

Fiscal Year 2024 Sustainability Accounting Standards Board (SASB) Index

Below is our 2024 SASB Index for the Food Retailers and Distributors Standard (Version 2018-10). All metrics in our SASB Index are based on the fiscal year 2024 for our corporate stores across retail grocery banners and distribution centers, excluding pharmacy sites.

Topic	Accounting Metric	Codes	2024 ¹		
			Sobeys Inc.	Longo's	Farm Boy
Fleet Fuel Management	Fleet fuel consumed, percent renewable	FB-FR-110a.1	863,070 GJ, 0% renewable (CY 2023)	22,990 GJ, 0% renewable (CY 2023)	0 GJ, 0% Renewable (CY 2023)
Air Emissions From Refrigeration	(1) Gross global scope 1 emissions from refrigerants (MtCO2e)	FB-FR-110b.1	153,140 tCO2e (CY 2023)	3,540 tCO2e (CY 2023)	8,240 tCO2e (CY 2023)
	(2) Percentage refrigerants consumed with zero ozone depleting potential	FB-FR-110b.2	96% (CY 2023)	100% (CY 2023)	Data not available at this time
	(3) Average refrigerant emissions rate	FB-FR-110b.3	7%	22% ²	Data not available at this time
Energy Management	(1) Operational energy consumed (GJ)	FB-FR-130a.1	5,079,980 GJ (CY 2023)	420,940 GJ (CY 2023)	345,180 GJ (CY 2023)
	(2) Percentage grid electricity		67% (CY 2023)	58% (CY 2023)	63% (CY 2023)
	(3) Percentage renewable		0% renewable energy	1% renewable energy	0% renewable energy

¹ All the numbers with decimal points are rounded off to the nearest whole number, excluding our labour wage data.

² This number includes larger system leaks at multiple store locations.

Topic	Accounting Metric	Codes	2024 ¹		
			Sobeys Inc.	Longo's	Farm Boy
Food Waste Management	(1) Amount (MT) of food waste generated (2) percentage diverted from the waste stream	FB-FR-150a.1	Since 2016, we have reduced the amount of surplus food generated per square foot by 30% across our corporate stores (as of December 2023).	Almost 6,500 tonnes of organic waste were diverted from landfill through in store biodigesters or diverted from landfill through our organics recycling program. Our organics are processed into animal feed and compost (calendar year 2023).	We do not currently have a method for measuring food waste as a function of tonnage.
Data Security	(1) Number of data breaches	FB-FR-230a.1	In fiscal 2024, we did not experience any material internal breach of our data.	In fiscal 2024, we did not experience any material internal breach of our data.	In fiscal 2024, we did not experience any material internal breach of our data.
	(2) Percentage that are personal data breaches				
	(3) Number of customers affected				
	Description of approach to identifying and addressing data security risks	FB-FR-230a.2	Mandatory PIA are in place for all new and refreshed projects utilizing personal information. We have multiple controls in place to protect data, including access control, encryption, endpoint detection and response, antivirus systems, MFA, application security and 24/7 event log monitoring. Our cyber	We have various controls and practices in place to minimize cyber security risks. To date, we have implemented endpoint detection and response tools, antivirus software, application security and 24/7 event monitoring. We also have a cyber security awareness program in place that shares best practices with our team	We have access control with role-based access restrictions, endpoint detection and response, Micro Segmentation, multifactor authentication for offsite virtual private network (VPN) access. We are investing in a number of initiatives to continue strengthening our data protection. We also have a cyber security awareness

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			<p>security awareness program equips teammates to make informed decisions to protect our business from cyber threats. This includes monthly office-wide phishing campaigns, regular cyber security articles highlighting new and prevalent threats on our company's SharePoint new site (The Market), weekly yammer community posts, desktop screen savers and digital signage. We also provide cyber security quarterly updates, mandatory annual Security Awareness training. Remedial phishing awareness training is enforced for those who fail simulated phishing tests.</p>	<p>members, so they know how to make informed decisions to protect our organization from any threats as well as to report suspicious activity. In addition, we run targeted phishing campaigns throughout the fiscal year.</p>	<p>program in place that shares best practices with our team members, so they know how to make informed decisions to protect our organization from any threats as well as to report a suspicious activity. On a regular basis we send security awareness communications to our employees and will be integrating this knowledge into our new learning management system.</p>
Food Safety	High-risk food safety violation rate	FB-FR-250a.2	<p>Of the 2350 food safety grocery store audits performed in fiscal 2024, 100% passed without exception. Out of 29 Retail Support Centre audits, 100% passed without exception.</p>	<p>All stores receive a detailed audit which consists of a compliance assessment of security, health and safety, and food safety. Out of a total of 38 audits, 100% passed and were classified as "low risk".</p>	<p>Of the 94 food safety retail audits performed in fiscal 24, 88 passed. 6 stores in round one failed, which were promptly addressed.</p>

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			Sobeys Inc.	Longo's	Farm Boy	
	Number of recalls	FB-FR-250a.2	There were 56 National and Own Brands ³ Recalls in fiscal 2024.	There were 7 national recalls in fiscal 2024.	There were 79 Commissary, National and Private Label Brand product recalls in fiscal 2024.	
	Number of units recalled		Data not available at this time.	Data not available at this time.	<ul style="list-style-type: none"> • Commissary - 31 (13 recalls, 18 withdrawals) • National Brand - 25 (2 recalls, 23 withdrawals) • Private Label - 23 (3 recalls, 20 withdrawals) 	
	Percentage of units recalled that are private-label products					
			4%	0%	29%	
Product Health & Nutrition	Revenue from products labeled or marketed to promote health and nutrition attributes	FB-FR-260a.1	Our Own Brands, primarily within the Compliments brand, offer more than 664 products that address the specific health and nutritional requirements and choices of our customers, specifically: gluten-free, organic, raised without antibiotics, Naturally Simple, no artificial colours or flavours, vegan and vegetarian. Products are available at our stores from coast-to-coast. While we do not disclose revenue amounts, there	Total Private Brands fiscal 2024 growth is 7% compared to previous fiscal year. This growth includes Private Label products that promote health and nutrition attributes including no artificial colours/flavours, vegan/plant based, organic, gluten free, and various other claims or call outs.	Data not available at this time.	

³ The Own Brands refers to Sobeys Inc Private-label business.

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			Sobeys Inc.	Longo's	Farm Boy
			was growth in revenue for this product type of over 7% in fiscal 2024 compared to fiscal 2023.		
Product Health & Nutrition	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	FB-FR-260a.2	New product development is guided by research, science and trends in the marketplace. Nutrition and health claims are validated through third-party accredited laboratory analysis. Organic, gluten-free, and plant-based products are third-party audited to an accredited certification scheme.	Longo's works directly with our supplier partners to assess market trends, identify new opportunities and recognize assortment gaps to ensure that we continue to offer Private Label products with positive nutritional benefits. We continue to leverage research data and consumer trends to develop new Private Label products and programs. We ensure that our products are third-party lab certified and ensure that we are complying with all CFIA regulations including upcoming FOP, potassium values, etc.	Nutrition and health claims are validated through (1) third-party accredited laboratory analysis or (2) Review of specification, ingredient and Nutritional fact tables to validate within scope of claim based on Health Canada or CFIA regulations. Organic, gluten-free, and plant-based products are third-party audited to an accredited certification scheme if claiming certified.
Product Labeling & Marketing	Number of incidents of non-compliance with industry or regulatory labeling or marketing codes	FB-FR-270a.1	Zero reported incidents with findings of non-compliance with regulatory labelling and marketing practices per the Canadian Code of Advertising Standards as a	Zero reported incidents with findings of non-compliance with regulatory labelling and marketing practices per the Canadian Code of Advertising Standards as a	Two reported incidents with findings of non-compliance with regulatory labelling and marketing practices per the Canadian Code of Advertising Standards as a

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			result of adverse rulings by the Advertising Standards Council of Canada (ASC).	result of adverse rulings by the Advertising Standards Council of Canada (ASC).	result of adverse rulings by the Advertising Standards Council of Canada (ASC).
Product Labeling & Marketing	Total amount of monetary losses as a result of legal proceedings associated with marketing or labelling practices	FB-FR-270a.2	Zero monetary losses as a result of court judgements associated with marketing and/or labelling practices.	Zero monetary loses as a result of court judgements associated with marketing and/or labelling practices.	Zero monetary losses as a result of court judgements associated with marketing and/or labelling practices.
	Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	FB-FR-270a.3	Our Own Brands offer 180 SKUs that are third-party certified to Canadian Organic Standards. As certified organic products, these products are non-GMO. While we do not disclose revenue amounts, the revenue for this product type was consistent in fiscal 24 compared to fiscal 2023.	Our Longo's Organic Private Branded products are non-GMO and third-party certified. For fiscal 2024, sales for Longo's organic products in Private Label were consistent with the previous fiscal year.	Data not available at this time.
Labor Practices	Average hourly wage	FB-FR-310a.1	Our average national hourly wage for all corporate, part-time, fulltime and casual employees in both our retail stores and distribution centres is \$21.57. Including benefits, our average hourly rate is \$24.81.	The average hourly for all corporate, retail, distribution centre, grocery gateway, central kitchen is \$18.33 including Students, Part-Time and Full-Time. Excluding students and including benefits, the average hourly rate is \$23.64.	The average hourly wage is \$17.71 for hourly employees.

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	Percentage of in-store and distribution center employees earning minimum wage, by region	FB-FR-310a.1	More than 86% of in-store and distribution centre employees earn more than minimum wage.	100% of active hourly employees in retail and distribution centres are earning at least minimum wage.	87% of the total company hourly employees earn more than the minimum wage.
	Percentage of active workforce covered under collective bargaining agreements	FB-FR-310a.2	National average of workforce covered by collective bargaining agreement is 36%.	National average of workforce covered by collective bargaining agreement is 0%.	National average of workforce covered by collective bargaining agreement is 0%.
	(1) Number of work stoppages (2) total days idle	FB-FR-310a.3	(1) During fiscal 2024, we had two work stoppages. (2) 7 weeks of work stoppage for one location and 13 weeks for the second location.	Not Applicable.	Not Applicable.
	Total amount of monetary losses as a result of legal proceedings associated with: (1) labour law violations and (2) employment discrimination	FB-FR-310a.4	Zero monetary losses as a result of labour board or human rights tribunal judgements associated with labour law violations or employment discrimination.	Zero monetary losses as a result of labour board or human rights tribunal judgements associated with labour law violations or employment discrimination.	Total monetary losses from legal proceedings associated with labour law violations and employment discrimination was \$115,000

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Management of Environmental and Social Impacts in Supply Chain	Revenue from products third-party certified to environmental or social sustainability sourcing standard	FB-FR-430a.1	Sobeys Own Brands offer 329 SKUs that are third-party certified to an environmental and/or social standard. While we do not disclose revenue amounts, there was growth in revenue for this product category of over 9% in fiscal 2024 compared to fiscal 2023.	Longo's Private Label offers 49 SKUs of fresh and frozen seafood that are third-party certified to an environmental and/or social standard. While we do not disclose revenue amounts, there was a growth in revenue for this product category of 18% in fiscal 2024 compared to fiscal 2023.	Data not available at this time.
	Percentage of revenue from (1) eggs that originated from a cage-free environment, (2) pork produced without the use of gestation crates	FB-FR-430a.2	(1) We offer over 75 cage-free egg options from our 100% Canadian Suppliers. We have an expanded presence of cage-free eggs on shelf in our full-service banners to represent 33% of our egg space. We also offer an expanded variety of eggs from enriched housing and are working with our suppliers to expand this future industry minimum standard. In fiscal 2024, our cage-free eggs represented 17% of total egg sales. Including enriched housing, this increases to 19 % of sales.	(1) We have 34 SKUS in Dairy with egg sales (this includes egg whites). 41% of sales are enriched coop and 46% of sales are Free Range. In total we have 87% of sales of free range or enriched coop, with 70% of space dedicated to these as well in the POG. (2) Our pork supplier partners are aligned with and currently implementing Canadian industry animal welfare standards, which includes requirements for sows to be accommodated in	Data not available at this time.

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	Revenue from products third-party certified to environmental or social sustainability sourcing standard	FB-FR-430a.1	(2) As part of our broad commitment to animal welfare, we are making progress on our goal to source pork from producers using gestation crate-free housing systems. Our supplier partners, as well as their independent, local, suppliers, care about animal well-being and are supportive and actively committed to implementing loose housing systems during gestation as per Canadian industry animal welfare standards as defined by the National Farm Animal Care Council and Canadian Pork Excellent Program.	loose housing systems during gestation. The majority of our pork is provided by three Canadian producers. We estimate that about 46% of Longo's pork sales are from pork raised in loose housing systems for fiscal 2024.	Data not available at this time.
	Percentage of revenue from (1) eggs that originated from a cage-free environment, (2) pork produced without the use of gestation crates	FB-FR-430a.2	The raw materials for our Own Brands lean ground pork come from different sources who are at different points in their transition to these systems. Our suppliers estimate that by the end of calendar year 2024, between 69%-73% of the sows		

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			for our Own Brands lean ground pork will be raised in fully or partially compliant loose housing systems, representing approximately 5% increase from last year. We are committed to continuing to work in partnership with our suppliers and the farmers that handle the sows during their gestation period.		
	Discussion of strategy to manage environmental and social risks within the supply chain, including animal welfare	FB-FR-430a.3	Please see Ethical and Sustainable Sourcing section in our Sustainable Business Report 2024 to learn about our strategy to manage environmental/social risks in our supply chain.		
	Discussion of strategies to reduce the environmental impact of packaging	FB-FR-430a.4	Our strategic approach to reducing the environmental impact of packaging aligns with the Government of Canada's Action Plan on Zero Plastic Waste. We support the federal government's mandate to reduce plastic waste and enhance reuse and value recovery, which are critical steps in preventing plastics from polluting our environment.	Our approach to reducing the environmental impact of packaging is aligned with the Government of Canada's Action Plan on Zero Plastic Waste. In fiscal 24, we have taken steps to reduce the environmental impact of packaging by communicating to all our Private Label vendors that hard-to-recycle black plastic packaging must be	Our approach to reducing the environmental impact of packing is aligned with the Government of Canada's Action Plan on Zero Plastic Waste. We have taken steps to reduce plastic in stores as well as move easier to use plastics. We are moving away from a PET container to an aluminum container, used in our Farm Boy Chef (HMR) department. This

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			<p>To this end, we are committed to minimizing plastic waste in our Own Brands and operations.</p> <p>As part of our Plastic Action Plan, launched in 2023, we have initiated work to establish a baseline for our Own Brands and Goods Not For Resale packaging. We have developed internal Sustainable Packaging Guidelines to increase awareness and empower those in packaging related decision-making role on selecting more environmentally preferable packaging options. This effort helps us map out opportunities for setting future plastic and packaging targets, focusing on reducing unnecessary and hard-to-recycle single-use plastics within our Own Brands and operations. We aim to increase the use of post-consumer recycled (PCR) plastic material in our packaging, lead in circularity initiatives in our stores and e-commerce, and engage with customers to help reduce plastic waste at home.</p>	<p>phased out by December 2025.</p>	<p>transition could remove as many as 1.2 million plastic containers from the recycling stream; with a decrease in cost.</p> <p>We are partnering with the Sobeys Corporate Sustainability team to explore a reusable container pilot project that would take place in our stores in the downtown core of Ottawa; offering our customers a choice between a single use container and a reusable container for our Salad Bars and Hot Bars. We also are looking into a second, but independent Reusable Packaging Pilot for our Guelph store, offering a similar experience partnering with a different vendor.</p>

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			Sobeys Inc.	Longo's	Farm Boy
			<p>We have partnered with Farm Boy in participating in a multi-industry stakeholder pilot project to develop and test a reusable container program in our stores. This work is a multi year ongoing project.</p> <p>In line with various regulations and by-laws, we have eliminated plastic packaging. This includes compliance with the Federal Single Use Plastic Prohibition Regulation, BC's Single-Use and Plastic Waste Prevention Regulation, and Montreal's By-law prohibiting the distribution of certain single-use items (21-040).</p>		
Activity Metrics	Number of retail locations and distribution centers	FB-FR-000.A	Retail Locations: 2309 Distribution Centres: 24	Retail Locations: 38 Distribution Centres: 1	Retail Locations: 48 Distribution Centres: 3
	Total area of retail space and distribution centers	FB-FR-000.B	Retail sites: 42,951,364 sq. ft.	Retail sites: 1,785, 229 sq. ft.	Retail Sites: 1,106,374 sq ft.
	Number of vehicles in commercial fleet	FB-FR-000.C	Tractors: 420 Trucks: 12 Trailers: 1,712 Voila: 532 vans	Tractors: 6 Trailers: 47 Straight Trucks: 2 Designated pick store van: 1	Logistics is all third party.

Topic	Accounting Metric	Codes	2024 ¹		
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	Tonne-kilometres travelled	FB-FR-000.D	Data not available at this time.	Data not available at this time.	Data not available at this time.

Fiscal Year 2024 Sustainability Accounting Standards Board (SASB) Drug Retailers Index

Below is our 2024 SASB Index for the Drug Retailers (Version 2018-10). All metrics in our SASB Index are based on the fiscal year 2024 for Sobeys Inc. pharmacy stores.

Topic	Codes	Accounting Metric	2023
Energy Management in Retail	HC-DR-130a.1	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	(1) 69,410 GJ for all Lawtons Drugs locations ¹ (2) 89% grid electricity (3) 0% renewable
Data Security & Privacy	HC-DR-230a.1	Description of policies and practices to secure customers' personal health data records and other personal data	<p>Our pharmacy teams meet legislated and professional responsibilities for informed consent from clients for collection, use and disclosure of their PHI and PII. Unnecessary information is not collected.</p> <p>Appropriate physical, technical, administrative and personnel security controls are in place to protect PHI and PII. Pharmacies are restricted access areas, limited to authorized personnel, with physical barriers, alarms and security monitoring. Systems are protected by IT security processes. System access is restricted, logged and audited. Activities are role-based and undertaken under the oversight of the pharmacy manager (licensee) and other registered staff—individuals with professional obligations to uphold confidentiality and security of patient information.</p> <p>Robust operational standards are in place to implement our privacy policy as well as requirements set forth in privacy and professional legislation. These operational standards are reviewed regularly (annually, following changes to privacy legislation and when required following incident analysis). Updates are approved by in-house counsel and the pharmacy operations team and communicated electronically to all pharmacy staff.</p> <p>All pharmacy employees complete privacy training upon hire and undertake an annual policy review and acknowledgement process. Procedures are in place and monitored to ensure policy compliance and to ensure that complaints or incidents are reported, investigated and responded to effectively. Document retention standards are in place, including direction on secure destruction at the end of the retention period.</p>
	HC-DR-230a.2	Number of data breaches Percentage involving (a) personal data only and (b) personal health data	We did not experience any material internal breach of our data.

¹ The in-store pharmacy location energy consumption is captured in SASB Food Retailers – Energy management section.

Topic	Codes	Accounting Metric	2023
		Number of customers affected in each category, (a) personal data only and (b) personal health data	Please refer to SBR 2024, Cyber Security & Data Protection section
	HC-DR-230a.3	Total amount of monetary losses because of legal proceedings associated with data security and privacy	Please refer to SBR 2024, Cyber Security & Data Protection section
Drug Supply Chain Integrity	HC-DR-250a.1	Description of efforts to reduce the occurrence of compromised drugs within the supply chain	<p>Pharmaceuticals: Our pharmacies only purchase pharmaceuticals through authorized channels—primarily through licensed wholesaler partners and rarely through such initiatives as the Health Canada Special Access Program. When there is a recall, manufacturers/wholesalers directly notify pharmacies with purchase history and the pharmacy team undertakes the required steps as directed by the manufacturer and wholesaler based on the type and depth of the recall. We also take extra steps as a company to advise our pharmacies about recalls and to confirm recall action is taken. We may direct our pharmacies to take additional actions beyond what is strictly required by the issued recall based on assessment of the available recall information and optimal patient management. Each pharmacies’ physical environment, including its cold chain where applicable, is maintained and monitored to ensure product integrity. Procedures are available to manage inventory during emergencies including power outages and natural disasters (e.g. fires, floods), as well as during cold chain breaks.</p> <p>Product complaint and adverse reaction reporting procedures follow aligned processes regardless of product source/category.</p> <p>Private Label OTC: Sobey's Own Brand team only purchase over the counter (OTC) non-prescription products from Market Authorization Holders (MAHs) licensed by Health Canada.</p> <p>A Pharmacovigilance Agreement (PV) between Sobey's and our suppliers is in place which outlines the management and handling of adverse drug reaction complaints. When a complaint is received, Sobey's Customer Care will collect the complaint details and notify our Own Brands Quality Assurance (QA) Team. A QA team member will forward the complaint information and, where applicable, customer consent and a product sample, to the supplier for investigation and follow-up.</p> <p>The supplier will contact the customer to obtain additional complaint details needed for a</p>

Topic	Codes	Accounting Metric	2023
			<p>medical review and determine if the complaint is a serious adverse drug reaction or if there is an unusual failure in efficacy. The supplier then reports serious adverse drug reactions or if there is an unusual failure in efficacy complaints to Health Canada and ensures adverse reaction reporting requirements are met. Suppliers also provides details of their findings to Sobeys. Sobeys and the supplier will both agree on a resolution and, where applicable, will follow up with customer and close the complaint.</p> <p>As per the PV agreement, Sobeys will send a quarterly summary of the complaints that Sobeys had forwarded to the supplier during that quarter and the supplier will reconcile this list against its files. If applicable, the supplier will notify Sobeys of any discrepancies and vice-versa.</p>
	HC-DR-250a.2	Number of drug recalls issued	<p>As we do not manufacture or wholesale prescription drugs, we do not issue recalls for these products. In the past fiscal year, we took the extra step of communicating information regarding 19 pharmaceutical recalls to our pharmacies upon receipt of notification from the wholesaler.</p> <p>One Own Brands OTC withdrawal/recall was enacted in 2023 due to low level impurities.</p>
		Total units recalled Percentage for private-label products	We are not prepared to disclose at this time.
Management of Controlled Substances	HC-DR-260a.2	Total amount of monetary losses as a result of legal proceedings associated with controlled substances	We are not prepared to disclose at this time.
Patient Health Outcomes	HC-DR-260b.1	First fill adherence rate	<p>We will provide commentary on this question. Pharmacists, as medication managers, are well positioned to help improve medication adherence and in turn to positively impact health outcomes. Our national pharmacy teams offer individualized patient care plans, automatic refill programs/refill reminders, compliance packaging solutions and tailored medication information to support patient understanding and adherence. We are committed to diversity, equity and inclusion (DE&I) across our business, including in our pharmacies. In addition to taking steps to increase diversity within our pharmacy teams, we also support our pharmacy workers to understand the experience of historically underrepresented groups within the health care system so they can apply that knowledge to patient-centred care.</p>

Topic	Codes	Accounting Metric	2023
	HC-DR-260b.2	Description of policies and practices to prevent prescription dispensing errors	<p>We have comprehensive standards in place to prevent quality related events, including dispensing errors. This includes standard prescription checkpoints, general quality practices and particular processes for special patient populations and high-risk medications. Technology (e.g. product scanning; automation) is used to support verification processes where possible.</p> <p>Pharmacy employees receive training and orientation about systems and workflow practices upon hiring and as needed following system changes. Policy and procedure reviews and acknowledgements are completed annually and quality-focused reminders on required and best practices are shared with pharmacy teams regularly.</p> <p>Despite best efforts, errors may occur. These are managed according to corporate and professional standards for patient care, reporting, investigation, root cause analysis and corrective action. Centralized reporting (internally and externally to provincial and national databases consistent with pharmacy regulator requirements as applicable) allows for enhanced quality monitoring, identification of patterns and applied shared learning for enhanced patient safety and continuous improvement.</p>
	HC-DR-260b.3	Total amount of monetary losses as a result of legal proceedings associated with prescription dispensing errors	We are not prepared to disclose at this time.
Activity Metrics	HC-DR-000.A	Number of pharmacy locations	Approximately 424 retail and non – retail pharmacy locations.
	HC-DR-000.B	Total area of retail space	85,129 square meters
	HC-DR-000.C	Number of prescriptions filled	Approximately 23 M prescriptions annually
		Percentage for controlled substances	Approximately 8% of prescriptions involved controlled substances
	HC-DR-000.D	Number of pharmacists	Approximately 1600 pharmacists