



# FY20 Sustainability Data and Indices

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September 2020

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## Sustainability Governance

Super Retail Group is committed to adopting and implementing rigorous environmental, social and governance (ESG) policies and practices that protect and enhance the long-term performance of the Group. We believe that upholding high levels of sustainability governance ultimately contributes to strong financial returns by taking proper account of the long-term needs and interests of shareholders and other stakeholders.

The Group's environmental obligations are regulated under State, Territory, Federal and International Law. The Group has a Sustainability program in place to comply with its environmental performance obligations. All material environmental performance obligations are monitored by the Board. No environmental breaches have been notified to the Group during FY20.

Our Values and Code of Conduct set out the standards of behaviour that apply in all of our daily business activities and which help us carry out our legal and ethical obligations. Our Code of Conduct is supported by a range of policies, including our [Anti-corrupt Practices Policy](#) and [Whistleblower Policy](#), all publicly available on our website. Our [2020 Corporate Governance Statement](#) includes details on the functioning of the Board and its committees and is available on our corporate website.

The implementation of our sustainability strategy is driven by the Group Sustainability team, led by our Group Legal Counsel and Company Secretary. The most senior executive with accountability for sustainability performance is the Group Managing Director and Chief Executive Officer.

Key sustainability performance indicators such as safety, product compliance with safety standards and responsible sourcing practices are monitored and reported monthly to the Group Executive Leadership Team and the Board of Directors. Exposure to economic, environmental and social sustainability risks, including climate-change risks, are managed in accordance with our Risk Management Policy and Risk Management Framework and reported to the Board Audit and Risk Committee quarterly.

For a summary of our key achievements and progress please refer to our [2020 Sustainability Report](#). Additional detailed data related to our performance during FY20 is contained within this document.

## Workforce Data

Total workforce by region and gender – GRI 102-7; GRI405-1b					
	Australia	NZ	China	Total	%
Female	5828	408	49	6285	48.4%
Male	6275	386	41	6702	51.6%
<b>Total</b>	<b>12103</b>	<b>794</b>	<b>90</b>	<b>12987</b>	<b>100%</b>

Total workforce by age – GRI 405-1b			
	Under 30	30 - 50	Over 50
Casual	38.7%	5.6%	1.3%
Permanent full time	9.0%	14.9%	3.5%
Permanent part time	14.2%	6.4%	2.2%
Temporary full time	0.1%	0.2%	0.0%
Temporary part time	0.1%	0.1%	0.0%
Other*	2.0%	1.5%	0.2%
<b>Total</b>	<b>64.1%</b>	<b>28.7%</b>	<b>7.2%</b>

\*Other relates to team members at Macpac New Zealand and China who have employment information recorded in a separate system.

Board composition by gender – GRI 405-1		
Female	3	37.5%
Male	5	62.5%

Board composition by age - GRI 405-1		
Under 30	0	0.0%
30-50 years	1	12.5%
Over 50	7	87.5%

Total workforce by employment type, employment contract and gender – GRI 102-8; 405-1b				
	Female	% Female	Male	% Male
Casual	2736	21.1%	3198	24.6%
Full time	1580	12.2%	1978	15.2%
Part time	1637	12.6%	1315	10.1%
Temporary full time	24	0.2%	16	0.1%
Temporary part time	14	0.1%	4	0.0%
Other*	294	2.3%	191	1.5%
<b>Total Group</b>	<b>6285</b>	<b>48.4%</b>	<b>6702</b>	<b>51.6%</b>

\* Other relates to team members at Macpac New Zealand and China who have employment information recorded in a separate system.

New team members by gender – GRI 401-1a		
Female	1913	45.5%
Male	2290	54.5%

New team members by age group – GRI 401-1a		
Under 30	3407	81.1%
30 - 50 years	652	15.5%
Over 50	144	3.4%

New team members by region – GRI 401-1a		
Australia	3871	92.1%
New Zealand	331	7.9%
China	1	0.0%

Total turnover by region – GRI 401-1b				
FY	Australia and New Zealand	China	Australia and New Zealand	China
2018	26.1%	12.9%	3070	10
2019	24.1%	9.1%	2823	8
2020	24.3%	0.0%	4133	0
YOY change	0.2%	-9.1%	1310	-8

Team member turnover by gender – GRI 401-1b		
Female	1830	22.6%
Male	2303	25.6%

Team member turnover by age group – GRI 401-1b		
Under 30	3172	27.6%
30 - 50 Years	755	16.8%
Over 50 Years	206	18%

Team member turnover by region – GRI 401-1b		
Australia	3769	23.8%
NZ	364	31.4%
China	0	0.0%

## Health and Safety Data

Team members covered by the health and safety system by region and gender – GRI 403-8					
	Australia	NZ	China	Total	% of Total Workforce
Female	5828	408	0	6236	48.0%
Male	6275	386	0	6661	51.3%
Total	12103	794	0	12897	99.3%

Note: Our safety management systems are internally and externally audited across the Group. Figures exclude operations in China (0.7% of the workforce) who comply with local legislation.

Number and rate of recordable work-related injuries - TRI and TRIFR results – GRI 403-9				
Business area	Team members		Non-team members*	
	TRI	TRIFR	TRI	TRIFR
Auto	25	5.83	0	0
BCF	33	17.24	0	0
Macpac	10	12.02	0	0
Rebel	41	9.17	0	0
Supply Chain**	26	42.7	24	70.18
Corporate	2	2.4	0	0
SRG Group	137	10.58	24	70.18

Note: Musculoskeletal injuries are included in the work-related injury data as workers compensation systems in some jurisdictions SRG operate in, classifies these as injuries. Rates have been calculated for 1,000,000 hours worked.

\*Non-team members refer to labour hire who support our supply chain during peak load periods in manual task roles.

\*\*The TRIFR for non-team members is higher than for team members. Generally, the work profile of the non-team members includes a higher proportion of manual tasks where there is an increased risk of injury per hours worked. These injuries are

predominantly from sprains and strains. We continue to work on safety programs and technology to improve our manual tasks.

Main types of work-related injury - GRI 403-9		
Top 4 Injury Types Mechanism	Number of work-related injuries	
	Team members	Non-team members*
Hitting Objects by Body	720	174
Body Stressing	383	57
Being Hit by Moving Objects	149	30
Slips, Trips & Falls	135	118

\*Non-team members relate to labour hire who support our supply chain during peak load periods in manual task roles.

Number of hours worked - GRI 403-9		
Business area	Hours	
	Team members	Non-team members*
Auto	4,285,337	-
BCF	1,914,440	-
Macpac	832,151	-
Rebel	4,469,655	-
Supply Chain	608,910	341,994
Corporate	834,229	-
SRG Group	12,944,721	341,994

\* Non-team members relate to labour hire.

## Energy Use Data

Energy Use	Unit	FY17	FY18	FY19	FY20
Electricity	MWh	91,609	97,487	92,642	86,167

## Carbon Emissions Data

Carbon Emissions	Unit	FY17	FY18	FY19	FY20
Scope 1*	tCO <sub>2</sub> -e	738	961	932	900
Scope 2**	tCO <sub>2</sub> -e	71,882	73,106	71,700	65,534
Total Emissions (Scope 1 & 2)	tCO <sub>2</sub> -e	72,620	74,067	72,632	66,434
Carbon Emissions Intensity (total tCO <sub>2</sub> e/\$1 million revenue)	tCO <sub>2</sub> -e	32.5	30.5	26.8	23.5

\* Scope 1 emissions are direct emissions from owned or controlled sources e.g. emissions from the use of natural gas and LPG in our stores.

\*\* Scope 2 emissions are indirect emissions from the generation of purchased energy.



## United Nations Global Compact

Principles	Document Reference	Section Reference	Page Number
<b>Human Rights</b>			
Principle 1 Protection of Human Rights	<a href="#">2020 Sustainability Report</a> <a href="#">Responsible Sourcing Policy</a> <a href="#">Responsible Sourcing Code</a>	Responsible Sourcing	14-15
Principle 2 No Complicity in Human Rights Abuses	<a href="#">2020 Sustainability Report</a> <a href="#">Responsible Sourcing Policy</a> <a href="#">Responsible Sourcing Code</a>	Responsible Sourcing	14-15
<b>Labour</b>			
Principle 3 Freedom of Association and Collective Bargaining	<a href="#">2020 Sustainability Report</a> <a href="#">Responsible Sourcing Policy</a> <a href="#">Responsible Sourcing Code</a>	Enabling a diverse and inclusive team  Enterprise Agreements Responsible Sourcing	14-15; 19-21
Principle 4 Elimination of Forced and Compulsory Labour	<a href="#">2020 Sustainability Report</a> <a href="#">Responsible Sourcing Policy</a> <a href="#">Responsible Sourcing Code</a>	Responsible Sourcing	14-15
Principle 5 Abolition of Child Labour	<a href="#">2020 Sustainability Report</a> <a href="#">Responsible Sourcing Policy</a> <a href="#">Responsible Sourcing Code</a>	Responsible Sourcing	14-15
Principle 6 Elimination of Discrimination	<a href="#">2020 Sustainability Report</a> <a href="#">Responsible Sourcing Policy</a> <a href="#">Code of Conduct</a> <a href="#">Diversity and Inclusion Policy</a>	Enabling a diverse and inclusive team	19
<b>Environment</b>			
Principle 7 Precautionary Approach	This table	The Group applies the precautionary approach by analysing, monitoring and taking actions to reduce its environmental impacts	-
Principle 8 Environmental Responsibility	<a href="#">2020 Sustainability Report</a>	Caring for our Natural Environment	22-26
Principle 9 Environmentally Friendly Technologies	<a href="#">2020 Sustainability Report</a>	Caring for our Natural Environment	22; 24
<b>Anti-Corruption</b>			
Principle 10 Work against Corruption	This document <a href="#">2020 Sustainability Report</a> <a href="#">Anti-corrupt Practices Policy</a>	Sustainability Governance  Responsible Sourcing Program	1; 14-15

Principles	Document Reference	Section Reference	Page Number
	<a href="#">Whistleblower Policy</a>		

## Global Reporting Initiative

GRI Standard	Disclosure	Page No. in <a href="#">2020 Sustainability Report</a>	Section	Notes	Omission
<b>GRI102: General Disclosures</b>					
<b>Organisational Profile</b>					
<b>GRI 102-1 [Core]</b>	Name of the organization	-	This index	Super Retail Group Limited	
<b>GRI 102-2 [Core]</b>	Activities, brands, products, and services	6-7	About us; this index	We do not sell products or services that are banned or that are the subject of public debate	
<b>GRI 102-3 [Core]</b>	Location of headquarters	-	This index	Strathpine, Qld, Australia	
<b>GRI 102-4 [Core]</b>	Location of operations	-	This index	Australia, New Zealand & China	
<b>GRI 102-5 [Core]</b>	Ownership and legal form	-	This index	Super Retail Group Limited is an ASX listed company	
<b>GRI 102-6 [Core]</b>	Markets served	6	About us; this index	Australia and New Zealand	
<b>GRI 102-7 [Core]</b>	Scale of the organization	-	This index	Contained within our 2020 Annual Report, available on our corporate website and Workforce Data section of this document	
<b>GRI 102-8 [Core]</b>	Information on employees and other workers	19-21	This index	Contained within our 2020 Annual Report, available on our corporate website and Workforce Data section of this document	

GRI Standard	Disclosure	Page No. in <u>2020 Sustainability Report</u>	Section	Notes	Omission
<b>GRI 102-9 [Core]</b>	Supply chain	14-15	Responsible Sourcing		
<b>GRI 102-10 [Core]</b>	Significant changes to the organization and its supply chain	-	This index	No significant changes from previous period	
<b>GRI 102-11 [Core]</b>	Precautionary Principle or approach	-	This Index	The Group applies the precautionary approach by analysing, monitoring and taking actions to reduce its environmental impacts	
<b>GRI 102-12 [Core]</b>	External initiatives	10; 14-15; 24	Transparency and Openness, Responsible Sourcing, Sustainable Packaging and Products; this index	The Group is a signatory of the Australian Packaging Covenant and the United Nations (UN) Global Compact. We support the Fair Labour Association, the Universal Declaration of Human Rights, the Convention of Rights of the Child, the ILO Declaration on Fundamental Principles and Rights at Work and the UN Sustainable Development Goals	
<b>GRI 102-13 [Core]</b>	Membership of associations	10	This index; Transparency and openness	The Group maintains memberships with a number of associations and organisations, including the Australian Packaging Covenant, the United Nations (UN) Global Compact, the Australian Sporting Goods Association and	

GRI Standard	Disclosure	Page No. in <a href="#">2020 Sustainability Report</a>	Section	Notes	Omission
				the Australian Retailers Association	
<b>Strategy</b>					
<b>GRI 102-14 [Core]</b>	Statement from senior decision-maker	3	CEO's Message		
<b>Ethics and integrity</b>					
<b>GRI 102-16 [Core]</b>	Values, principles, standards, and norms of behaviour	10	Supporting communities who support us by doing the right thing; this index	Contained within the <a href="#">Sustainability Governance section</a> of this document	
<b>Governance</b>					
<b>GRI 102-18 [Core]</b>	Governance structure	-	This index	Contained within our <a href="#">2020 Corporate Governance Statement</a> and our 2020 Annual Report, available on our corporate website. Also contained within the <a href="#">Sustainability Governance</a> section of this document	
<b>Stakeholder Engagement</b>					
<b>GRI 102-40 [Core]</b>	List of stakeholder groups	8	Focusing on what matters		
<b>GRI 102-41 [Core]</b>	Collective bargaining agreements	19-21	Enterprise Agreements		
<b>GRI 102-42 [Core]</b>	Identifying and selecting stakeholders	8	Focusing on what matters		

GRI Standard	Disclosure	Page No. in <a href="#">2020 Sustainability Report</a>	Section	Notes	Omission
<b>GRI 102-43 [Core]</b>	Approach to stakeholder engagement	8	Focusing on what matters		
<b>GRI 102-44 [Core]</b>	Key topics and concerns raised	8	Focusing on what matters		
<b>Reporting Practice</b>					
<b>GRI 102-45 [Core]</b>	Entities included in the consolidated financial statements	-	This index	Contained within Super Retail Group 2020 Annual Report	
<b>GRI 102-46 [Core]</b>	Defining report content and topic Boundaries	8	Focusing on what matters		
<b>GRI 102-47 [Core]</b>	List of material topics	8	Focusing on what matters		
<b>GRI 102-48 [Core]</b>	Restatements of information	-	This index	The TRIFR result compared to the previous year (pages 4 & 18 of our <a href="#">2020 Sustainability Report</a> ). Recalculated FY19 TRIFR to be 14.07. This reflects ongoing maturity of our reporting data	
<b>GRI 102-49 [Core]</b>	Changes in reporting	-	This index	No changes in reporting this year	
<b>GRI 102-50 [Core]</b>	Reporting period	2	About this Report		
<b>GRI 102-51 [Core]</b>	Date of most recent report	-	This index	2019 Sustainability Report (1 July 2018 to 30 June 2019)	
<b>GRI 102-52 [Core]</b>	Reporting cycle	-	This index	Annual	

GRI Standard	Disclosure	Page No. in <a href="#">2020 Sustainability Report</a>	Section	Notes	Omission
<b>GRI 102-53 [Core]</b>	Contact point for questions regarding the report	2	About this Report		
<b>GRI 102-54 [Core]</b>	Claims of reporting in accordance with the GRI Standards	2	About this Report		
<b>GRI 102-55 [Core]</b>	GRI content index	-	This index		
<b>GRI 102-56 [Core]</b>	External assurance	28-29	Assurance Statement		
<b>Specific Standard Disclosures</b>					
GRI Standard	Disclosure	Page Number	Section	Notes	Omission
<b>200 (Economic Topics)</b>					
<b>GRI 201: Economic Performance 2016</b>					
<b>GRI 103</b>	Explanation of the material topic and its boundary	6; 10	This index; About us; Contributing to community	The Group supports the economy through taxes, job creation (directly and indirectly), and support to the community and local trade partners. For detailed information about our economic performance and materiality issues please refer to our 2020 Annual Report, available on our corporate website	

GRI Standard	Disclosure	Page No. in <a href="#">2020 Sustainability Report</a>	Section	Notes	Omission
<b>GRI 201-1</b>	Direct economic value generated and distributed	6;10	This index; About us; Contributing to community	Contained within our 2020 Annual Report, available on our corporate website	
<b>GRI 201-2</b>	Financial implications and other risks and opportunities due to climate	22-26	Caring for our natural environment; this index	Contained within our annual CDP Reports, available on our corporate website	
<b>GRI 203-2</b>	Significant indirect economic impacts	-	This index	We contribute to job creation and wages through our supply chain	
<b>300 (Environmental topics)</b>					
<b>GRI 305: Emissions 2016</b>					
<b>GRI 103</b>	Explanation of the material topic and its boundary	22; 24; 26	Caring for our natural environment		
<b>GRI302-1</b>	Energy consumption within the organization	22-23	Caring for our natural environment		
<b>GRI302-3</b>	Energy intensity	23	Caring for our natural environment		



GRI Standard	Disclosure	Page No. in <u>2020 Sustainability Report</u>	Section	Notes	Omission
<b>GRI 305-1</b>	Direct (Scope 1) GHG emissions	23	Caring for our natural environment; this index	Emissions in Australia calculated using the emission factors in the Australia National Greenhouse and Energy Reporting (Measurement) Determination 2008 (as amended). Emissions in NZ calculated using the emission factors in the Measuring Emissions: A Guide for Organisations, 2019 Detailed Guide (NZ)	
<b>GRI 305-2</b>	Energy indirect (scope 2) GHG Emissions	23	Caring for our natural environment; this index	Emissions in Australia calculated using the emission factors in the Australia National Greenhouse and Energy Reporting (Measurement) Determination 2008 (as amended). Emissions in NZ calculated using the emission factors in the Measuring Emissions: A Guide for Organisations, 2019 Detailed Guide (NZ)	
<b>GRI 305-5</b>	Reduction of GHG emissions	22	Caring for our natural environment		
<b>GRI 306: Waste 2020</b>					

GRI Standard	Disclosure	Page No. in <a href="#">2020 Sustainability Report</a>	Section	Notes	Omission
<b>GRI 103</b>	Explanation of the material topic and its boundary	24; 26	Sustainable packaging and products; Promoting reduce-reuse-recycle		
<b>GRI 306-2</b>	Management of significant waste-related impacts	24; 26	Sustainable packaging and products; Promoting reduce-reuse-recycle; this index	SRG has contracts in place with waste providers in Australia and NZ to manage our waste in accordance with legal requirements. Waste-related data is captured by our waste providers and reported monthly to SRG	
<b>GRI306-3</b>	Waste generated	25	Waste & Recycling - Stores and distribution centres		
<b>GRI 307: Environmental Compliance 2016</b>					
<b>GRI 103</b>	Explanation of the material topic and its boundary	22; 24; 26	Caring for our natural environment		
<b>GRI 307-1</b>	Non-compliance with environmental laws and regulations	-	This index	No incidents related to non-compliance with environmental laws and regulations were recorded during the reporting period	
<b>400 (Social topics)</b>					
<b>Labour Practices and Decent Work</b>					

GRI Standard	Disclosure	Page No. in <a href="#">2020 Sustainability Report</a>	Section	Notes	Omission
<b>GRI 401: Employment 2016</b>					
<b>GRI 103</b>	Explanation of the material topic and its boundary	17	Passionately Supporting our Team		
<b>GRI 401-1</b>	New employees hires and employee turnover	-	This index	Contained within the <a href="#">Workforce Data section</a> of this document	
<b>GRI 403: Occupational Health and Safety 2018</b>					
<b>GRI 103</b>	Explanation of the material topic and its boundary	18-19	Keeping our team safe		
<b>GRI 403-1</b>	Occupational health and safety management system	18-19	Keeping our team safe		
<b>GRI 403-2</b>	Hazard identification, risk assessment and incident investigation	18-19	Keeping our team safe		
<b>GRI403-3</b>	Occupational health services	18-19	Keeping our team safe		
<b>GRI 403-5</b>	Worker training on occupational health and safety	18-19	Keeping our team safe		

GRI Standard	Disclosure	Page No. in <a href="#">2020 Sustainability Report</a>	Section	Notes	Omission
<b>GRI403-6</b>	Promotion of worker health	18-19	Keeping our team safe		
<b>GRI403-8</b>	Workers covered by an occupational health and safety management system	-	This index	Contained within the <a href="#">Health &amp; Safety data section</a> of this document	
<b>GRI 403-9</b>	Work-related injuries	-	This index	Contained within the <a href="#">Health &amp; Safety data section</a> of this document 1. There were no fatalities as a result of work-related employee injury in FY20. 2. Number and rate of high-consequence work-related injuries (excluding fatalities) and work-related hazards that pose a risk of high-consequence injury not reported. As these are new requirements, we will start collecting this data for future reporting	Quantitative data
<b>GRI 403-10</b>	Work-related ill health	-	This index	There were no fatalities as a result of team member and non-team work-related ill health in FY20. There were 4 recordable work-related cases of ill health for team members in FY20. They related to musculoskeletal (3) and mental disease (1). Recordable work-related	

GRI Standard	Disclosure	Page No. in <a href="#">2020 Sustainability Report</a>	Section	Notes	Omission
				ill health data is not available for non-employees. Based on SRG's risk themes work-related hazards that pose a risk of ill health includes mental health and fitness for work; overexertion / repetitive Strain; exposure to biological hazards; and exposure to chemicals and hazardous substances. Mental health and fitness for work; and overexertion / repetitive strain have caused or contributed to cases of ill health during FY20. Data excludes China operations	
<b>GRI 404: Training and Education 2016</b>					
<b>GRI 103</b>	Explanation of the material topic and its boundary	21	Investing in continuous learning and development		
<b>GRI 404-2</b>	Programs for upgrading employee skills and transition assistance programs	21	Investing in continuous learning and development		
<b>GRI 405: Diversity and Equal Opportunity 2016</b>					
<b>GRI 103</b>	Explanation of the material topic and its boundary	19	Enabling a diverse and inclusive team		

GRI Standard	Disclosure	Page No. in <a href="#">2020 Sustainability Report</a>	Section	Notes	Omission
GRI 405-1	Diversity of governance bodies and employees	-	This index	Contained within the <a href="#">Workforce Data section</a> of this document	
<b>Human Rights</b>					
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>					
GRI 103	Explanation of the material topic and its boundary	14	Responsible Sourcing		
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	14-15	Responsible Sourcing		
<b>GRI 408: Child Labour 2016</b>					
GRI 103	Explanation of the material topic and its boundary	14	Responsible Sourcing		
GRI 408-1	Operations and suppliers at significant risk for incidents of child labour	14-15	Responsible Sourcing; this index	Contained in the Trade Partner <a href="#">FAQs</a> document, available on our website	
<b>GRI 409: Forced or Compulsory Labour 2016</b>					
GRI 103	Explanation of the material topic and its boundary	14	Responsible Sourcing		
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	14-15	Responsible Sourcing, this index	Contained in the Trade Partner <a href="#">FAQs</a> document, available on our website	

GRI Standard	Disclosure	Page No. in <a href="#">2020 Sustainability Report</a>	Section	Notes	Omission
<b>GRI 414: Supplier Social Assessment 2016</b>					
<b>GRI 103</b>	Explanation of the material topic and its boundary	14	Responsible Sourcing		
<b>GRI 414-1</b>	New suppliers that were screened using social criteria	15	Responsible Sourcing		
<b>GRI 414-2</b>	Negative social impacts in the supply chain and actions taken	15	Responsible Sourcing		
<b>Society</b>					
<b>Product Responsibility</b>					
<b>GRI 416: Customer Health and Safety 2016</b>					
<b>GRI 103</b>	Explanation of the material topic and its boundary	16	Product Safety		
<b>GRI 416-2</b>	Incidents of non-compliance concerning the health and safety impacts of products and services	16	Product Safety		
<b>GRI 417: Marketing and Labelling 2016</b>					
<b>GRI 103</b>	Explanation of the material topic and its boundary	16	Responsible Marketing		
<b>GRI 417-3</b>	Incidents of non-compliance concerning marketing communications	16	Responsible Marketing		

GRI Standard	Disclosure	Page No. in <a href="#">2020 Sustainability Report</a>	Section	Notes	Omission
<b>GRI 418: Customer Privacy 2016</b>					
<b>GRI 103</b>	Explanation of the material topic and its boundary	16	Respecting Privacy		
<b>GRI 418-1</b>	Substantiated complaints concerning breaches of customer privacy and losses of customer data	16	Respecting Privacy		
<b>GRI 419: Socioeconomic Compliance 2016</b>					
<b>GRI 103</b>	Explanation of the material topic and its boundary	16; 21	Product Safety; Respecting Privacy; Improving Governance for Employment Arrangements		
<b>GRI 419-1</b>	Non-compliance with laws and regulations in the social and economic area	21	Improving Governance for Employment Arrangements		

## Sustainability Accounting Standards Board (SASB) Disclosure

Code	Topic	Accounting/ Activity Metric	Document Reference	Section Reference	Page Number	Notes
CG-MR-130a.1	Energy Management in Retail & Distribution	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	<a href="#">2020 Sustainability Report</a> ; this document	Responding to climate change; <a href="#">Energy use data section</a> ; <a href="#">Carbon Emissions section</a>	23; 7	(1) Total electricity usage reported in MWh; (2) We use 100% grid electricity
CG-MR-230a.1	Data Security	Description of approach to identifying and addressing data security risks	<a href="#">Appendix 4E &amp; 2020 Financial Report</a>	3.2(f), Risk 7 - Cyber Security and Information Technology	14	



Code	Topic	Accounting/ Activity Metric	Document Reference	Section Reference	Page Number	Notes
CG-MR-230a.2		1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	<a href="#">2020 Sustainability Report</a>	Respecting Privacy	16	
CG-MR-310a.1	Labour Practices	(1) Average hourly wage and (2) percentage of in-store employees earning minimum wage, by region	This document	This table	-	(1) Average hourly wage not currently disclosed; (2) 100% of in-store employees earn minimum wage, in accordance with legal requirements in Australia & NZ
CG-MR-310a.2		(1) Voluntary and (2) involuntary turnover rate for in-store employees	This document	<a href="#">Workforce data section</a>	2-5	Total turnover rate disclosed includes all employees
CG-MR-310a.3		Total amount of monetary losses as a result of legal proceedings associated with labour law violations	<a href="#">2020 Sustainability Report</a>	Improving Governance for Employment Arrangements	21	
CG-MR-330a.1	Workforce Diversity & Inclusion	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees	This document	<a href="#">Workforce data section</a>	2-5	Total percentage of gender group representation disclosed for all employees; Information related to racial/ethnic group representation not disclosed
CG-MR-330a.2		Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	This document	This table	-	The Group did not have monetary losses as a result of legal proceedings associated with employment discrimination
CG-MR-410a.1	Product Sourcing, Packaging & Marketing	Revenue from products third-party certified to environmental and/or social sustainability standards	This document	This table	-	Information not currently disclosed

Code	Topic	Accounting/ Activity Metric	Document Reference	Section Reference	Page Number	Notes
CG-MR-410a.2		Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	<a href="#">2020 Sustainability Report</a>	Product Safety	16	Risks and and/or hazards associated with chemicals in products are managed through our product safety compliance process
CG-MR-410a.3		Discussion of strategies to reduce the environmental impact of packaging	<a href="#">2020 Sustainability Report</a>	Sustainable packaging and products	24-26	
CG-MR-000.A	Activity	Number of: (1) retail locations and (2) distribution centers	<a href="#">2020 Sustainability Report</a>	About Us	7	
CG-MR-000.B	Activity	Total area of: (1) retail space and (2) distribution centers	This document	This table	-	Total area of (1) retail space: 734,540sqm; (2) distribution centres: 221,898sqm

\* Disclosure refers to Consumer Goods Sector - Multiline and Specialty Retailers & Distributors