

# 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 Leadership Team (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:

<b>Security Steering Committee</b> <sup>''</sup> 17	<b>Retail Operations Steering Committee</b> 1	<b>HR Leadership Team</b> 3	<b>Sustainable Business Council</b> <sup>''</sup> <i>(to be established in F'25)</i> 5 & all other ESG factors	<b>Collaboration Touchpoints &amp; Multi-Committees</b> <sup>!</sup> 9, 11
<b>Security Leadership Committee</b> 17	<b>Logistics Steering Committee</b> 1	<b>DE&amp;I Executive Committee</b> 4	<b>Energy Committee</b> 6	
	<b>CEO &amp; Executive Sponsors</b> 2	<b>DE&amp;I Council</b> <sup>''</sup> 4	<b>Circular Packaging Working Group (CPWG)</b> <i>(to be established)</i> 8	

## Disclosure Committee (Quarterly)

Accountability for ESG Disclosure

<sup>!</sup> Meets bi-weekly or more often

<sup>''</sup> Meets quarterly