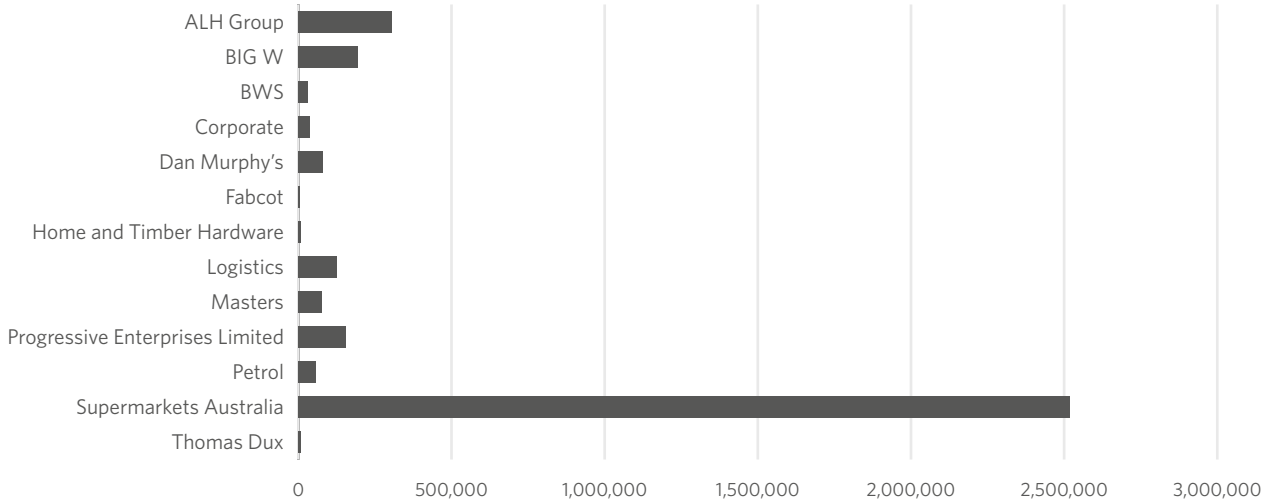
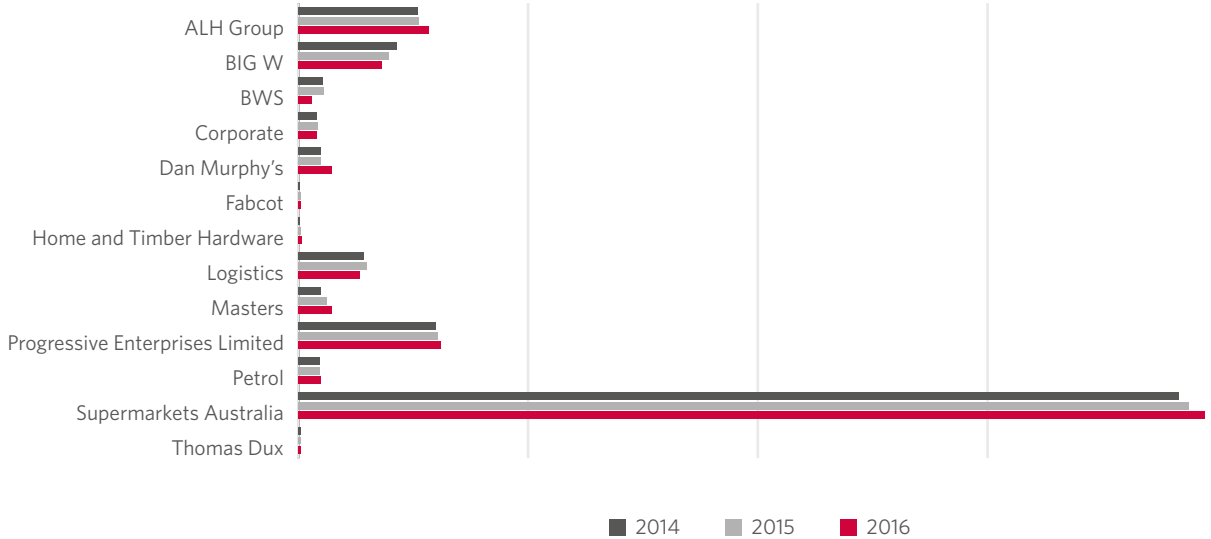


Sustainability Metrics

TOTAL CO₂ EMISSIONS (T CO₂-E)²⁴



ELECTRICITY USE (MWh)



²⁴ Scope 1, 2 and 3 emissions from stationary sources.

EMISSIONS FROM FACILITIES (T CO₂-E)

	SCOPE 1	SCOPE 2	SCOPE 3	TOTAL
ALH Group	24,287	248,123	34,092	306,502
BIG W	20,241	151,045	26,904	198,190
BWS	5,399	21,574	3,956	30,929
Corporate	8,232	32,781	5,375	46,388
Dan Murphy's	7,896	63,480	8,665	80,040
Fabcot	56	4,090	565	4,712
Home and Timber Hardware	129	4,734	2,702	7,565
Logistics	570,355	111,038	15,619	697,012
Masters	3	65,140	10,621	75,763
Progressive Enterprises Limited	115,233	42,841	20,297	178,371
Petrol	3,850	41,953	10,071	55,873
Supermarkets Australia	543,714	1,668,290	321,346	2,533,350
Thomas Dux	2,112	4,444	740	7,295
Grand Total	1,301,505	2,459,532	460,952	4,221,989

TRANSPORT EMISSIONS BY USE (T CO₂-E)

	AUSTRALIA	NEW ZEALAND
Business travel	8,860	1,987
Home delivery	4,727	
Logistics third party rail	-	
Logistics third party road	569,898	21,077
Trolley collection	13,868	

MATERIALS DIVERTED FROM LANDFILL (T)²⁵

AUSTRALIA	2013	2014	2015	2016
Food waste to composting or energy	7,390	14,655	17,359	15,791
Food to charity	1,198	1,381	2,956	3,231
Cardboard	186,152	201,165	192,170	218,535
Plastic film	7,564	7,869	7,028	8,226
Polystyrene	70	16	3	
Other	302	205	131	47
Total Australia	202,676	225,291	219,647	245,830

NEW ZEALAND	2013	2014	2015	2016
Cardboard	23,243	24,546	25,324	26,057
Plastic film	972	977	1,253	1,307
Food waste to farmers	752	827	807	787
Food to charity			509	509
Other	422	430	435	440
Total NZ	25,389	26,780	28,328	29,100
Total diverted	228,065	252,071	247,975	274,930

25 Waste to landfill from Australian Supermarkets, New Zealand Supermarkets and BIG W.

Workplace Metrics

BOARD OF DIRECTORS

AGE BAND	FEMALE	MALE	TOTAL
<25	0	0	0
25-<35	0	0	0
35-<45	1	0	1
45-<55	2	2	4
55-<65	0	0	0
>65	1	2	3
TOTAL	4	4	8

FEMALE REPRESENTATION BY EMPLOYMENT CATEGORY ²⁶

EXECUTIVES	SENIOR MANAGERS	MANAGERS	OFFICE/SUPPORT	TECHNICIANS AND TRADES	SALES	OTHER
30%	28%	39%	87%	15%	58%	40%

RATIO OF BASIC SALARY AND REMUNERATION OF FEMALE TO MALE EMPLOYEES BY EMPLOYMENT CATEGORY ²⁷

	2016		2015	
	AVERAGE ANNUALISED SALARY	RATIO TO AVERAGE	AVERAGE ANNUALISED SALARY	RATIO TO AVERAGE
Non-managerial Female	\$44,627	97.3%	\$40,170	98.2%
Non-managerial Male	\$47,438	103.4%	\$41,786	102.2%
Average Salary	\$45,888		\$40,894	
Managerial Female	\$73,380	92.8%	\$70,342	93.9%
Managerial Male	\$82,582	104.5%	\$77,848	103.9%
Average Salary	\$79,033		\$74,938	

RESPECT AND DIGNITY

DISCRIMINATION

Number of claims lodged in Australia during the year	11
Number resolved in financial year	9

²⁶ Excludes employees not located in Australia. Figures are current as at 31 March 2016, sourced from FY16 WGEA Report.

²⁷ CEO Salary Excluded. CEO Salary is published in the FY16 Annual Report.

FREEDOM OF ASSOCIATION

% of workforce covered by EBAs 81.18%

WORKFORCE REPRESENTED BY EBAS			
GROUP	EBA EMPLOYEES	TOTAL EMPLOYEES	81.18%
	EBA	TOTAL HEADCOUNT	%
ALH (Venue & Support)	0	11,443	0.00%
BIG W	19,662	21,497	91.46%
EziBuy	359	571	62.87%
Endeavour Drinks Group	9,395	12,627	74.37%
Food Group	124,941	142,696	87.56%
Home Improvement	6,455	7,956	81.13%
Statewide Independent Wholesalers	329	329	100.00%
Group Support	5,930	8,678	68.33%
Total Employees	167,071	205,797	81.18%

WORKFORCE AND TURNOVER

HEADCOUNT BY BUSINESS UNIT

GROUP/BRAND	FEMALE	MALE	TOTAL
ALH (Venue & Support)	6,471	4,972	11,443
BIG W	14,769	6,728	21,497
EziBuy	478	93	571
Endeavour Drinks Group	4,450	8,177	12,627
BWS	2,326	4,638	6,964
Dan Murphy's	1,706	2,753	4,459
Pinnacle and Direct	142	331	473
Wine Market	4	5	9
Langtons	246	404	650
Drinks Support	26	46	72
Food Group	79,587	63,109	142,696
Supermarkets - Australia	65,281	50,505	115,786
Supermarkets - New Zealand	10,118	7,754	17,872
Convenience (Fuel, Metro, Thomas Dux)	2,670	2,900	5,570
Meat Production	335	654	989
Food Group Other	1,183	1,296	2,479
Home Improvement	3,592	4,364	7,956
Home Timber & Hardware	460	1,140	1,600
Masters	3,132	3,224	6,356
Statewide Independent Wholesalers	25	304	329
Group Support	2,098	6,580	8,678
Global Sourcing	134	74	208
Retail FM	21	207	228
Logistics	976	5,348	6,324
Support Functions	967	951	1,918
TOTAL	111,470	94,327	205,797

HEADCOUNT BY EMPLOYEE TYPE

	FEMALE	MALE	TOTAL
Full-time	26,474	33,916	60,390
Part-time	53,682	31,479	85,161
Casual	31,314	28,932	60,246
Total	111,470	94,327	205,797

HEADCOUNT BY REGION

REGION	FEMALE	MALE	TOTAL
Australian Capital Territory	1,288	1,540	2,828
New South Wales	31,222	27,539	58,761
Northern Territory	1,073	958	2,031
Queensland	23,874	18,775	42,649
South Australia	6,385	6,108	12,493
Tasmania	3,077	2,501	5,578
Victoria	23,777	21,800	45,577
Western Australia	10,044	7,186	17,230
New Zealand	10,596	7,846	18,442
India	0	0	0
China	130	56	186
Bangladesh	1	16	17
Thailand	3	2	5
TOTAL	111,470	94,327	205,797

WORKFORCE BY AGE

AGE BAND	FEMALE	MALE	TOTAL
x<25	38,708	40,388	79,096
25-<35	22,332	24,802	47,134
35-<45	18,760	13,755	32,515
45-<55	18,445	8,960	27,405
55-<65	11,391	5,305	16,696
x>65	1,833	1,112	2,945
TOTAL	111,469	94,322	205,791

Age details were not available for six employees.

TURNOVER BY REGION

	TOTAL TERMINATIONS			% LABOUR TURNOVER		
	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
Australian Capital Territory	327	442	769	25.0%	27.9%	26.6%
New South Wales	5,914	6,687	12,601	19.0%	23.9%	21.4%
Northern Territory	408	379	787	41.7%	43.5%	42.5%
Queensland	5,631	5,230	10,861	24.1%	28.2%	25.9%
South Australia	1,219	1,289	2,508	19.3%	21.2%	20.3%
Tasmania	446	470	916	14.9%	19.2%	16.9%
Victoria	4,183	4,901	9,084	17.7%	22.3%	19.9%
Western Australia	2,587	2,383	4,970	25.9%	33.2%	28.9%
New Zealand	2,914	2,643	5,557	27.5%	34.2%	30.3%
India	0	0	0			
China	51	38	89	40.4%	54.2%	45.3%
Bangladesh	3	6	9	128.6%	35.6%	47.0%
Thailand	0	0	0	0.0%	0.0%	0.0%
TOTAL	23,683	24,468	48,151	21.4%	25.9%	23.5%

TURNOVER BY AGE

GE BAND	TOTAL TERMINATIONS			% LABOUR TURNOVER		
	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
x<25	11,428	12,279	23,707	30.0%	30.7%	30%
25-<35	5,373	6,599	11,972	24.2%	26.7%	26%
35-<45	2,978	2,742	5,720	15.8%	19.6%	17%
45-<55	2,242	1,590	3,832	12.1%	17.2%	14%
55-<65	1,243	911	2,154	11.1%	16.9%	13%
x>65	419	347	766	23.8%	31.2%	27%
TOTAL	23,683	24,468	48,151	21.4%	25.9%	24%

SAFETY PERFORMANCE**DIVISIONAL LOST TIME INJURY FREQUENCY RATE (LTIFR)**

BUSINESS LTIFR RESULTS FOR 2016	PER MILLION HRS	PER 200,000 HRS	% FEMALE
Supermarkets	9	1.8	60%
Logistics	13.16	2.63	13%
BIG W	3.95	0.79	78%
Endeavour Drinks	3.17	0.63	35%
Fuel and Metro	4.25	0.85	72%
Progressive Enterprise Limited (NZ)	10.57	2.11	Not available
Corporate	1.44	0.29	83%
Woolworths Group	8.43	1.69	55%
ALH	7.52	1.5	Not available
Masters	16.08	3.22	45%
Home Timber Hardware	7.74	1.55	Not available

GROUP LTIFR, TOTAL RECORDABLE INJURY FREQUENCY RATE (TRIFR) AND OCCUPATIONAL DISEASE RATE

	2016
LTIFR (million hours)	8.43
Change in LTIFR compared to previous year	-26.24%
LTIFR (200,000 hours)	1.69
TRIFR (million hours)	16.29
Change in TRIFR compared to previous year	-23.54%
TRIFR (200,000 hours)	3.26
Occupational Disease Rate (200,000 hours)	1.51

WORK RELATED FATALITIES

Employee	0
Contractor	0
Other	0

Our approach to corporate responsibility and sustainability

We have set targets and made commitments to be a responsible and sustainable business. This can only be achieved with the support of our people at all levels of our business.

As any business should, Woolworths gives priority to issues that are material to the business and which align with our strategic pillars. The Destination Zero safety strategy and the Corporate Responsibility Strategy 2016-2020 provide the direction and focus for practices, policies and investment.

GOVERNANCE, THE BOARD AND DIRECTORS

Corporate governance is at the core of Woolworths' and the Board's approach to the enhancement of shareholder value and the protection of shareholder funds. Integral to shareholder value is protecting and enhancing our reputation, which is why the Board oversees the Company's approach to corporate responsibility and sustainability.

The Woolworths Board Sustainability Committee, which meets at least quarterly, reviews performance on issues of Safety and Health, Sustainability and Community Investment.

Information on our Board of Directors and the Board Charter is at:

http://www.woolworthsgroup.com.au/page/Who_We_Are/Directors_and_Management/Board_of_Directors/

The relevant Committees are covered in:

http://www.woolworthsgroup.com.au/page/Who_We_Are/Committees_of_the_Board/

More information is in the corporate governance statement:

http://www.woolworthsgroup.com.au/page/Who_We_Are/Corporate_Governance/

RISK MANAGEMENT FRAMEWORK

The continued growth and success of Woolworths depends on the ability of our Company to understand and respond to the challenges of an uncertain and changing world. As a large, dispersed and complex organisation, this uncertainty generates risk, with the potential to be a source of both opportunities and threats. By understanding and managing risk, the Company provides greater certainty and confidence for all its stakeholders. Our risk management policy is in the same location as our governance framework, referred to previously. See: http://www.woolworthslimited.com.au/icms_docs/182376_Risk_Management_Policy.pdf

MATERIALITY

Woolworths will soon launch the 2016-2020 Corporate Responsibility Strategy. To prepare this, we had an independent assessment conducted to identify our key material sustainability issues.

The assessment was based on the AccountAbility AA1000 Assurance Standard (2008) principle of materiality and guided by their Five Part Materiality Test, to identify and prioritise issues relevant to:

- Direct short-term financial impacts
- Policy-related performance
- Business peer-based norms
- Stakeholder behaviour and concerns
- Societal norms.

RANK	WOOLWORTHS LIMITED MATERIAL SUSTAINABILITY ISSUES
1	Supplier relationships, communication and collaboration
2	Employee conditions, wellbeing and communications
3	End-to-end reduction of waste
4	Labour rights in the supply chain
5	Low price and value for money model
6	Environmentally responsible sourcing
7	Energy and emissions
8	Understanding and responding to customer needs
9	Product quality, safety, availability and range
10	Partners in the community

During the assessment, we considered all of our business divisions and a broad range of external stakeholders, including consumers, customers, employees, government, investors, peers and suppliers. Essential information was obtained through media that included customer insights, employee surveys, strategic priorities and targets, the Advantage Report, traditional and social media reviews and industry sustainability benchmark indices.

The issues were classified as either 'Material', of 'High Stakeholder Interest', of 'High Woolworths Interest' or none of these.

The Materiality Assessment identified the following Group-wide Material Sustainability Issues in the adjacent table.

The assessment also identified some divisional specific issues, which have been addressed in the report, e.g. local sourcing for supermarkets, responsible service of alcohol for Endeavour Drinks Group and responsible gaming for ALH Group.

SENIOR MANAGEMENT

The Woolworths Group Executive Committee, chaired by the Chief Executive Officer, provides management oversight of the effectiveness of the Divisions' implementation of the Safety and Health vision, principles, policy, standards, strategy and initiatives, risk processes, resources, information, compliance and assurance.

TRANSPARENCY AND REPORTING

Woolworths uses the globally recognised reporting framework developed by the Global Reporting Initiative (GRI). The GRI reporting framework sets out the principles and indicators that organisations can use to measure and report their economic, environmental, and social performance. This report was prepared in accordance with the 'core' principles of the GRI Guidelines.

We continue to report to the Carbon Disclosure Project (CDP), an investor-driven disclosure initiative enabling companies to report on risk identification and mitigation processes related to climate change.

We also participate in the Dow Jones Sustainability Indices (DJSI), a global index that tracks the financial performance of leading sustainability-driven companies. We continue to benchmark strongly against our peers in the food and staples retailing industry.

DJSI	2012	2013	2014	2015	2016
Overall score	76	77	76	77	73
Economic dimension	79	79	82	77	74
Environmental dimension	78	80	76	76	73
Social dimension	70	73	69	77	72

ANTI-CORRUPTION

All our employees commit to our Code of Conduct to maintain the highest legal, moral and ethical standards in our dealings with customers, suppliers, employees and local communities. This code outlines how employees can meet the highest standards through their everyday behaviours and choices.

We're committed to continuous improvement, transparency and accountability. We don't tolerate workplace misconduct under any circumstances and we need our trade partners to work with us to stamp out any and every instance. We have clear, long-standing and accepted procedures for trade partners to report any issues. However we recognise there is always opportunity to strengthen our systems. Our Speak Up service is available for trade partners to use when normal escalation methods have been exhausted or are inappropriate.

POLITICAL DONATIONS

Woolworths prepares for legislative and regulatory reforms through direct engagement with political parties in Australia and New Zealand. Our policy is that any political contributions require Board approval. Woolworths adheres to all relevant political disclosure laws and regulations and strives to make contributions in a bipartisan manner.

This year, no political contributions were made in Australia. In New Zealand, we did not make political donations or attend any political functions.

PRIVACY POLICY

We're committed to meeting the Australian Privacy Principles for the fair handling of Personal Information, which sets standards for the collection, use and disclosure, access, storage and destruction of personal information that we collect as part of our business operations.

Our respect for our customers' right to privacy of their personal information is paramount. We have policies and procedures to ensure that all personal information, no matter how or where it's obtained, is handled sensitively, securely, and in accordance with the Australian Privacy Principles. See woolworthsgroup.com.au/page/Privacy_Policy/ for our privacy policy.

United Nations Global Compact

Woolworths Group addresses the 10 accepted Principles of the United Nations Global Compact (UNGC) in the following manner.

PRINCIPLES	ACTIONS	PAGE
Human Rights		
Principle 1 Protection of Human Rights	Ethical Sourcing Policy and audit program	19
Principle 2 No Complicity in Human Rights Abuse	Ethical Sourcing Policy and audit program Freedom of Association and Union Engagement	19 44
Labour		
Principle 3 Freedom of Association and Collective Bargaining	Ethical Sourcing Policy and audit program Freedom of Association and Union Engagement	19 44
Principle 4 Elimination of Forced and Compulsory Labour	Ethical Sourcing Policy and audit program	19
Principle 5 Abolition of Child Labour	Ethical Sourcing Policy and audit program	19
Principle 6 Elimination of Discrimination	Diversity and Equal Opportunity	19
Environment		
Principle 7 Precautionary Approach	No explicit reference to precautionary approach Approach to Risk Management	47-48
Principle 8 Environmental Responsibility	Environment,	13
Principle 9 Environmentally Friendly Technologies	Technology addressing climate change, water conservation, transport and packaging	13-17
Anti-Corruption		
Principle 10 Work against Corruption	Anti-Corruption	47-48

Global Reporting Initiative

GRI	DESCRIPTION	PAGE
G4-1	Statement from the Chairman and CEO	8
G4-3	Name of the Organisation	Front Cover
G4-4	Primary brands, products, and/or services	AR 16-21
G4-5	Location of organisation's headquarters	AR 128
G4-6	Number of countries where the organisation operates	2
G4-7	Nature of ownership and legal form	AR 125-126
G4-8	Markets served	54, AR 30
G4-9	Scale of the reporting organisation	8, 19
G4-10	Total workforce	44-47
G4-11	Collective bargaining agreements	44-47
G4-12	Describe the organisation's supply chain	19-38
G4-13	Significant changes during the reporting period	AR 22-25
G4-14	Addressing precautionary principle	14-18
G4-15	External corporate responsibility charters	9-18, 21-38, 48-50
G4-16	Memberships in associations	9-13, 31-32, 37-38, GRI Index
G4-17	Entities included in the organisation's consolidated financial statements	AR 118, 122
G4-18	Process for defining report content	48-49, Corporate Responsibility Strategy 4-5
G4-19	Material aspects identified when defining the report content	48-49, Corporate Responsibility Strategy 4-5
G4-20	Material aspect boundary inside the organisation scope	2
G4-21	Material aspect boundary outside the organisation	9-22
G4-22	Explanation of restatements	9-13, 44-47
G4-23	Significant changes from previous reporting periods	AR 22-25, 99
G4-24	List of engaged stakeholders	9-13, 19-30, 33-35, 48-49
G4-25	Basis for identification and selection of stakeholders	48-49
G4-26	Approaches to stakeholders	9-13, 19-22
G4-27	Key topics and concerns for stakeholders	9-13, 19-30, 33-35, 48-49
G4-28	Reporting period scope	Introduction
G4-29	Date of most recent previous report	November 2015
G4-30	Reporting cycle	Annual
G4-31	Contact point for the report	AR 128
G4-32	GRI index for comprehensive disclosure	GRI Index
G4-33	Policy on seeking external assurance for the report	48-49, 54
G4-34	Governance structure	48-49
G4-56	Values, principles, standards and norms of behaviour	50
	Disclosure on Economic Management approach	14-18, 23-30
G4-EC1	Direct economic value generated and distributed	19-35
G4-EC2	Financial implications of climate change	14-18
G4-EC3	Defined benefit plan obligations	AR 68
G4-EC4	Significant financial assistance received from Government	GRI Index
G4-EC5	Ratios of standard entry level wage compared to local minimum wage	GRI Index
G4-EC6	Proportion of senior management hired from the local community	GRI Index
G4-EC7	Infrastructure investments and services for public benefit	19-22
G4-EC8	Indirect economic impacts	19-22
G4-EC9	Proportion of spending on local suppliers	23-30
	Disclosure on Environmental Management approach	14-18, 23-30, 42-43, Corporate Responsibility Strategy 2, GRI Index

GRI	DESCRIPTION	PAGE
G4-EN1	Materials used by weight or volume	GRI Index
G4-EN2	Percentage of materials used that are recycled input materials	GRI Index
G4-EN3	Energy consumption	14-18, 42-43
G4-EN4	Indirect energy consumption	42-43
G4-EN5	Energy intensity	14-18
G4-EN6	Reduction of energy consumption	14-18
G4-EN7	Reduction in energy requirements of products and services	14-18
G4-EN8	Total water withdrawal by source	GRI Index
G4-EN9	Water sources significantly affected by withdrawal of water	GRI Index
G4-EN10	Percentage and total volume of water recycled and reused	14-18
G4-EN11	Operations in or near areas of high biodiversity value	GRI Index
G4-EN12	Description of significant impacts on biodiversity in protected areas	GRI Index
G4-EN13	Habitats protected or restored	GRI Index
G4-EN14	iUcn red list species	GRI Index
G4-EN15	Direct greenhouse gas emissions (scope 1)	14-18, 42-43
G4-EN16	Energy indirect greenhouse gas emissions (scope 2)	42-43
G4-EN17	Other indirect greenhouse gas emissions (scope 3)	42-43
G4-EN18	Greenhouse gas emissions intensity	42-43
G4-EN19	Reduction of greenhouse gas emissions	GRI Index
G4-EN20	Emissions of ozone-depleting substances	GRI Index
G4-EN21	NOx, SOx and other significant air emissions	GRI Index
G4-EN22	Total water discharge by quality and destination	GRI Index
G4-EN23	Total weight of waste by type and disposal method	14-18, 42-43
G4-EN24	Total number and volume of significant spills	GRI Index
G4-EN25	Hazardous wastes	14-18, 42-43, GRI Index
G4-EN26	Mitigating impacts of products and services	GRI Index
G4-EN27	Fines for non-compliance with environmental laws	14-18
G4-EN28	Impacts of transporting products and other goods	GRI Index
G4-EN29	Total environmental protection expenditure	GRI Index
G4-EN30	Percentage of new suppliers screened using environmental criteria	14-18, 42-43
G4-EN31	Environmental impacts in the supply chain	14-18
G4-EN32	Suppliers screened for environmental impacts	GRI Index
G4-EN33	Supply chain impacts	14-18, 19-22
G4-EN34	Grievances about environmental impacts	GRI Index
	Disclosure on Labour Management approach	9-13, 19-22, 33-35, 44-47, GRI Index
G4-LA1	Employee turnover	9-13, 44-47
G4-LA2	Benefits for full-time employees	AR 107-112
G4-LA3	Retention rate after parental leave	9-13
G4-LA4	Minimum notice periods for significant operational changes	GRI Index
G4-LA5	Workforce represented in joint management worker health and safety committees	44-47
G4-LA6	Rates of injury, occupational disease, lost days and absenteeism	9-13, 44-47
G4-LA7	High incidence or risk of disease related to occupation	GRI Index
G4-LA8	Health and safety topics covered in formal agreements with trade unions Gri index	GRI Index
G4-LA9	Average hours of training per employee	GRI Index
G4-LA10	Career and skills management	GRI Index
G4-LA11	Employee performance and career development reviews	GRI Index
G4-LA12	Governance bodies and breakdown of employees relating to diversity	44-47
G4-LA13	Ratio of basic salary of men to women by employee category	44-47
G4-LA14	Percentage of new suppliers screened using labour practices criteria	GRI Index

GRI	DESCRIPTION	PAGE
G4-LA15	Labour practices impacts in the supply chain	19-22
G4-LA16	Grievances about labour practices	GRI Index
	Disclosure on Human rights Management approach	9-13, 19-22, 44-47, 58
G4-HR1	Significant investment agreements that include human rights clauses	GRI Index
G4-HR2	Employee training on human rights	GRI Index
G4-HR3	Number of incidents of discrimination	44-47
G4-HR4	Risks to right to exercise freedom of association and collective bargaining	19-22, 37-38, 41
G4-HR5	Risks of incidents of child labour	19-22, 37-38, 41
G4-HR6	Risks of incidents of forced or compulsory labour	19-22, 37-38, 41
G4-HR7	Security personnel training	GRI Index
G4-HR8	Incidents involving rights of indigenous people	GRI Index
G4-HR9	Operations subject to human rights reviews	GRI Index
G4-HR10	Percentage of new suppliers screened using human rights criteria	9-13
G4-HR11	Human rights impacts in the supply chain	19-22
G4-HR12	Grievances about human rights impacts	19-22, GRI Index
	Disclosure on Society Management approach	19-22, 23-35 48-49, GRI Index
G4-SO1	Operations with local community engagement and development programs	GRI Index
G4-SO2	Operations with significant negative impacts on local communities	31-32, 39-40
G4-SO3	Assessments of operations for risks related to corruption	48-49, GRI Index
G4-SO4	Communication and training on anti-corruption polices	GRI Index
G4-SO5	Actions taken in response to incidents of corruption	GRI Index
G4-SO6	Value of political contributions	48-49
G4-SO7	Legal actions for anti-competitive behaviour	GRI Index
G4-SO8	Significant fines or sanctions for non-compliance with laws	GRI Index
G4-SO9	Percentage of new suppliers screened using society criteria	GRI Index
G4-SO10	Society impacts in the supply chain	GRI Index
G4-SO11	Grievances about impacts on society	GRI Index
	Disclosure on Product Responsibility Management approach	23-32, GRI Index
G4-PR1	Significant product categories which health and safety is assessed	23-30
G4-PR2	Non-compliance regarding health and safety impacts of products	GRI Index
G4-PR3	Product information and labelling	23-30, GRI Index
G4-PR4	Non-compliance regarding product labelling	GRI Index
G4-PR5	Surveys measuring customer satisfaction	GRI Index
G4-PR6	Sale of banned or disputed products	GRI Index
G4-PR7	Non-compliance with regulations and voluntary codes concerning marketing	GRI Index
G4-PR8	Complaints regarding breaches of customer privacy	48-49, GRI Index
G4-PR9	Monetary value of significant fines	GRI Index

External Assurance Statement

Deloitte.

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Independent limited assurance statement to the Directors of Woolworths Limited in relation to the 2016 Corporate Responsibility Report

We have carried out a limited assurance engagement on the subject matter detailed below (the 'Subject Matter') presented in Woolworths Ltd.'s ('Woolworths') 2016 Corporate Responsibility Report in order to state whether anything has come to our attention that would cause us to believe that the Subject Matter has not been reported and presented fairly, in all material respects, in accordance with the reporting criteria described below ('Reporting Criteria').

SUBJECT MATTER AND REPORTING CRITERIA

The Subject Matter and Reporting Criteria for our limited assurance engagement for the year ended 30 June 2016 is as follows:

SUBJECT MATTER	REPORTING CRITERIA
<p>Selected Sustainability Indicators</p> <p>The FY2016 performance data in respect of Woolworths' Sustainability Indicators as contained in section Global Reporting Initiative within the 2016 Corporate Responsibility Report.</p> <ul style="list-style-type: none"> • Economic performance: <ul style="list-style-type: none"> - Direct economic value generated and distributed [G4-EC1] • Energy: <ul style="list-style-type: none"> - Energy consumption within the organisation [G4-EN3] - Energy consumption outside the organisation [G4-EN4] - Energy intensity [G4-EN5] - Reduction in energy consumption [G4-EN6] • Emissions: <ul style="list-style-type: none"> - Direct greenhouse gas (GHG) emissions (Scope 1) [G4-EN15] - Energy indirect greenhouse gas (GHG) emissions (Scope 2) [G4-EN16] - Other indirect greenhouse gas (GHG) emissions (Scope 3) [G4-EN17] - Greenhouse gas (GHG) emissions intensity [G4-EN18] - Reduction of greenhouse gas (GHG) emissions [G4-EN19] • Waste: <ul style="list-style-type: none"> - Total Weight of waste by type and disposal method [GE-EN23] 	<p>Woolworths' definitions and approaches as described in section Corporate Responsibility Governance of Woolworths' 2016 Corporate Responsibility Report.</p>

SUBJECT MATTER	REPORTING CRITERIA
<ul style="list-style-type: none"> ▪ Grievance mechanisms: <ul style="list-style-type: none"> - Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms [G4-EN34] - Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms [G4-LA16] - Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms [G4-HR12] - Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms [G4-SO11] ▪ Employment: <ul style="list-style-type: none"> - Total number and rates of new employee hires and employee turnover by age group, gender and region [G4-LA1] - Return to work and retention rates after parental leave, by gender [G4-LA3] ▪ Occupational health and safety: <ul style="list-style-type: none"> - Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region, and by gender [G4-LA6] - Workers with high incidence or high risk of diseases related to their occupation [G4-LA7] ▪ Non discrimination: <ul style="list-style-type: none"> - Total number of incidents of discrimination and corrective actions taken [G4 -HR3] ▪ Anti-corruption: <ul style="list-style-type: none"> - Communication and training on anti-corruption policies and procedures [G4 -S04] ▪ Public policy: <ul style="list-style-type: none"> - Total value of political contributions by country and recipient/beneficiary [G4 -S06] 	

GRI G4 Sustainability Reporting Guidelines	
<p>Woolworths 2016 Corporate Responsibility Report in accordance with the core criteria option (the 'GRI self-declaration') prepared in accordance with the requirements of the G4 Sustainability Reporting Guidelines ('GRI Guidelines').</p>	<p>The GRI Guidelines and related information, publicly available at GRI's global website at www.globalreporting.com, in particular the requirements to achieve the GRI Self Declaration</p>

WOOLWORTHS'S RESPONSIBILITIES

The Directors of Woolworths are responsible for:

- ensuring that the Subject Matter in the 2016 Corporate Responsibility Report is properly prepared and presented in accordance with GRI G4 Guidelines Reporting Criteria;
- confirming the measurement or evaluation of the underlying Subject Matter against the applicable criteria, including that all relevant matters are reflected in the Subject Matter information;
- designing, establishing and maintaining internal controls to ensure that the Subject Matter information is properly prepared and presented in accordance with the Reporting Criteria

DELOITTE'S INDEPENDENCE AND QUALITY CONTROL

We have complied with the independence and other relevant ethical requirements relating to assurance engagements, which are founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

The firm applies Auditing Standard ASQC 1 Quality Control for Firms that Perform Audits and Reviews of Financial Reports and Other Financial Information, Other Assurance Engagements and Related Services Engagements, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

DELOITTE'S RESPONSIBILITIES

Our responsibility is to express a limited assurance conclusion on the Subject Matter based on the procedures we have performed and the evidence we have obtained.

We conducted our limited assurance engagement in accordance with Australian Standards on Assurance Engagements ASAE 3000 '*Assurance Engagements Other than Audits or Reviews of Historical Financial Information*' (ASAE 3000), issued by the Australian Auditing and Assurance Standards Board in order to express a conclusion whether, based on the procedures performed and the evidence obtained, anything has come to our attention that causes us to believe that the Subject Matter has not been prepared and presented in all material respects in accordance with the Reporting Criteria. That standard requires that we plan and perform this engagement to obtain limited assurance about whether the Subject Matter is free from material misstatement.

A limited assurance engagement in accordance with ASAE 3000 involves identifying areas where a material misstatement of the Subject Matter information is likely to arise, addressing the areas identified and considering the process used to prepare the Subject Matter in the 2016 Corporate Responsibility Report. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

ASSURANCE WORK PERFORMED

In order to form our conclusion we undertook the following limited assurance procedures:

- Review of Woolworths' processes relating to stakeholder identification, engagement and responsiveness, including an assessment of stakeholder engagement outcomes and how this process and the outcomes have been presented in the 2016 Corporate Responsibility Report
- Review of Woolworths' process to identify and determine material issues to be included in the 2016 Corporate Responsibility Report with examination of underlying assessments and evidence on a sample basis
- Interviews with a selection of Woolworths executives and senior management, including Woolworths sustainability management team concerning the overall governance structure, corporate sustainability strategy and policies used for managing and reporting sustainability performance across the business
- In respect of the Selected Sustainability Indicators
 - interviews with a selection of Woolworths management responsible for the Selected Sustainability Indicators to understand the compilation and review processes
 - applying analytical and other review procedures including assessing relationships between the reported information and other financial and non-financial data
 - examination of evidence for a small number of transactions or events
 - analysing and inspecting on a sample basis, the key systems, processes and procedures and controls relating to the collation, validation, presentation and approval process of Selected Sustainability Indicators included in the 2016 Corporate Responsibility Report.
 - review underlying evidence on a sample basis to corroborate that the information is prepared and reported in line with the relevant reporting criteria.
- Comparison of the content of Woolworths' 2016 Corporate Responsibility Report against the criteria for a GRI self-declaration

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express an opinion providing reasonable assurance about whether the Subject Matter in the 2016 Annual report has been properly prepared and presented, in all material respects, in accordance with Reporting Criteria.

INHERENT LIMITATIONS

Non-financial information, including the Subject Matter may be subject to more inherent limitations than financial information, given both its nature and the methods used for determining, calculating and sampling or estimating such information. Qualitative interpretations of relevance, materiality and the accuracy of data are subject to individual assumptions and judgements. The Subject Matter should be read in the context of Woolworths' Reporting Criteria as set out in the 2016 Corporate Responsibility Report.

LIMITATIONS OF USE

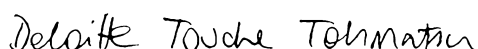
This report is made solely to the directors of Woolworths in accordance with our engagement letter dated 26th July 2016r, for the purpose of providing limited assurance over Woolworths 2016 Corporate Responsibility Report. We disclaim any assumption of responsibility for any reliance on this report or on the Subject Matter to which it relates, to any person other than the directors of Woolworths or for any purpose other than that for which it was prepared.

MATTERS RELATING TO ELECTRONIC PRESENTATION OF INFORMATION

Our limited assurance engagement included web-based information that was available via web links as of the date of this statement. We provide no assurance over changes to the content of the 2016 Corporate Responsibility Report after the date of this assurance statement.

CONCLUSION

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the Subject Matter has not been properly prepared and presented, in all material respects, in accordance with the Reporting Criteria for the year ended 30 June 2016.



DELOITTE TOUCHE TOHMATSU



PR Dobson
Partner
Sydney, 28 October 2016

Store Analysis

STORES	2016 ¹ NUMBER	2015 ¹ NUMBER	2014 NUMBER	2013 NUMBER	2012 ² NUMBER
Continuing operations					
Supermarkets					
New South Wales and Australian Capital Territory	303	292	282	271	262
Queensland	237	230	225	209	203
Victoria	242	234	224	221	214
South Australia and Northern Territory	84	82	80	78	78
Western Australia	94	92	89	88	85
Tasmania	32	31	31	30	30
Supermarkets - Australia	992	961	931	897	872
Supermarkets - New Zealand	184	177	171	166	161
Total Supermarkets	1,176	1,138	1,102	1,063	1,033
Thomas Dux	5	9	11	11	11
Freestanding Liquor	373	359	349	339	329
Attached Liquor	544	527	509	490	477
ALH Group Retail Outlets	569	557	544	526	507
Summergate	2	2	-	-	-
Caltex/Woolworths Petrol	-	-	131	131	132
Woolworths Petrol - Australia	530	516	502	482	467
Total Food, Petrol and Endeavour Drinks Group	3,199	3,108	3,148	3,042	2,956
BIG W	186	184	182	178	172
EziBuy	5	5	4	-	-
Hotels including clubs (ALH Group)	331	330	329	326	294
Home Timber and Hardware	-	-	28	26	21
Masters	-	-	49	31	15
Total continuing operations	3,721	3,627	3,740	3,603	3,458
Discontinued operations ^{29,30}					
Home Timber and Hardware	43	44	-	-	-
Masters	63	58	-	-	-
Dick Smith Electronics	-	-	-	-	347
Tandy	-	-	-	-	1
	106	102	-	-	348
Total Group	3,827	3,729	3,740	3,603	3,806

1 On 18 January 2016, Woolworths announced that it intends to pursue an orderly prospective exit of the Home Improvement business. For statutory reporting, Home Improvement operations are reported as a discontinued operation from financial year 2015. For comparative purposes, with the exception of the balance sheet, financial year 2015 has been adjusted to show Home Improvement as a discontinued operation. Financial years 2014, 2013, and 2012 continue to be shown within continuing operations.

2 On 27 September 2012, Woolworths announced its exit from the Consumer Electronics market segment with the sale of its wholesale operations in India and the Dick Smith Electronics business in Australia and New Zealand. For statutory reporting, Dick Smith Electronics operations were reported as a discontinued operation from financial year 2012. India Wholesale operations were reported as a discontinued operation from financial year 2013. For comparative purposes within this summary, with the exception of the balance sheet, financial year 2012 was adjusted to include India Wholesale as a discontinued operation.

Glossary

TERM	MEANING
Carbon dioxide equivalent (CO₂-e)	A standard measure used to compare the emissions from various greenhouse gases based on their global warming potential. For example, one tonne of methane emissions is equivalent to 21 tonnes of carbon dioxide emissions.
EBIT	Earnings Before Interest and Tax - total earnings before provisions are deducted. This measures a company's performance and is often used in preference to net profit as it excludes the effects of borrowings and tax benefits and adjustments.
Forest Stewardship Council (FSC)	FSC is an independent, not-for-profit organisation which promotes responsible management of the world's forests. Refer to fsc.org or fscaustralia.org.au
Lost Time Injury	A Lost Time Injury (LTI) is an injury or illness that results in an employee being unable to work a full scheduled shift (other than the shift during which the injury occurred).
ML	Megalitres or million litres.
Mt	One million tonnes or megatonnes, equates to one billion kilograms.
MWh	Megawatt hours is a unit of measurement for electricity use, referring to the amount of electricity needed to supply power to 1,000 homes for one hour.
National Greenhouse and Energy Reporting Act 2007 (NGER)	NGER establishes a national framework for Australian corporations to report greenhouse gas emissions, reductions, removals and offsets, and energy consumption and production. climatechange.gov.au/reporting/publications
NPAT	Net Profit After Tax indicates what the company earned after all expenses have been accounted for.
(PEFC) Council	The PEFC Council is an independent, non-profit organisation that promotes sustainably managed forests through independent third-party certification. Refer to pefc.org
Scope 1 emissions	Direct greenhouse gas emissions from sources owned or controlled by the company, such as combustion facilities (e.g. generators) and combustion of fuels in company-owned or company-controlled transport (e.g. cars and trucks).
Scope 2 emissions	Indirect greenhouse gas emissions from the generation of purchased electricity, heat, cooling or steam. Purchased electricity is defined as electricity that is bought or otherwise brought into the organisational boundary of the entity.
Scope 3 emissions	Other indirect greenhouse gas emissions that are a consequence of a company's activities, but that arise from sources that other entities own or control. Scope 3, like Scope 2, is a category of indirect emissions and covers all other indirect emissions from sources that are not owned or controlled by a company, but that occur as a result of its activities. Examples include emissions from waste disposed to landfill.
Total Recordable Injury	A Total Recordable Injury (TRI) is the sum of the total number of employee fatalities, lost time injuries, restricted work injuries or medical treatment injuries.

Company Directory

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COMPANY SECRETARY

Richard Dammery

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WOOLWORTHS CORPORATE RESPONSIBILITY

Fiona Walmsley
Group Sustainability Manager