

WOOLWORTHS HOLDINGS LIMITED

GOOD BUSINESS JOURNEY REPORT

2026 GLOSSARY



START

GLOSSARY

ABBREVIATIONS USED IN THE SUSTAINABILITY REPORTING SUITE

A

AA1000AS: AA1000 Assurance Standard, a globally recognised assurance framework developed by AccountAbility for evaluating the quality and credibility of sustainability reporting and management systems.

AASB: Australian Accounting Standards Board.

APCO: Australian Packaging Covenant Organisation, a co-regulatory, not-for-profit organisation that works with government and industry to reduce packaging waste and improve circular economy outcomes in Australia.

ARB: Advertising Regulatory Board, administrator of South Africa’s Code of Advertising Practice.

ARL: Australasian Recycling Label, a standardised, evidence-based labelling system that provides consumers with clear guidance on the recyclability and disposal of packaging components.

ASC: Aquaculture Stewardship Council, an independent non-profit organisation promoting responsible aquaculture practices.

AWARE: Association for Alcohol Responsibility and Education.

AWS: Alliance for Water Stewardship, a global membership organisation that promotes the responsible use and stewardship of freshwater resources through the implementation of the AWS Standard.

B

B-BBEE: Broad-Based Black Economic Empowerment, established under the Broad-Based Black Economic Empowerment Act (Act 53 of 2003) and associated Codes of Good Practice issued under the Act. It promotes economic transformation and meaningful participation of Black South Africans in the economy.

Baseline Year: The reference year against which progress towards a target, commitment or performance objective is measured.

Black People (B-BBEE): As defined in the Broad-Based Black Economic Empowerment Act (Act 53 of 2003), a generic term referring to Africans, Coloureds and Indians who are South African citizens by birth, descent or naturalisation in accordance with the provisions of the Act and the B-BBEE Codes of Good Practice.

C

CDP: An international non-profit organisation operating a global disclosure system for investors, companies, cities, states and regions to manage environmental impacts.

CGCSA: Consumer Goods Council of South Africa.

CIJI: Community Inclusive Justice Institute.

CO₂e: Carbon dioxide equivalent, the standard unit used to compare the warming impact of different greenhouse gases.

CRG: Country Road Group Proprietary Limited, a trading subsidiary of Woolworths Holdings Limited.

D

DEI: Diversity, Equity and Inclusion.

DFFE: Department of Forestry, Fisheries and the Environment.

E

EAP: Economically Active Population, a demographic benchmark used in South African employment equity planning and reporting.

ECD: Early Childhood Development.

EIJI: Enterprise Inclusive Justice Institute.

EPR: Extended Producer Responsibility. A regulatory approach requiring producers to take responsibility for the environmental impacts of products and packaging throughout their lifecycle, including post-consumer waste management.

ERM: Environmental Resources Management. Independent sustainability assurance provider.

ESD: Enterprise and Supplier Development.

ETI: Ethical Trading Initiative.

F

FBH: Fashion, Beauty and Home.

FIP: Fishery Improvement Project, a collaborative, multi-stakeholder initiative designed to improve the environmental performance, governance and long-term sustainability of fisheries.

FSC®: Forest Stewardship Council®, an international organisation promoting responsible forest management through certification and chain-of-custody standards.

FY: Financial year.

G

GBJ: Good Business Journey, Woolworths Holdings Limited’s sustainability strategy and strategic enabler.

GHG: Greenhouse Gas.

GHG Protocol: Greenhouse Gas Protocol Corporate Accounting and Reporting Standard and related guidance used for greenhouse gas accounting and reporting.

GRI: Global Reporting Initiative. International sustainability reporting standards used to disclose economic, environmental and social impacts.

GRS: Global Recycled Standard, an international voluntary standard that verifies recycled material content and establishes requirements relating to chain of custody, environmental practices, chemical management and social responsibility.

I

IAR: Integrated Annual Report.

IFRS: International Financial Reporting Standards.

IJI: Inclusive Justice Initiative.

ISSB: International Sustainability Standards Board.

K

KPI: Key Performance Indicator.

M

MMCFs: Man-made Cellulosic Fibres, including viscose, rayon, modal and lyocell.

MSC: Marine Stewardship Council, an independent international non-profit organisation that sets standards and certification requirements for environmentally sustainable wild-capture fisheries.

MSG: Monosodium glutamate

O

OCRF: Ovarian Cancer Research Foundation.

OPRL: On-Pack Recycling Label.

OWN: One Welfare Nexus.

P

PCR: Post-consumer recycled material.

PEFC: Programme for the Endorsement of Forest Certification, a global alliance of national forest certification systems promoting sustainable forest management through independent third-party certification.

PRO: Producer Responsibility Organisation. A legally recognised entity that assists producers in meeting Extended Producer Responsibility obligations through the collection, recovery and recycling of products and packaging.

PWD: People With Disabilities

R

rBST: A synthetic version of BST, often given to cows to increase their milk production

RCS: Recycled Claim Standard, an international voluntary standard that verifies recycled material content and chain-of-custody requirements throughout the supply chain.

RDS: Responsible Down Standard, an independent certification standard designed to ensure that down and feathers originate from animals that have not been subjected to unnecessary harm and that animal welfare best practices are applied.

RSPO: Roundtable on Sustainable Palm Oil, a global multi-stakeholder organisation that develops and implements standards for the production and sourcing of certified sustainable palm oil.

RTRS: Round Table on Responsible Soy, a global multi-stakeholder initiative that promotes the responsible production, processing and trade of soy through recognised certification standards.

S

SA FLWI: South African Food Loss and Waste Initiative.

SBTi: Science Based Targets initiative.

SDGs: United Nations Sustainable Development Goals.

SMETA: Sedex Members Ethical Trade Audit.

STI: Short-Term Incentive.

U

UNGC: United Nations Global Compact.

UN WEPs: United Nations Women’s Empowerment Principles.

W

WFS: Woolworths Financial Services Proprietary Limited, a joint venture between Woolworths and Absa bank that supports the Woolworths retail business by providing financial services to Woolworths customers

WGEA: Workplace Gender Equality Agency (Australia).

WHL: Woolworths Holdings Limited.

WIETA: Wine and Agricultural Ethical Trade Association, an association that drives a sustainable ethical trade programme for the South African wine industry and aligned sectors. WIETA is also a globally recognised ethical auditing body registered with the Global Social Compliance Programme (GSCP)

Woolworths/WSA: Woolworths Proprietary Limited, a trading subsidiary of Woolworths Holdings Limited

WWF-SA: World Wide Fund for Nature South Africa.

WWF-SASSI: WWF South African Sustainable Seafood Initiative, a programme that promotes responsible seafood consumption and sourcing through science-based sustainability assessments and consumer guidance.

GLOSSARY OF TERMS USED IN THE SUSTAINABILITY REPORTING SUITE

A

Animal Welfare: The physical and mental wellbeing of animals, encompassing nutrition, health, environment, behavioural interactions and mental experiences.

Assurance: An independent evaluation of reported information against defined criteria to increase confidence in the accuracy, reliability and credibility of sustainability disclosures.

B

Baseline Year: The reference year against which progress towards a target, commitment or performance objective is measured.

Biodiversity: The variability among living organisms from all sources, including terrestrial, marine and aquatic ecosystems, and the ecological complexes of which they are part.

C

Carbon Footprint: The total greenhouse gas emissions generated directly and indirectly by an organisation, product, service or activity, expressed as carbon dioxide equivalent (CO₂e).

Circular Economy: An economic system designed to eliminate waste and pollution, circulate materials and products at their highest value and regenerate natural systems.

Climate-related Financial Risk: Potential financial impacts arising from climate change, including physical, transition, legal, market and reputational risks.

Climate Resilience: The ability of organisations, communities, value chains or ecosystems to anticipate, prepare for, respond to and recover from climate-related disruptions.

Climate Scenario Analysis: A process used to assess organisational resilience and performance under different plausible future climate pathways and assumptions.

Community Resilience: The ability of individuals, communities and institutions to prepare for, adapt to and recover from social, economic, environmental and climate-related shocks and stresses.

D

Detox: A programme championed by Greenpeace for the removal of hazardous chemicals from the production of clothing garments

Direct Worker Engagement: A worker voice methodology that enables organisations to obtain direct, anonymous feedback from workers regarding working conditions, wellbeing and human rights matters.

Double Materiality: A concept recognising that sustainability matters may be material from both a financial perspective and an impact perspective.

E

Enterprise Value: The total value of an organisation, including equity and debt, reflecting market expectations regarding its future cash flows and risk profile.

Ethical Sourcing: Procurement practices that respect human rights, labour standards, environmental stewardship, animal welfare and responsible business conduct.

Ethical Trading Initiative (ETI) Base Code: An internationally recognised code of labour practice founded on International Labour Organization conventions and used to assess labour standards within supply chains.

F

Factory for the Future: Woolworths Food’s supplier sustainability programme aimed at evaluating and improving manufacturing site performance across environmental, social and governance topics.

Farming for the Future: Woolworths’ science-based regenerative agriculture programme that supports continuous improvement in environmental stewardship, farm resilience, productivity and profitability.

Fishing for the Future: Woolworths’ responsible seafood sourcing programme that promotes sustainable fisheries, improved traceability and the protection of marine ecosystems.

Five Domains Model: A science-based framework used to assess animal welfare through nutrition, physical environment, health, behavioural interactions and mental experiences.

FoodForward SA: A non-profit organisation that recovers edible surplus food at various stages of the food value chain, and redistributes it to communities in need across the country, thereby improving access to food and reducing food waste to landfill

Food Loss and Waste: Food intended for human consumption that is lost, discarded or diverted from the food value chain.

Free Range: A production system in which animals have access to the outdoors and opportunities to express natural behaviours in accordance with recognised standards.

G

Global Living Wage Coalition: A coalition of organisations working to develop internationally recognised living wage benchmarks and support progress towards living wages within global supply chains.

Greenhouse Gas Emissions: Emissions of gases that contribute to the greenhouse effect, including carbon dioxide, methane, nitrous oxide and fluorinated gases.

H

Human Rights Due Diligence: An ongoing risk management process through which an organisation identifies, prevents, mitigates and accounts for actual and potential adverse human rights impacts associated with its operations and value chain.

I

Inclusive Justice: Woolworths’ approach to advancing dignity, belonging, equity and opportunity across employees, customers, suppliers and communities.

Integrated Pest Management (IPM): A preventative, science-based approach combining biological, physical, cultural and chemical controls to reduce pest risks while minimising pesticide use.

J

Just Transition: A transition to a low-carbon and environmentally sustainable economy that is socially inclusive, protects livelihoods and creates equitable opportunities for affected workers and communities.

K

Kinder to Sows pork: Pork sourced from farms that no longer use sow stalls to restrain pregnant sows for prolonged periods, reducing the time adult sows spend in gestation crates from 16 weeks to under one week

L

Living Wage: The remuneration received for a standard work week that is sufficient to afford a decent standard of living for a worker and their family, including food, water, housing, education, healthcare, transport and other essential needs.

M

Material Matter: A sustainability-related topic that reflects significant economic, environmental or social impacts or could reasonably influence stakeholder decisions.

Mass Balance: A chain-of-custody approach allowing certified and non-certified materials to be mixed while ensuring certified volumes are tracked and accounted for.

Modern Slavery: Situations of exploitation that a person cannot refuse or leave due to threats, coercion, deception or abuse of power, including forced labour and human trafficking.

MyDifference: Woolworths’ customer rewards programme that enables customers to direct funding towards social and environmental causes through everyday purchases.

N

Nature-related Risks and Opportunities: Potential negative or positive effects on business performance arising from dependencies and impacts on nature, biodiversity, ecosystems and natural resources.

Nature-Positive: Activities, outcomes or business practices that contribute to halting and reversing nature loss while supporting the restoration and enhancement of biodiversity and ecosystem health.

Net Zero: A state in which anthropogenic greenhouse gas emissions are balanced by anthropogenic removals over a specified period.

O

One Welfare Nexus (OWN): Woolworths Food’s framework recognising the interrelationship between animal welfare, human wellbeing, food safety and environmental sustainability.

P

Physical Climate Risk: Risks arising from the physical impacts of climate change, including acute events such as floods and storms and chronic changes such as drought, water scarcity and temperature increases.

Post-Consumer Recycled Material: Material recovered from products after consumer use and recycled into new products or packaging.

R

Renewable Energy: Energy generated from naturally replenishing sources, including solar, wind, hydroelectric, geothermal and sustainable biomass resources.

Regenerative Agriculture: An approach to farming that seeks to improve soil health, biodiversity, ecosystem function, water cycles and climate resilience while maintaining productive farming systems.

Responsible Sourcing: Procurement of products and commodities from suppliers that meet recognised environmental, social, ethical and governance standards.

S

Science-Based Target: A greenhouse gas reduction target aligned with climate science and the goals of the Paris Agreement.

Scope 1 Emissions: Direct greenhouse gas emissions from sources owned or controlled by the reporting organisation.

Scope 2 Emissions: Indirect greenhouse gas emissions associated with the generation of purchased electricity, heating, cooling or steam consumed by the reporting organisation.

Scope 3 Emissions: All other indirect greenhouse gas emissions occurring in the reporting organisation’s value chain.

SIZE: Sustainability Initiative of South Africa, a membership-based, freestanding, non-profit company designed to assist farmers with ethical labour and environmental practice compliance. It is a South African standard – developed, owned, and operated in South Africa, but aligned to global best practices

Stakeholder: Any individual, group or organisation that can affect, be affected by, or perceive itself to be affected by the organisation’s activities.

SMETA: SEDEX Members Ethical Trade Audit, An ethical audit format that reports on SEDEX’s four pillars of labour, health and safety, environment, and business ethics

Sustainability Attribute: A recognised environmental, social, ethical or governance characteristic incorporated into a product, service or sourcing programme that contributes to more sustainable outcomes.

T

Traceability: The ability to identify, track and verify the origin, movement and transformation of materials, products and commodities across a value chain.

Transition Risk: Risks arising from the transition to a lower-carbon economy, including policy, legal, technology, market and reputation risks.

V

Value Chain: The full range of activities involved in the creation, production, distribution, consumption and end-of-life management of products and services.

Vision Zero Pesticides: Woolworths’ programme focused on reducing pesticide-related risks and promoting integrated pest management approaches, with the ambition of achieving zero pesticide residue by 2035.

W

Water Stewardship: The socially equitable, environmentally sustainable and economically beneficial management of freshwater resources through collaborative action and catchment-based approaches.

Water-Stressed Basin: A river basin or catchment where water demand significantly exceeds available water resources or where water quality constraints affect water availability.

Worker Voice: Mechanisms that enable workers to express views, provide feedback, raise concerns and participate in decisions affecting their employment conditions.

Z

Zero Hunger: Woolworths’ food security impact area and contribution to UN Sustainable Development Goal 2, which aims to end hunger, achieve food security, improve nutrition and promote sustainable agriculture.

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

WOOLWORTHSHOLDINGS.CO.ZA

For company-specific information, visit



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