



# Environmental Management Governance Model

Board Oversight



## Corporate Governance and Social Responsibility Committee

Provides oversight over material environmental issues

→ Frequency: Quarterly updates from the Senior Vice President, Innovation and Sustainability

Management Oversight



## Executive Committee

Provides strategic input, oversight and approval on material environmental issues, including climate change, food waste, animal welfare, etc.

→ Frequency: Updates from the Senior Vice President, Innovation and Sustainability as needed

Enablers

**Sustainability Team:** All our teammates have a role to play in helping to protect the environment, managing the impacts of our work on the air, water, soil and on biodiversity. As a functional area, environmental management is under the responsibility of the national Sustainability team, which is part of a broader department led by our SVP Innovation and Sustainability. The sustainability team works cross-functionally across our business to implement an environmental management system, which includes:

- Ensuring compliance to environmental regulations
- Implementing programs and processes to execute the commitments in our Environmental Policy
- Overseeing audits to ensure compliance to the policy
- Taking action to address breaches
- Ensuring continuous improvement to minimize environmental impacts

### Initiative based working groups:

- **Sustainability Committee (Quebec):** Quarterly meetings with merchants
- **Climate Action:** Climate Action Workstream (as part of the Sustainable Business Council to be established in FY 2023)
- **Food Waste:** Second Harvest and Sustainability Committee (weekly)
- **Plastics & Packaging:** Plastics Action Committee (established in FY 2023)
- **Animal Welfare:** Animal Welfare Working Group (as needed)
- **Ethical and Sustainable Sourcing:** Own Brands – Sustainability Working Group (monthly)

### Functional teams:

- Operations
- Sourcing & Merchandising
- Strategic Sourcing

Partners

