

2023

Sustainability Progress



Our role in creating a better tomorrow

# When it comes to Sustainability, everything is connected.

As the largest retailer and employer in Australia, we have the privilege of employing over 200,000 team members and serving almost every community through our retail and wholesale network supported by our suppliers.

We want to create a better tomorrow by making shopping more sustainable, so that together we can leave the planet in a better place. In the last year, we remained focussed on supporting and giving back to our customers, team and the communities we serve, working together to drive meaningful action and solutions towards collective challenges.

**We're all in this together**

# 2023 at a glance

Sustainability to us means having a positive impact on our people, our planet and through our products.

## Supporting our communities

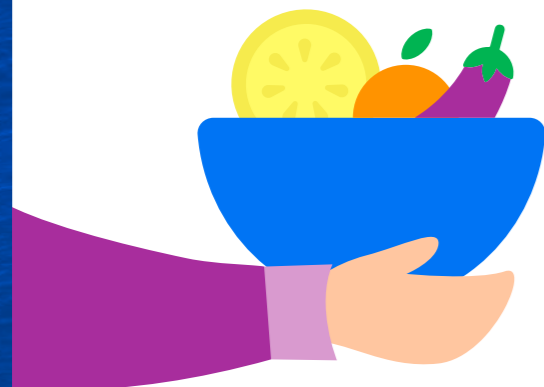
**\$122M**

in donations

to support natural disaster resilience, hunger relief, education and health



## Providing hunger relief

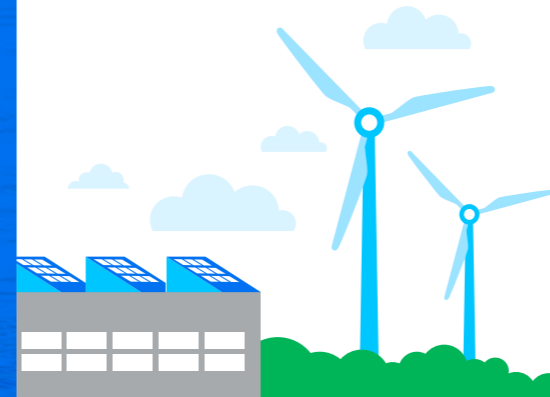


Donated

**>34M**  
meals

to our food rescue partners to help meet growing demand

## Reducing our emissions



**36%**

emissions reductions

across our operations via renewable electricity, refrigeration and energy efficiency

## Greener deliveries

**27**

new electric home delivery vehicles

hit the road this year, as we work towards 100% electric home deliveries by 2030



## Making healthier easier



**Australia's**

healthiest supermarket own brand range

for the fourth year in a row<sup>1</sup>

<sup>1</sup> The George Institute for Global Health's FoodSwitch: State of the Food Supply report (2019, 2020, 2021, 2022) based on mean Health Star Rating compared with Coles, Aldi and IGA.

# Positive impact on our communities



We work with our teams, customers and partners in order to create positive change in our communities. Our community programs are diverse, including providing meals to those in need, children's health and wellbeing and supporting farmers and regional Australia.

## Food rescue



# \$78.5M

in surplus food and groceries donated

## Children's health and wellbeing

# 2,800 kids

in need supported by the Breakfast Library a partnership initiative of BIG W and the Australian Literacy and Numeracy Foundation

## Aussie farmers

# \$3M in grants

supporting our suppliers through our Organic Growth and Dairy Innovation funds



## Mini Woolies



Together with Fujitsu we're providing hands-on learning experiences for students and job candidates living with disabilities. With Mini Woolies in 41 locations we've offered experience to more than 3,000 young Australians.

[See more on our Mini Woolies program](#)

## Gender equality

# 39.8%

 senior leadership in Australia are women

## LGBTQ+

1<sup>st</sup> retailer awarded Platinum Employer Status by Australian Workplace Equality Index

## Cultural inclusion

Refugees Employment Program

# 245

 refugees provided with employment

## First nations

# \$355,000

 raised

for the Yothu Yindi Foundation through reusable Art Bags sold at Woolworths, supporting the education of Yolngu students

Launched our innovate Reconciliation Action Plan and committed \$10 million to a national First Nations residential college at the University of Technology.

[Hear our team talk about our Reconciliation Action Plan](#)



## Reconciliation Action Plan

# Creating a truly inclusive workplace

We believe in creating a safe and inclusive workplace where diversity is valued, and everyone can be their 'best self'. Our approach focuses on gender; LGBTQ+; First Nations; disability; and cultural inclusion.



# Reducing hunger and food waste

We are at the heart of our communities and are determined to positively impact food security across Australia, an issue of increasing importance in the face of cost of living pressures. We aim to redistribute all edible surplus food to people in need and reduce food waste across our supply chain.



## Hunger relief



To meet the growing demand for food relief, in August 2023, we provided an immediate financial boost to our hunger relief partners, equating to more than 13 million additional meals for Australians in need.

See how we're partnering with OzHarvest

Donated

# >34M meals

to our food rescue partners in F23

Food waste

# 80%

 diverted from landfill from Woolworths Supermarkets

Odd Bunch program

# >300,000t

food waste saved since 2015



Watch how we're working towards 100% renewable electricity

Launched our transport decarbonisation strategy with 27 new electric home delivery vehicles as we work towards 100% electric home deliveries by 2030.



Transport decarbonisation

Powered by green electricity

# 231

 solar systems installed

Net positive carbon emissions

Emissions

# 36%

reductions since 2015

Working with

# 55

suppliers

on understanding their own emissions profile and the actions to reduce it

Nurturing nature across our supply chain

# 100%

sustainably sourced single product tea, coffee, cocoa and sugar

# 100%

Woolworths own brand seafood responsibly sourced

# Towards net positive



We recognise that Woolworths Group and our suppliers rely on the health of our climate and nature to meet our customers' needs. We aspire to reduce our emissions to be a net positive business by 2050 – working with our partners to remove more carbon than we emit.



## Soft plastics

While we've made progress on supporting our customers in their efforts to recycle, this was disrupted with the halt of the REDcycle soft plastics recycling scheme. We continue to work with our peers, industry and government to re-establish a collection program.



By bringing their own bags, customers are helping us save

**>350M** plastic bags annually

## Virgin plastic reduction



**>14,000t**

in virgin plastic reduction against 2018 baseline, through targeted initiatives

## Recyclable own brand packaging

**94%** total recyclability including soft plastics<sup>1</sup>

<sup>1</sup> Or 85% recyclability based on soft plastics recycling temporarily paused.

## Customer recycling

Helping customers recycle by putting the Australasian Recycling Label on our products

**92%** Australia supermarket own brand products

**55%** BIG W own brand products

# Sustainable packaging

We are embracing circular solutions and the power of partnerships, to make our own brand product packaging more sustainable by reducing virgin plastic, increasing recycled content, and making our packaging widely recyclable, reusable or compostable.



# Healthier choices

As one of the most trusted brands, we have a responsibility to help our customers with choices that are affordable, healthier and sustainably produced. We aspire to make healthier easier for all by growing the proportion of sales from healthier products in our supermarkets.

## Own brand

**#1 Australia's**

healthiest supermarket own brand range<sup>1</sup>

## Own brand reformulation

**56t** salt removed

**136t** sugar removed

## Free fruit for kids

**30M** pieces of Free Fruit for Kids last year



Helping kids get a healthy start



Hear how we're contributing to [sustainable packaging](#) and [healthier choices](#)

<sup>1</sup> The George Institute for Global Health's FoodSwitch: State of the Food Supply report (2019, 2020, 2021, 2022) based on mean Health Star Rating compared with Coles, Aldi and IGA.



# Towards a better tomorrow

We remain united by our purpose and as we move into our hundredth year we know we can do more to drive the transformative change needed to positively impact our customers, team, communities and planet.

We will continue collaborating across our value chain and industry to influence positive impact. We will also continue challenging ourselves on our progress, and our action to drive the change we want to see.

Thank you for your support as we work to create better experiences together for a better tomorrow. We welcome you to explore our stories, partnerships, policies and more at

[woolworthsgroup.com.au/sustainability](https://www.woolworthsgroup.com.au/sustainability)

