

ESG Governance

ESG Factors



People

1. Health, Safety & Wellness
2. Community Investment
3. Employee Development & Experiences
4. Diversity, Equity & Inclusion



Planet

5. Climate Change
6. Energy Management
7. Food Waste
8. Plastics & Packaging



Products

9. Customer Experience & Engagement
10. Product Quality & Safety
11. Health & Nutrition
12. Ethical & Sustainable Sourcing
13. Human Rights
14. Animal Welfare



Governance

15. Responsible Governance
16. Business Ethics
17. Cyber Security & Data Protection
18. Risk & Crisis Management

Board of Directors (Quarterly)

Oversight of ESG Strategy and Execution

Board Committees focused on specific ESG Factors:

Human Resources Committee		Corporate Governance & Social Responsibility Committee				Audit Committee <i>Signs off on all SBR metrics</i>	
16	1, 3, 4	2	15	5, 6, 7, 8	12, 13, 14	16, 17, 18	10, 11

Executive Committee (Monthly)

Accountability for ESG Strategy and Execution

All ESG factors are covered at the Executive Committee. In addition, the following Operational Leadership Committees focus on specific ESG factors:

Security Steering Committee^{II} 17	Retail Operations Steering Committee 1	HR Leadership Team 3	Sustainable Business Council^{II} <i>(to be established in F'23)</i> 5 & all other ESG factors	Collaboration Touchpoints & Multi-Committees^I 9, 11
Security Leadership Committee 17	Logistics Steering Committee 1	DE&I Executive Committee 4	Energy Committee 6	
	CEO & Executive Sponsors 2	DE&I Council^{II} 4	Plastics Action Committee^{II} <i>(to be established in F'23)</i> 8	

Disclosure Committee (Quarterly)

Accountability for ESG Disclosure

^I Meets bi-weekly or more often

^{II} Meets quarterly