccountAbility Principles of Inclusivity, Materiality, Responsiveness and Impact.</p> <p>B. Whether the FY2025 data for the 52-week period ending 29 June 2025, for the key performance indicators listed in Appendix 1, are fairly presented in the GBJ Report, in all material respects, in accordance with the reporting criteria</p> <p>C. Whether the assertions of the following management approach disclosures, as attached in Appendix 2, are fairly stated, in all material respects:</p> <ul style="list-style-type: none"> ▪ 'Governance' and 'Management of GBJ' section of the GBJ Report; ▪ Social Development; ▪ Ethical Sourcing; ▪ Packaging and Waste; ▪ Water; ▪ Local Sourcing; ▪ Energy and Climate Change; and ▪ Green Buildings. <p>Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the GBJ Report.</p>
Reporting period	FY2025 (52-week period ending 29 June 2025).
Reporting criteria	<ul style="list-style-type: none"> ▪ AA1000 AccountAbility Principles (AA1000AP, 2018); and ▪ Woolworths' own internally defined 'measurement and reporting criteria' for the selected indicators, available on Woolworths' website.
Assurance standard and level of assurance	<p>We performed a Type 2 moderate assurance engagement, in accordance with the AA1000 Assurance Standard (AA1000AS v3).</p> <p>Moderate assurance engagements are less comprehensive than high assurance engagements, and the procedures carried out differ in both nature and timing. Consequently, the level of assurance obtained in a moderate assurance engagement is substantially lower than the assurance that would have been obtained had a high assurance engagement been performed.</p>
Respective responsibilities	<p>Woolworths is responsible for preparing the GBJ Report and for the collection and presentation of the information within it, including the maintenance and integrity of the website, and for the designing, implementing and maintaining of internal controls relevant to the preparation and presentation of the selected information.</p> <p>ERM's responsibility is to provide conclusions to Woolworths on the agreed scope based on our engagement terms with Woolworths, the assurance activities performed and exercising our professional judgement.</p>

Our conclusions

A. AA1000AP 2018 Principles

Based on our activities, as described below, nothing has come to our attention to indicate that Woolworths does not adhere, in all material respects, to the AA1000 AccountAbility Principles (AA1000AP, 2018), namely: Inclusivity, Materiality, Responsiveness and Impact.

B. Key Performance Indicators

Based on our activities, as described below, nothing has come to our attention to indicate that the FY2025 data for the key performance indicators listed under 'Scope' above are not fairly presented in the GBJ Report, in all material respects, in accordance with the reporting criteria.

C. Management Approach Disclosures

Based on our activities, as described below, nothing has come to our attention to indicate that Woolworths' management approach disclosures in Appendix 2, are not fairly presented, in all material respects, in accordance with the reporting criteria:

- 'Governance' and 'Management of GBJ' section of the GBJ Report;
- Social Development;
- Ethical Sourcing;
- Packaging and Waste;
- Water;
- Local Sourcing;
- Energy and Climate Change; and
- Green Buildings.

Our assurance activities

Considering the level of assurance and our assessment of the risk of material misstatement of the selected information, a multi-disciplinary team of sustainability and assurance specialists performed a range of procedures that included, but was not restricted to, the following:

- Evaluating the appropriateness of the reporting criteria for the key performance indicators.
- Performing an analysis of the external environment, including a media search, to identify sustainability risks and issues in the reporting period that may be relevant to the assurance scope.
- Enquiries with relevant corporate level staff and desktop review of documentation to understand changes to the sustainability strategy, policies and management systems, including the materiality determination process and the results of the stakeholder engagement processes.
- Interviews with management representatives responsible for managing the selected information.
- Interviews with relevant staff to understand and evaluate the management systems and processes (including internal review and control processes) used for collecting and reporting the selected disclosures.
- A review at corporate level of a sample of qualitative and quantitative evidence supporting the reported information.
- An analytical review and desktop testing of the year-end data included in the consolidated FY2025 Group data for the selected key performance indicators which included testing the completeness and mathematical accuracy of conversions and calculations, assumptions used and the Group consolidation in line with the stated reporting boundary.
- A review of selected evidence related to the assertions of the management approach disclosures for: 'Governance' and 'Management of GBJ' section of the GBJ Report; Social Development; Ethical Sourcing; Packaging and Waste; Water; Local Sourcing; Energy and Climate Change; and Green Buildings.
- Reviewing the presentation of information relevant to the scope of our work in the GBJ Report to ensure consistency with our findings.

The limitations of our engagement

The reliability of the assured information is subject to inherent uncertainties, given the available methods for determining, calculating or estimating the underlying information and the dependence on third parties to provide information. It is important to understand our assurance conclusions in this context. Our work was undertaken virtually at Woolworths' head office in Cape Town, South Africa. We did not undertake source data verification at any operated facilities. Our independent Assurance Statement provides no assurance on:

- The systems relied upon by Woolworths for stock, sales and financial internal management reporting, where applicable for the assurance scope;
- The maintenance and integrity of Woolworths' website, including controls used to achieve this, and in particular, whether any changes may have occurred to the information since it was first published; or
- Any other information in the GBJ Report or on Woolworths' website for the current reporting period; or on the baseline values used for presenting performance against targets; or prospective information including ambitions, plans, expectations or their achievability.

Our independence, integrity and quality control

Environmental Resources Management Southern Africa (Pty) Ltd ("ERM") and ERM Certification and Verification Services Limited ("ERM CVS") are members of the ERM Group. All employees are subject to ERM's Global Code of Business Conduct and Ethics. ERM CVS is an independent certification and verification body accredited by UKAS to ISO 17021:2015 and is also an AA1000 Licensed Assurance Provider. Accordingly, ERM CVS maintain a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. ERM CVS' quality management system is at least as demanding as the relevant sections of ISQM-1 and ISQM-2 (2022).

ERM CVS applies a Code of Conduct and related policies to ensure that its employees maintain integrity, objectivity, professional competence and high ethical standards in their work. ERM CVS' processes are designed and implemented to ensure that the work we undertake is objective, impartial and free from bias and conflict of interest. ERM CVS' certified management system covers independence and ethical requirements that are at least as demanding as the relevant sections of the IESBA Code relating to assurance engagements.

ERM CVS has extensive experience in conducting assurance on environmental, social, ethical and health and safety information, systems and processes, and provides no consultancy related services to Woolworths Holdings Limited in any respect.

Other Matters – observations

We have provided Woolworths with a separate Management Report with our detailed (non-material) findings and recommendations. Without affecting the conclusions presented above, we have the following key observations:

In relation to the Inclusivity Principle

Accountability to stakeholders is included in internal documents such as the Board Charter and the Social and Ethics Committee Charter. Woolworths maintains stakeholder engagement activities across each stakeholder category that are led by the Corporate Affairs Department and are part of Woolworths' day-to-day operations. A log of the organisation's external stakeholder engagements is maintained through a stakeholder management software tool and a summary of the stakeholder engagements completed during the reporting year is disclosed along with the GBJ Report. The organisation's Stakeholder Management Policy includes the principled approach to engaging stakeholders and the implementation thereof is monitored through stakeholder and issue scorecards. Stakeholder Perception Surveys are undertaken biennially to monitor stakeholders' trust, perception and engagement.

Woolworths approach to engaging stakeholders is underpinned by their Guideline for Stakeholder Management and Stakeholder Engagement Toolkit. During the year under review Woolworths socialised this Guideline with those responsible for stakeholder engagement and rollout of the Toolkit was initiated across Woolworths' 'Rest of Africa' operating region. Woolworths also identified the core competencies required to build a team to further strengthen the organisation's stakeholder management processes.

We encourage Woolworths to continue the rollout of the Toolkit, as well building a team to support Woolworths' desire of creating shared value through quality stakeholder engagement.

In relation to the Materiality Principle

The Group materiality determination process is led by the Strategy and Reporting team, supported by the GBJ team and the Risk and Compliance team. The Board Sustainability Committee has oversight of Woolworths' sustainability materiality determination process, and the Audit Committee is required to confirm satisfaction with Management's process of determining material issues, risks and opportunities for external reporting, including the GBJ Report. The materiality determination process is underpinned by the organisation's eight GBJ focus areas and is informed by annual retail industry reviews; peer and competitor comparisons; media and news article trend reviews; global commitments and sustainability reporting requirements; internal and external stakeholder engagements; the integrated risk management process and the organisation's combined assurance model.

Woolworths conducted a materiality refresh during the year under review, confirming that its key sustainability issues remain relevant, complete, and aligned with the GBJ Vision 2025+ strategy. The process also highlighted key legislation and global sustainability disclosure standards that the company is monitoring.

The annual GBJ Report covers Woolworths' material sustainability issues across eight focus areas and demonstrates the organisation's approach to balanced and transparent reporting about the sustainability issues that matter most to the business and its stakeholders. The organisation's strategy and management approach to each focus area is also disclosed on their website. To better assess performance on key material sustainability topics, Woolworths began establishing baseline information for several indicators, including priority impact measures for the Inclusive Justice Initiative Masterplan. We encourage Woolworths to continue establishing baseline information for metrics within the Ethical Sourcing and Packaging and Waste focus areas.

In relation to the Responsiveness Principle

Material sustainability issues raised by key stakeholders are discussed at Board Sustainability Committee meetings and integrated into Woolworths' risk management processes, guiding the organisation's response and management thereof. Woolworths' approach to its material sustainability issues remains aligned with both stakeholder and organisational expectations and the organisation continues to gather stakeholder feedback through various channels, including formal marketing and communication plans; customer communication received through email and the 'MyWoolies' application; social media; annual reporting; ad-hoc engagement with industry bodies and government; and internal organisation-specific communications.

Woolworths continues to report its performance across its eight GBJ focus areas which are mapped against international imperatives such as the United Nations' Sustainable Development Goals (SDGs). During the year under review, Woolworths progressed from foundational to full membership of the Ethical Trade Initiative to further strengthen the organisation's Ethical Sourcing commitments. Woolworths may wish to continue improving the traceability and transparency of its supply chain as Woolworths' efforts on this focus area evolve. The organisation is encouraged to enhance public reporting by setting and disclosing targets for additional material topics within the GBJ focus areas, such as Health and Wellness, People, and Social Development.

In relation to the Impact Principle

Woolworths evaluates the appropriateness of globally recognised frameworks on an ongoing basis to support in identifying, assessing, managing and disclosing its sustainability impacts, risks and opportunities. The organisation measures, evaluates and manages many of its impacts through the implementation of sustainability and business unit-level GBJ scorecards, which are aligned with its Vision 2025+ and are applied across the Group. Consistent with prior years, progress on these scorecards were reported to the Sustainability Committee.

Woolworths has a formally defined impact assessment process for selected GBJ focus areas, using internally developed criteria to measure performance. The company also benchmarks its performance through ratings and assessments by global and sector-specific indices, enabling comparability within the industry. The organisation's impacts are reported on in a balanced manner across its eight GBJ focus areas. During the year under review, Woolworths established 2025 as the baseline year for its 'Inclusive Justice Initiative Masterplan' priority impact measures; preparing the organisation for reporting on outcomes and impacts in the company's workplace, marketplace, supplier base and communities in the future.

In relation to the Key Performance Indicators

The reporting boundary, scope, calculation methodology and process for collecting and reporting data are included in indicator-specific guideline documents. The information for most indicators is obtained from systems relied upon by Woolworths for stock, sales and financial internal management reporting that are subject to various controls and audits. During the year under review, Woolworths expanded the suite of key performance indicators subject to assurance, by including those related to responsibly sourced commodities within the Ethical Sourcing focus area.

Manual data manipulation steps are still necessary for certain indicators, posing a risk of reporting errors. While Woolworths maintained consistent data collection and reporting practices during the reporting period, there is room to strengthen management review processes to better detect and prevent potential misstatements for selected KPIs.



Jonathan Van Gool
Partner

Environmental Resources Management Southern
Africa (Pty) Ltd
Johannesburg, South Africa



Gareth Manning
Partner

ERM Certification and Verification Services Limited
London, United Kingdom

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www.erm.com | ERM.SouthAfricaAdminMailbox@erm.com



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APPENDIX 1: SELECTED KEY PERFORMANCE INDICATORS FOR FY2025

Key performance indicators		Unit	Page # within Woolworths' FY2025 GBJ Report
1	Water usage for Woolworths' administration buildings	kilolitres	89
2	Water usage for Woolworths' stores	kilolitres	89
3	Water usage for Woolworths' distribution centres	kilolitres	89
4	Electricity usage intensity per square meter of general letting area for Woolworths South Africa (WSA) corporate stores (like-for-like)	KWh/m ²	97
5	Percentage of Woolworths private label Fashion, Beauty and Home (FBH) products locally sourced	%	51
6	Percentage of Woolworths Food private label products with a sustainability attribute	%	61
7	Percentage of Woolworths Food private label products with at least two sustainability attributes	%	61
8	Percentage of Woolworths FBH private label products with a sustainability attribute	%	61
9	Percentage of supplier sites meeting social and ethical compliance requirements – FBH	%	52
10	Percentage of supplier sites meeting social and ethical compliance requirements – Food	%	52
11	Percentage of supplier sites meeting social and ethical compliance requirements – Country Road Group	%	52
12	Percentage of progress by Woolworths private label FBH suppliers in eliminating hazardous chemicals	%	88
13	Percentage of Woolworths responsibly sourced private label Coffee	%	58
14	Percentage of Woolworths responsibly sourced Timber	%	58
15	Annual Good Business Journey Savings	Rands	p.2 of 2025 Key Sustainability Indicators appendix to GBJ Report

APPENDIX 2: MANAGEMENT APPROACH DISCLOSURES 2025

GOVERNANCE AND MANAGEMENT APPROACH

The Board is resolute in maintaining high standards of governance, ethics, and integrity. By setting an ethical tone at the top and leading effectively with integrity, the Board ensures that good corporate governance is channelled into all levels of the Group. This enhances our reputation, builds trust, and creates value for the business and stakeholders.

The Board is ultimately responsible for our GBJ. The Board's Sustainability Committee and Social and Ethics Committee support the Board in this regard. The Board delegates operational responsibility for the GBJ to the WHL Chief Executive Officer and the WHL, Woolworths and CRG Executive Committees (ExcOs).

The Group Sustainability Officer, Director of Corporate Social Justice, Group People Director, and ExcOs are responsible for implementing the GBJ strategy and performance. They report twice yearly against sustainability and corporate scorecards on the business' GBJ performance. They are supported by teams across the business who integrate our GBJ into day-to-day operations. These teams participate in an internal Sustainability Steering Committee that meets quarterly to share progress updates and GBJ-related trends and content. They are supported in delivering the GBJ strategy by various policies, position statements, and internal reporting systems for data and information collection and reporting

WHL Board

- The Board is responsible for monitoring that the Group operates as a responsible corporate citizen and that its strategy, risk, and opportunity assessment consider sustainability
- The Board's Sustainability Committee and Social and Ethics Committee support the Board in this regard

WHL Board Sustainability and WHL Board Social and Ethics Committees

WHL Board Sustainability Committee:

- Ensures that the sustainability strategy positions the Group as a leader in responsible retailing in the countries where we trade
- Oversees that sustainability initiatives and objectives are effectively integrated into the business, and that the Group operates in an environmentally responsible manner
- Together with the Risk, Information and Technology Committee, oversees sustainability and climate-related risks and opportunities
- Approves the annual GBJ Report external assurance provider and reviews GBJ-related internal audit reports
- Oversees the materiality determination and refresh process informing Vision 2025+ and the annual GBJ Report
- Reviews and recommends the annual GBJ Report for approval to the Board
- Meets twice a year

WHL Board Social and Ethics Committee:

- Oversees and reports on organisational ethics, the Group's responsible corporate citizenship, sustainable development (excluding those matters within the remit of the Sustainability Committee), and stakeholder relationships, including the approval of a stakeholder engagement strategy
- Assists the Board in discharging its responsibility regarding the approval, implementation, and monitoring of policies and practices that facilitate the Group's responsible corporate citizen credentials. This ensures the Group operates in a sound and ethical manner
- Reviews and approves new policies to govern and guide the business on socio-economic aspects, including stakeholder management
- Ensures the Group meets its JSE Listings Requirements and progressive expectations in the context of Broad-based Black Economic Empowerment (BBBEE) credentials
- Meets three times a year

Executive Committees – WHL, Woolworths and Country Road Group

- Review GBJ strategy and performance regularly

For more information on the Board and its committees, refer to the [Board Charter](#), [committees' Terms of Reference](#), and the [Governance section of the Integrated Annual Report](#).

Group Sustainability Officer, Director of Corporate Affairs, and Group People Director

- Responsible, with Exco teams, for the Group's GBJ-related strategy implementation and performance

The Group Sustainability Officer:

- Reports into an Exco member
- Reports twice-yearly to the Sustainability Committee on sustainability scorecard scores, sustainability and climate change strategy, and performance against approved targets
- Reviews sustainability scorecard scores, performance, challenges, opportunities and learnings with sustainability champions twice-yearly
- Works with the Sustainability teams and sustainability champions across the Group to implement the sustainability and climate change strategy
- Supports the Risk team in identifying environmental and climate-related risks for inclusion in the integrated risk management process

The Director of Corporate Affairs and Group People Director:

- Are Woolworths and WHL Exco members, respectively
- Report three times a year to the Social and Ethics Committee on people, social development, health and wellness, and stakeholder engagement, including performance against approved targets
- Review GBJ-related performance, challenges, opportunities and learnings with the business regularly. Work with teams across the business to implement the relevant programmes
- Support the Risk team in identifying people and community-related risks for inclusion in the integrated risk management process

Sustainability, Corporate Affairs and Human Resources teams, in conjunction with sustainability and IJL champions across the Group:

- Co-ordinate, lead, and report on GBJ programmes
- Work to strategically embed GBJ into the business and integrate it into the day-to-day operations and supply chain
- Measure, monitor and report GBJ-related information, including for scorecard and annual reporting
- Have representatives on an internal Sustainability Steering Committee that meets quarterly to share progress updates and GBJ-related trends and content

Scorecards

Sustainability

- Woolworths (WSA) business units and Country Road Group (CRG) have a sustainability scorecard against which they measure their sustainability performance twice-yearly. The scorecards contain sustainability KPIs and associated targets aligned to environmental and supply chain aspects of the GBJ. A sustainability score is determined for each WSA business unit, WSA overall, and CRG by calculating the weighted average of each KPI's performance against its associated target.

Corporate

- WSA business units and CRG also have corporate scorecards. These contain KPIs and targets aligned to the people and community aspects of the GBJ.
- We include relevant KPIs and targets from these scorecards in employees' and management's personal performance scorecards across the Group as part of our Integrated Performance Management system. Relevant KPIs could, for example, include BBBEE, local sourcing, carbon, electricity, waste, packaging, water, and responsibly sourced commodities.
- We specifically include the sustainability scorecard scores for WSA as a whole and CRG as one of the indicators used to measure the performance of the Group strategy. The scores also influence the calculation of the Group CEO's and executive directors' variable pay.

We have also included GBJ-related KPIs in the long-term incentive scheme for executives. For more information, refer to the [Remuneration Report](#).

Policies and position statements

- Various policies and position statements support the GBJ programme across the Group. These cover our operations, business partners, suppliers, and materials or products.

Reporting systems

- GBJ performance against targets and sustainability and corporate scorecards is reported to management, Exco and the Board and committees, thereby informing decision-making, strategy and business plans. This is supported by data gathered and maintained in internal reporting systems and portals.

SOCIAL DEVELOPMENT

MANAGEMENT APPROACH

Tackling the world's complex challenges requires deep insights and collective effort. The Group bases its social development approach on meaningful collaboration and partnerships that build capacity and supportive networks in our communities.

We tailor our approach for each country where we operate. Countries have different social contexts, and different approaches are therefore required to make meaningful contributions to local communities.

Woolworths' social development activities are guided by our Corporate Social Investment (CSI) Policy and governed by the Woolworths Trust. Established in 2003, the Trust is a legal entity managed by a Board of Trustees. The Trust reports to the WHL Board Social and Ethics Committee.

The CSI Policy requires us to assess potential initiatives with long-term sustainability in mind. We prefer multi-year interventions over once-off projects, and we consider relevance, scalability and potential for future expansion.

The CSI Policy also guides us in distributing the Trust's funds. The bulk is allocated to several flagship projects, which receive a three- to five-year commitment. The remainder is allocated to matching funds for employee-nominated charities or smaller projects determined at the Trust or directors' discretion.

In principle, Woolworths does not provide funding for:

- Programmes or initiatives with political, religious, sport, recreation, or cultural intent
- Endowment funds
- Individual bursaries or scholarships
- Individuals looking for donations or sponsorships

Country Road Group brands manage their own strategic CSI partners, relationships and campaigns. These focus on community resilience, particularly physical and mental health and wellness.

ETHICAL SOURCING

MANAGEMENT APPROACH

Ethical sourcing requires us to build long-term value-sharing relationships with our suppliers and other stakeholders in the supply chain.

Our main focus is on our private label primary suppliers and supply chains. This is where we can exert the most influence for positive change and effectively monitor performance. We also engage with branded suppliers to ensure our standards are understood and upheld.

Our approach to ethical sourcing comprises:

Supplier codes of conduct

We expect our suppliers to share our vision for ethical sourcing. This is outlined in our supplier codes of conduct and sourcing-related position statements to which suppliers must adhere. These codes and statements are included in our supplier onboarding and contracts. They are available on our supplier portals and customer-facing websites.

Monitoring of suppliers and ethical audits

We monitor suppliers' performance through social and ethical audit programmes. We have started broadening our approach to include due diligence. We are members of SEDEX, a web-based platform for sharing responsible sourcing data on supply chains. SEDEX is one of the most widely used ethical audit formats in the world.

We are working on converting our suppliers, and their factories and farms, where relevant, to the SEDEX members' ethical trade audit (SMETA). We also recognise several other audits to allow factories to focus on improvement without additional costs, audit fatigue, and disruptions.

Partnering

We partner with best-in-class organizations, standards, and certification schemes to tackle complex and systemic issues and strengthen our responsible sourcing and supplier relationships.

Building awareness and capacity

We train our staff and suppliers in human rights, ethics, and responsible commodity sourcing. Training is ongoing. It is determined based on gaps and opportunities identified by staff or based on common risks found in audits.

Supply chain transparency

The Group sources products from countries across the globe. We are working towards a fully transparent and traceable supply chain that aligns with our commitment to ethical sourcing. This will make our product sourcing visible to customers and other stakeholders, enabling them to hold us accountable for ensuring an ethical supply chain.

Access our supplier lists here:

- [Woolworths Fashion, Beauty and Home](#)
- [Country Road Group](#)

PACKAGING AND WASTE

MANAGEMENT APPROACH

How we approach packaging and product design is crucial for minimising the environmental impact of our products. Working closely with product technologists, operations managers and suppliers, we strive to:

- Improve the materials and substrate types used on our products by identifying troublesome packaging and removing it from our product offering. Woolworths is shifting from multi-polymer and multi-layer to fully recyclable packaging for food
- Drive efficiencies by reviewing opportunities for alternative sustainable packaging and product material options
- Make it easier for customers to recycle by communicating recycling options on product packs and providing recycling facilities in areas where we operate
- Document and track performance against our commitments

We work closely with our suppliers to ensure these practices filter through our value chain. Where solutions are complex and hard to implement, we collaborate with industry stakeholders who share our vision. This has helped us build critical mass within the industry to promote systemic change.

We position ourselves as a responsible retailer through constant customer engagement. We communicate using various platforms to shift customer perceptions on how we manage waste and packaging.

WATER

MANAGEMENT APPROACH

The Group applies innovative solutions for monitoring and managing water consumption across our operations. Stores account for over 60% of water consumed in our direct operations, and this is one of our main focus points.

Using internal green building protocols to facilitate water-efficient design, we implement various technologies to reduce our consumption. We install backup water tanks in areas experiencing water shortages on a needs basis.

Water availability and quality impact the sourcing of raw materials and processing of finished products. We engage with our suppliers to implement innovative solutions to monitor and manage their water usage through programmes such as Farming for the Future, Water Stewardship, and Factories of the Future.

Woolworths works with schools in impoverished communities to educate children about the importance of water conservation, sanitation, and hygiene. We do this through the Woolworths Making the Difference Programme. Through the Woolies Water Fund, we install water tanks at schools affected by drought and those with inadequate infrastructure.

As a participant in the United Nations Global Compact CEO Water Mandate, we commit to continuous progress against six elements of water stewardship and identifying and managing our water risk.

ENERGY & CLIMATE CHANGE

MANAGEMENT APPROACH

Most of our carbon emissions come from electricity usage and emissions from producing and manufacturing our products.

Until recently, we focused primarily on reducing emissions from our direct operations. We adopted a systematic approach, with initiatives including online metering of electricity, energy efficiency programmes, and application of eco-friendly technology. These initiatives have yielded energy savings and financial benefits.

Quantifying our impact by measuring our carbon footprint is essential to our approach. Programmes such as Farming for the Future have enabled us to cement our approach with suppliers to ensure we work collectively to transform the value chain.

We conduct training and awareness programmes as part of capacity building to encourage employees to apply best practices in all our facilities.

Woolworths continues to be transparent through voluntary disclosure to organisations such as the CDP. We meet all mandatory reporting obligations in the areas where we operate. We transparently disclose climate-related risks and opportunities for our business.

GREEN BUILDINGS

The Group obtains third-party certification for our green stores and distribution centres through the Australian and South African Green Building Councils' 'Green Star' ratings.

Woolworths has an internal green stores model that places stores in three categories – platinum, gold and silver – according to their green design features. This ensures we future-proof stores with energy-efficient technology.

Country Road Group's Green Star goals

- Target 6-star Green Star rating for new Country Road and Trenery stores with a larger footprint
- Target 5-star Green Star rating as a minimum for all other Country Road and Trenery stores
- Develop a formal strategy for Mimco, Politix and Witchery stores to achieve Green Star certification by 2026

Country Road Group will engage the Green Building Council of Australia as they finalise their Green Star Fitouts rating tool. We participated in the advisory panel to review and give feedback on the standard for evaluating store fitouts.

The tool will be piloted with stores from Country Road, Trenery and Witchery. The results will be used to develop brand-specific Green Star scorecards. These scorecards will incorporate carbon emission calculations and a de-fit. This will enhance our capacity to reuse materials and fixtures for more sustainable outcomes throughout the fitout lifecycle.

Ongoing activities

- We provide training in sustainable building to all Country Road and Trenery shopfitting teams before any work commences.
- In-store teams are briefed on the sustainability attributes of all new Green Star stores before store opening.
- We provide an information user guide on all the features of our Green Star stores. Training on this guide forms part of staff induction.

LOCAL SOURCING

LOVE LOCAL

We are committed to increasing the proportion of private label products sourced locally. Woolworths Food offers a range of mechanisms to help local suppliers build capacity and meet volume requirements. This includes favourable payment terms and technical assistance. We also provide financial assistance to exclusive local suppliers. We are exploring alternative financing models to further support suppliers' cash flow and long-term viability.

Country Road has partnered with the Darwin Aboriginal Art Fair Foundation to support emerging First Nations artists since 2020. Through this partnership, we provide annual mentorship to the winner of the National Indigenous Fashion Awards. We also support Country to Couture, an annual showcase of First Nations fashion that provides a launchpad for emerging talent

To find out more about what we're doing, visit

For company-specific information, visit

 Country Road | Mimco | Trenery | Politix | Witchery

*We appreciate any feedback on our Good Business Journey Report.
Please contact GoodBusinessJourney@woolworths.co.za*