



# Environmental Management Governance Model

Board Oversight



## Corporate Governance & Social Responsibility Committee

Provides oversight over material environmental issues.

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

Management Oversight



## Executive Leadership Team

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

→ Frequency: Monthly updates from the Senior Vice President Legal and Sustainability

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 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 Legal 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:** Sustainability Committee—Quebec (quarterly meetings with merchants)
- **Climate Action:** Climate Action Workstream (as part of the Sustainable Business Council to be established in FY 2025)
- **Food Waste:** Second Harvest and Sustainability Committee (weekly)
- **Plastics & Packaging:** Circular Packaging Working Group (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

