



**ATMO**  
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Woolworths Group  
Australia & New Zealand Sustainability Update  
Atmosphere 2018



Woolworths CRS 2020 Update - Michael Englebright

Woolworths Countdown Strategy - Greg Lewis

# Corporate Responsibility Strategy

## WOOLWORTHS 2020 commitments

Our Corporate Responsibility Strategy 2020 brings new focus, resources and energy to sustainability.

The targets assigned under our People, Planet and Prosperity pillars cover Woolworths' engagement with customers, communities, supply chain and team members, as well as our responsibility to minimise the environmental impact of our operations.

### PEOPLE:

#### encouraging diversity

We value diversity across Woolworths. Our customers should see in Woolworths' people a reflection of themselves and their communities. In this strategy we embrace targets that support diversity and, hand in hand with this aim, tolerance and respect.

#### ENSURING GENDER EQUITY

- 1 At least 40 per cent of executive and senior manager positions to be held by women.
- 2 No salary wage gap between male and female employees of equivalent positions on a per-hour rate at all levels of the company, with a step change improvement in closing any gaps by the end of FY17.

#### EMBRACING OUR DIVERSITY

- 3 100 per cent of those responsible for hiring new team members to have completed unconscious bias training.
- 4 Continue the focus on driving cultural diversity, with a commitment that by 2020 the Woolworths Group team will truly reflect the communities we serve.

#### SUPPORTING ABORIGINAL AND TORRES STRAIT ISLANDER EMPLOYMENT

- 5 Proportion of Indigenous team members to equal Federal Government Employment Parity contract. Once achieved, 2 per cent of our Store Operations team members will be Indigenous.
- 6 Proportion of Indigenous Graduates to equal Federal Government Employment Parity contract. Once achieved, 2 per cent of our Graduates will be Indigenous.

#### CREATING OPPORTUNITIES FOR ALL

- 7 We are committed to maintaining a workplace that safeguards the health and wellbeing of our people, customers and visitors.
- 8 Achieve Gold Tier employer status in Australian Workplace Equality Index (AWEI) for Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) inclusion.

# People Planet Prosperity

## CORPORATE RESPONSIBILITY STRATEGY 2020

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### PLANET:

#### for a healthy Australia

We recognise Woolworths' environmental impact across our value chain and will work with our suppliers, service providers and operations to innovate for a healthy planet. We will support the move to a circular economy, source environmentally sustainable commodities and respond to climate change.

#### MOVING TO A CIRCULAR ECONOMY

- 9 Towards zero food waste going to landfill.
- 10 Improve the recyclability of our Own Brand packaging and contribute to the circular economy.

#### SOURCING ENVIRONMENTALLY SUSTAINABLE COMMODITIES

- 11 Source key raw materials and commodities sustainably to an independent standard by 2020. We will raise awareness of sustainably sourced products.
- 12 Achieve net zero supply chain deforestation for 'high-impact' commodities in our Own Brand products, such as palm oil, timber, pulp and paper, and packaging.

#### RESPONDING TO CLIMATE CHANGE

- 13 Reduce Woolworths' carbon emissions to 10 per cent below 2015 levels.
- 14 Innovate with natural refrigerants and reduce refrigerant leakage in our stores by 15 per cent of CO<sub>2</sub>-e below 2015 levels.

### PROSPERITY:

#### founded on trusted relationships

We will focus on positive relationships with suppliers, give back to the communities in which we operate, and rebuild trust with our customers.

#### WORKING WITH OUR BUSINESS PARTNERS

- 15 We will achieve a top quartile ranking in how we engage fairly and equitably with our suppliers as measured by independent supplier surveys.
- 16 We will focus on a best practice compliance system according to the Global Social Compliance Program. We will collaborate with peak organisations to improve workers' lives.

#### GIVING BACK TO THE COMMUNITIES IN WHICH WE OPERATE

- 17 We will invest the equivalent of 1 per cent of a three year rolling average of total Group Earnings Before Interest and Tax (EBIT) in community partnerships and programs.
- 18 We will publicly report social impact to quantify the positive changes we are creating with a focus on health, economic development and emergency relief.

#### CREATING SHARED VALUE WITH OUR CUSTOMERS

- 19 We will achieve leading customer satisfaction scores.
- 20 We will inspire our customers to consume all of our products in a healthy, sustainable way.

## Michael Englebright - Bio



### Michael Englebright

National Engineering Manager Woolworths Group 2014 to Present, Michael has over 25 years in Supermarket Retail and has served an extensive period abroad in Europe and NAM in the development of efficiency improvements in refrigeration, HVAC and Energy Management. A key interest and passion has been in the development of natural refrigerants in product development, training, application and third world countries adopting natural refrigerants through UNIDO programme.

- CAREL Industries - Global Key Accounts Manager Retail
- Danfoss - Global Applications Engineering Manager Retail
- Frigrite Refrigeration - Applications Engineer

# Australian Update

**PLANET:**

*Innovating for a healthy planet*

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We have a target to 'innovate with natural refrigerants and reduce refrigerant leakage in our stores by 15 per cent of CO<sub>2</sub>-e below 2015 levels'. This target will be achieved by leakage reduction initiatives and replacing existing refrigeration systems.

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By 2020 we will install ten natural systems employing technologies such as transcritical CO<sub>2</sub> or water loop. In our New Zealand Countdown business we have already installed one transcritical CO<sub>2</sub> system and plan to introduce another four. In Australia we will further develop our organisational capacity and plan to pilot two transcritical CO<sub>2</sub> HFC-free natural refrigerant systems in greenfield supermarkets in 2017.

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**COMMITMENT FOR 2020**

**14** Innovate with natural refrigerants and reduce refrigerant leakage in our stores by 15 per cent of CO<sub>2</sub>-e below 2015 levels.

15% reduction in carbon emissions from refrigerants



## Natural Refrigerants

 **Woolworths Greenway Village** 1.06 km

Shop M1 799 Richmond Road,  
Colebee

First Woolworths Transcritical CO<sub>2</sub> store.

## Waterloop Technology

 **Collins Square**

727 Collins Street  
Docklands

 **Caulfield North**

360 Orrong Rd,  
Caulfield North

## Self Contained Natural Solutions

 **Marrickville Metro** 1.81 km

Marrickville Shopping Centre, 34  
Victoria Road,  
Marrickville

## Greg Lewis - Bio



### Greg Lewis

Countdown Engineering Manager - 2014 to Present: Greg Has been working in the supermarket Refrigeration/HVAC space for the last 20 years, working across all disciplines. With the evolving challenges the New Zealand Emission Trading scheme and the planned HFC phase out is putting on end users of the Refrigeration/HVAC industry Greg has been key in developing and driving the changes required in the Countdown store Kit and Carbon Strategy to deliver the Businesses aggressive 20/20 Sustainability targets, and send the message to other large end users that the key issues affecting them can be developed and managed with minimal impact on the business.



## Countdown Carbon Update



## PEL Carbon Strategy – Recap and Update from 2016

Countdown installed its first Co2 Hybrid refrigeration system into Countdown Frazer Cove IN 2008. this saw the introduction of Gen I Bitzer LT Co2 rack with a Bitzer screw 134a MT side. This was a decision made independently of Woolworths Australia with a localised specification. However the drivers were the same and largely driven by the 2007 Woolworths sustainability strategy. By 2016 Countdown had a total of 47 Hybrid systems with additional further four in construction.

### ***Introduction of Transcritical CO<sub>2</sub>***

In 2016 a small metro store located in an existing building in Wellington New Zealand was approved to be Countdowns first Transcritical Store.

- Countdown Cable Car Lane: SCM Frigo

### ***Countdown committed to the installation of a further x4 countdown and x2 WDL Transcritical systems***

- Countdown Ashburton: Green and Cool
- Countdown Mosgiel: Green and Cool
- Countdown Reddings: Yet to be tendered
- Countdown Glenfield: Green and Cool
- FC The Crossings: Green and Cool
- FC Alexandra Park: Green and Cool



## PEL Carbon Strategy – Construction Update 2018

- Now in 2018 Countdown has x 55 Hybrid systems with x2 in construction.
- Countdown has completed the installation of a further x4 countdown and x3 WDL Transcritical systems
  - Countdown Ashburton: Green and Cool , Completed
  - Countdown Mosgiel: Green and Cool , Completed
  - Countdown Glenfield: Green and Cool , Completed
  - FC The Crossings: Green and Cool, Completed
  - FC Te Ngae: Epta
  - FC The Crossings: Green and Cool

Looking forward to FY19 there are currently x 10 new or refurbished Countdowns that are planned to have Transcritical plant installed in the next 12-18 months as well as x 5 new or refurbished WDL Fresh Choice stores.

These number will be repeated as Countdown roll out an aggressive Refurbishment program well into the future.