

Super Retail  
Group 

# 20 Sustainability 22 Report

**SUPERCHEAP**  
AUTO

rebel



 macpac

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## ACKNOWLEDGEMENT OF COUNTRY

Super Retail Group acknowledges the Traditional Custodians of Country throughout Australia and recognises their continuing connection to land, waters and communities. We pay our respect to Aboriginal and Torres Strait Islander cultures; and to Elders past and present. We are committed to Reconciliation and in FY23, we aim to publish our first *Reflect* Reconciliation Action Plan, setting out how we can come together with First Nations communities in meaningful partnership and with greater impact for all. We want to take our business on a journey to learn about our history and its ongoing legacy. We want to act and respond when First Nations peoples say to us, through the Uluru Statement from the Heart, “We invite you to walk with us in a movement of the Australian people for a better future.”

We also operate in Aotearoa New Zealand, and we acknowledge ngā iwi Māori as Tangata Whenau (First People) of Aotearoa. Super Retail Group is committed to upholding the Treaty of Waitangi principles, developing relationships with, and supporting local iwi.

*Manaaki whenua,  
Manaaki tāngata,  
Haere whakamua.*

*If we care for the land,  
If we care for the people,  
We can move forward into the future.*

**Māori proverb**

## How we report our performance and how to use this report



This is an interactive PDF designed to enhance your experience. Click on the links on the Contents page and throughout the report or use the Home button at the bottom corner to navigate the report and find the information relevant to you.



We believe that greater transparency enhances accountability and helps earn the trust of our stakeholders. We want to create accessible and relevant reporting for shareholders to inform their decisions and demonstrate how we're managing risk.



This report has been prepared by Super Retail Group (the Group) in accordance with the Global Reporting Initiative (GRI) Standards: Core option. We also participated in several mandatory and voluntary disclosure frameworks. For a full list, see our [Data and Indices](#) document.



GRI 2-1  
GRI 2-3  
GRI 2-29

This report has been guided by our [Materiality Assessment](#) and focuses on the key ESG-related risks identified by stakeholders, as well as our wider risk assessment practices (see Chapter: [Governance](#)). The report focuses on our [people](#) and our [planet](#), and it has five priority areas: [Team](#), [Community](#), [Responsible Sourcing](#), [Circular Economy](#) and [Climate](#).

Unless otherwise stated, it covers Super Retail Group's operations in Australia, New Zealand and China, including our store network, support offices and distribution centres for the period 1 July 2021 to 30 June 2022 and all financial figures are reported in Australian dollars.



## Chair and CEO's message

Our vision is to inspire people to live their passion. It's a vision that is relevant for both today and tomorrow, and is at the core of how we create value and build a more sustainable business.

At Super Retail Group, we understand it is important to adapt to an ever-changing world, globalised economy and social environment. We also recognise the importance of continuing to learn and striving to be better every day.

In a rapidly evolving sustainability environment, shareholders, team members, customers and partners are seeking greater transparency and accountability from the business community. At the same time, the reporting and regulatory environments in Australia and New Zealand are developing greater rigour in the wider push for transparency.

These changes in the sustainability landscape prompted us to review the Group's 'Sustainability Framework 2030' to confirm it remained relevant for both our business and operating environment, today and into the future.

After feedback from our stakeholders about their expectations and what better practice might look like, we strengthened the Framework to enhance the focus on our people and our planet. This reflects the connections we have to each other and the environment, articulates where we can have the greatest positive impact, and defines our responsibilities. This is one way we live our vision.

Our new framework outlines our commitment to five focus areas: Team, Community, Responsible Sourcing, Circular Economy and Climate. These focus areas have 12 goals, linked to measurable targets. Given the dynamics of the sustainability landscape, we expect to update these targets as we mature and the external environment changes.

We are pleased to report our progress in FY22 against this new framework.

In the reporting period, we strengthened our commitment to team diversity. We were awarded the Workplace Gender Equality Agency (WGEEA) Employer of Choice for Gender Equality Citation for the second consecutive period.





We remain committed to diversity in leadership and achieving gender equality across our organisation. Currently, female representation on our Board is 37.5 per cent, 45.5 per cent at the executive level and 37.3 per cent in senior leadership. We have re-set our gender equality goal to achieving 40:40:20 in Board, executive and senior leadership positions by 2025 (40 per cent identifying as female, 40 per cent male, and 20 per cent any gender).



Over the next 12 months, the business will develop its inaugural Reconciliation Action Plan. This is a critical first step for the Group to strengthen our workplace culture of awareness and understanding, and nurture more meaningful and long-lasting relationships with Aboriginal and Torres Strait Islander team members, customers and organisations in our community.



During the year, we continued to invest in the communities where our team members live and work around Australia and New Zealand. We donated \$100,000 to the Australian Red Cross and \$50,000 to Lismore City Council to assist flood-affected families. Our brands also made significant contributions to key community organisations. This involved projects aligned with our vision and values, including BCF's support for OzFish, a not-for-profit organisation that protects and restores fish habitats and rebel's donation to Lifeline as part of our commitment to mental health support.

We were one of only 12 ASX 300 companies awarded a B grade for our Modern Slavery Statement by Monash University, placing us in the top 18 ASX 300 companies representing effective reporting and best practice.

Our greenhouse gas emissions (Scope 1 and 2) across the Group declined by 2.4 per cent from FY21 and our recycling rate for waste material in our Australian and New Zealand stores, support offices and distribution centres was 58 per cent.

Our Environment, Social and Governance (ESG) practices and performance was evaluated by independent organisations and the Group increased its Dow Jones Sustainability Index score from 60 to 62, which once again secured us a position in the S&P Global Sustainability Yearbook 2022. We also received a leading rating from the Australian Council of Superannuation Investors for ESG reporting relative to peers in the ASX 200.

During the year we also undertook a significant review of our climate targets. After a thorough re-evaluation of our existing emissions goals, feedback from our team members and engagement with our customers and business stakeholders, we set a new target of zero emissions for Scopes 1 and 2 from our operations and the energy we consume by 2030. We recognise this is ambitious, but the Executive Leadership Team and the Board believe this is an important development for the business.

Decarbonisation represents a significant opportunity to improve the way we operate and enhance the connection with our customers. Achieving our new target will require greater collaboration with our industry, partners, landlords, team members and other stakeholders, and it will mean consuming less electricity and investing in renewable energy where we can.

Our updated emissions target will also more closely align the Group with the Australian Government's new target of a 43 per cent reduction in greenhouse gas emissions by 2030.

In our new Sustainability Framework, we've also made an important commitment in climate governance, to ensure there is appropriate transparency around our climate-related financial disclosures. In FY23, we will begin work with our advisers to align our reporting with the important new standards being developed by the International Sustainability Standards Board.

In parallel with the process of setting a new framework for 2030 and announcing a more ambitious emissions target, we enhanced our vision, mission, and values.

Together, these will help steward our organisation in a sustainable and inclusive manner as we execute our corporate strategy. This approach will guide how we set our operational strategies, make decisions, allocate capital, manage risks, and leverage opportunities.



# VISION

INSPIRING YOU TO  
LIVE YOUR PASSION

# MISSION

TO INSPIRE 10 MILLION  
ACTIVE CUSTOMERS  
TO LIVE THEIR PASSION  
BY 2025

This approach is a better way of doing business. It helps us achieve our vision, create long-term sustainable value for shareholders and continue to help our customers and our people to live their passion.

We're making these commitments to support a more sustainable and inclusive business, and to help create a more sustainable planet.

**Sally Pitkin**  
Chair

**Anthony Heraghty**  
Group Managing Director and  
Chief Executive Officer

# VALUES

*Passion* IS OUR  
SECRET SAUCE

BETTER  
EVERY DAY

We  
SPEAK UP

STRONGER  
Together

PLAY  
THE  
LONG GAME

# FY22 highlights



## ACHIEVEMENTS



**Monash University recognition:** one of only 12 ASX 300 companies awarded a B grade for Modern Slavery Statement, putting us in the top 18 ASX 300 companies representing effective reporting and best practice.

Member of  
**Dow Jones Sustainability Indices**

Powered by the S&P Global CSA

Dow Jones Sustainability Index score of 62, putting us in the top quartile within the DJSI retail sector.



Awarded the WGEA's Employer of Choice for Gender Equality Citation for the second consecutive period.



AUSTRALIAN PACKAGING COVENANT ORGANISATION

MEMBER

Rated as Advanced under the Australian Packaging Covenant Organisation (APCO)



Macpac recognised as Sustainability Champion of the year (2021) by the National Retail Association (AU)



A member of the S&P Global Sustainability Yearbook 2022



LEADING

Rated as leading by the Australian Council of Superannuation Investors (ACSI) for the quality of our ESG reporting relative to our ASX200 peer group



## PEOPLE

**10.7**

Total Recordable Injury Frequency Rate (TRIFR)

*A 13% per cent increase from prior year (9.4)\**

**>2,500**

Team members participated in the "I Am Here" mental health program

**82 and 80**

Engagement survey October 2021 and June 2022

**37.5%**

Female representation at Board level

**45.5%**

Female representation at executive leadership level

**37.3%**

Female representation at senior leadership level

**\$150,000**

The Group donated to Australian Red Cross and Lismore City Council to help flood affected communities

**\$500,000**

rebel donated to Lifeline as part of our commitment to mental health support

**\$253,375**

Supercheap Auto donated to Beyond Blue, Heartkids Australia and Australian Road Safety Foundation

\*This is attributed to COVID-19 impacts to workload raising the risk of manual handling injury. Supply Chain TRIFR reduced by 19%.



## PLANET

**16.9%**

Reduction in GHG emissions (Scopes 1 & 2) from FY17 base year

**2.4%**

Reduction in GHG emissions (Scopes 1 & 2) from FY21

**58%**

Recycling rate for waste material in stores, offices and distribution centres

**1,101,200L**

Recycled litres of oil through Supercheap Auto

**91,167**

Recycled car batteries through Supercheap Auto

**56,751**

Recycled pairs of shoes through rebel and Macpac's in-store collection

**>1m**

Bags refused through Macpac's 'Refuse a Bag' initiative since the program began in 2018

**1%**

Percentage reduction of total electricity use to 80,723 MWh

**87**

Store lighting upgrades with expected energy saving of 549MWh

**\$350,000**

Contributed to OzFish and helped customers raise a further \$488,673 through BCF

**\$253,452**

Grants and gear provided through Macpac Fund for Good

## Working out what matters

Our work has an impact on many people, and we want to build our business in a way that reflects what's important to them. Our stakeholders – team members, customers, shareholders, trade partners, community partners as well as governments and regulators – are diverse. Super Retail Group impacts and is impacted by our stakeholders in different ways. To understand what matters most to them, we considered their priorities, concerns and aspirations for our business.

And we asked ourselves, “What are our key impacts on our people and our planet?”

The answers to this Materiality Assessment, gave us clarity and confidence about where we will have the greatest impact and where to focus our work. The answers guided the development of our new Sustainability Framework (2030), which will in turn guide our strategy and actions.

Our Group ESG Materiality Assessment identified and prioritised five areas (and 12 goals) on which we will focus our efforts for 2030:

- [Team](#)
- [Community](#)
- [Responsible Sourcing\\*](#)
- [Circular Economy](#) and
- [Climate](#)

Our Sustainability Report has mapped our ESG performance in FY22 to these five focus areas and the 12 goals. It also sets out our ambition for FY23.

More detailed data, responding to our Materiality Assessment, is set out in our Data and Indices document, in [Appendix A](#).

\*Our Responsible Sourcing program impacts both people and our planet, so conceptually it sits in both categories. For ease of navigating this report, you'll find the Responsible Sourcing Chapter in 'People'.



*“There’s a commercial case for sustainability and it’s important. The moral case is even more powerful.”*

**Mandy Ross,**  
Chief Information and Digital Officer



*“Our approach to corporate governance helps us steward the business in a way that’s more sustainable, creating value for current and future stakeholders.”*

**Rebecca Farrell,**  
Chief Legal Officer and  
Company Secretary

## Our 2030 Sustainability Framework– playing the long game

Our new framework outlines our commitment to sustainability, driven by our vision and connected to our stakeholders. It has five focus areas: Team, Community, Responsible Sourcing, Circular Economy and Climate. These focus areas have 12 goals, linked to measurable targets. Given the evolving nature of the sustainability landscape we expect to update these as we mature and the external environment changes.

For more information about our ESG reporting, please see our FY22 Sustainability Data and Indices document, in [Appendix A](#).





Goals

2030 Targets<sup>1</sup>

PEOPLE			PLANET	
Team	Community	Responsible Sourcing	Circular Economy	Climate

**GOAL 1:** Invest in the health, safety and wellbeing of our team  
**GOAL 2:** Create an inclusive and diverse team  
**GOAL 3:** Support our team with purpose-led career development



**GOAL 4:** Invest in community programs that support our customers' and team's passions



**GOAL 5:** Improve transparency and disclosure of high-risk supply chains  
**GOAL 6:** Invest in sustainable supply chains through strategic partnering  
**GOAL 7:** Source materials and products more responsibly and sustainably



**GOAL 8:** Design and procure durable products, with a circular mindset  
**GOAL 9:** Reduce waste and unnecessary packaging  
**GOAL 10:** Repair, reuse or recycle our products



**GOAL 11:** Develop a decarbonisation roadmap for our operations and customer offering



- Implementing a holistic wellbeing program – participation rates
- Health & Safety TRIFR, 1st quartile performer in retail
- Develop Reconciliation Action Plan
- 40:40:20 for Board, executive and senior leadership positions
- Develop Disability Action Plan
- Program development for greater diversity and inclusion inc. LGTBQ+
- Identify key purpose-aligned community partnerships and agree a strategy for each Brand
- Contribute to conservation and regeneration programs
- Collaborate with and support strategic trade partners to improve their supply chains
- Contribute to industry level change
- Embed responsible purchasing practices in decision making across our business
- 100% of private brand packaging is reusable or recyclable<sup>2</sup>
- Adopt the Australasian Recycling Label for private brand packaging
- 50% average recycled content must be included in private brand packaging<sup>2</sup>
- Problematic and unnecessary single-use private brand plastic packaging will be phased out<sup>2</sup>
- Increase waste diverted from landfills to 90%
- Zero Emissions – Scopes 1 and 2

GOVERNANCE | GOAL 12: Enhance climate-related disclosures  
 TARGET: Align climate-related reporting to the Task Force on Climate-related Disclosures

1. As our work in all these areas develops, we expect that our plans and targets will be updated.  
 2. Our packaging targets are aligned to those set by the Australian Government, with delivery expected by 2025.

# SCORECARD

GOAL	Status
1. Invest in the health, safety and wellbeing of our team	
2. Create an inclusive and diverse team	
3. Support our team with purpose-led career development	
4. Invest in community programs that support our customers' and team's passions	
5. Improve transparency and disclosure of high-risk supply chains	
6. Invest in sustainable supply chains through strategic partnering	
7. Source materials and products more responsibly and sustainably	
8. Design and procure durable products, with a circular mindset	
9. Reduce waste and unnecessary packaging	
10. Repair, reuse or recycle our products	
11. Develop a decarbonisation roadmap for our operations and customer offering	
12. Enhance climate-related disclosures	



## Playing the Long Game

At Super Retail Group, our vision is to inspire people to live their passion, now and in the future. This is how we create value. Our vision drives our corporate strategy and sits at the centre of what we do and how we do it.

- Our sustainability framework must be integrated into our corporate strategy.
- [Strong governance](#) guides our corporate strategy.
- Each of our brands and divisions also has a strategy that is aligned to the corporate strategy.
- Responsibility for creating a more sustainable business across Super Retail Group is owned by everyone.

*“There’s no such thing as a “separate” sustainability strategy. There’s one corporate strategy and sustainable thinking must be integrated into it and all aspects of our operations.”*

**Rory Scott,**  
Chief Strategy and Customer  
Officer



01

# PEOPLE

Playing the long game for our **team** means creating a workplace where everyone feels safe, that they belong, and are supported to develop their careers. It means investing in the **communities** in which we operate and improving sustainable supply chains through **responsible sourcing**.

With 14,883 team members (as at 2 July 2022) and more than nine million customers across communities in Australia and New Zealand, we are stronger together.



## GOALS

**GOAL 1:** Invest in the health, safety and wellbeing of our team

**GOAL 5:** Improve transparency and disclosure of high-risk supply chains

**GOAL 2:** Create an inclusive and diverse team

**GOAL 6:** Invest in sustainable supply chains through strategic partnering

**GOAL 3:** Support our team with purpose-led career development

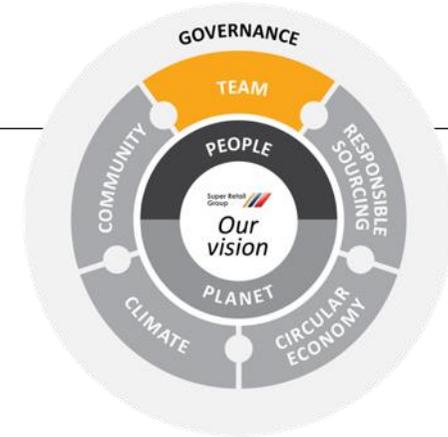
**GOAL 7:** Source materials and products more responsibly and sustainably

**GOAL 4:** Invest in community programs that support our customers' and team's passions



GRI 2-23

# TEAM



## GOAL 1: Investing in the health, safety and wellbeing of our team

The impact from COVID-19 and recent natural disasters has reverberated through the business. Throughout it all, our people have shown professionalism, courage and care for each other, our customers and our communities. In our [Scorecard](#), while we note our work in this area is Well Progressed, it is never completed, and we are never complacent about it. We're pleased with our progress and we are always looking for new ways to improve.

### WHAT WE'VE BEEN DOING

We care about the physical and psychological health and safety of our team members, customers, contractors, trade partners and visitors, including our heavy vehicle operators. Our [Health and Safety Policy](#) reflects this commitment. Our wellbeing programs help empower our team to be the best version of

themselves, live their passions, understand their mental health, support each other and thrive.

Total Recordable Injury Frequency Rate (TRIFR) increased by 13% in FY22 to 10.7, compared with 9.4 for FY21. 76 per cent of recorded injuries were caused by manual handling. With millions of items handled manually per year the FY22 COVID-19 impacts to logistics, absenteeism and consumer purchasing created peaks in workload raising the risk of manual handling injury.

The Group's Health and Safety Management System is based on the Group Health and Safety Standards and ISO45001:2018. The System covers our team members, customers, trade partners, contractors, and visitors to our sites in

*"We are committed to creating fulfilling careers for our team. When we invest in them, we invest in the community, our business and create value for all stakeholders."*

**Jane Kelly,**  
Chief Human Resources Officer



Australia and New Zealand. Our International Operations team in China manages health and safety in accordance with our Health and Safety Management System and local laws.

Health and Safety Assurance is achieved through monthly verification of controls by leaders at each site. Field verification is completed by the Health and Safety and Asset Protection teams.

Our management process for incident investigation, hazard identification and risk management is based on legislative requirements and industry practice. Our Incident Management procedure is available to people leaders to investigate and implement controls to prevent re-occurrences. Health and Safety training consists of both online and on-the-job competency assessments. We assess the effectiveness of training through incident investigations and trend analysis.



At Super Retail Group, we encourage people to speak up. Early reporting and an environment where our people feel safe to report, is a key part of our health and safety culture. Our easy-to-use incident and hazard reporting channels include line managers, an online reporting platform, a dedicated health and safety email and our whistleblower integrity line. The team is protected against reprisals and can report matters to Work Health and Safety regulators for independent review. Customers and contractors are also encouraged to report hazards.

Hazards are assessed using the SRG Enterprise Risk Matrix with the aim of eliminating hazards. and where elimination is not possible, other control measures are developed in consultation with team members. Management implements controls and review them for effectiveness.

This year, we continued to work hard to improve the health, safety and wellbeing of our people. Here are some of our highlights:

- Mental health** – It is more important than ever to access education and tools that help us to thrive. The ‘I Am Here’ program was launched last year to create a culture where ‘it’s ok not to feel ok, and it’s absolutely ok to ask for help’. The program is designed to help us look out for ourselves and others to create a supportive work environment for team members, every day. More than 2,500 team members are currently participating in the program, with regular activity underway to continually increase participation.



\*Includes team members and contractors. Data covers the period 27 June 2021 – 2 July 2022.



GRI 2-7  
GRI 2-24  
GRI 403  
GRI 416-2



GRI 2-7  
GRI 2-24  
GRI 403  
GRI 416-2

- COVID-19 response** – We consulted with the team and relevant stakeholders, including unions, and implemented mandatory COVID-19 vaccinations as a health and safety control. Our teams continue to focus on the controls necessary to keep our team and others safe through the COVID-19 pandemic. Guidance is provided on mandated government controls, risk assessments, enhanced cleaning methods, mental wellbeing checks and supports, remote working, incident response and government travel restrictions. The relevant government and health authorities, and our partnership with International SOS, informs our decision-making.
- Dealing with customer abuse** – We partnered with the Shop, Distributive and Allied Employees Association (SDA), National Retail Association (NRA) and Australian Retailers Association (ARA) to commit to a retail industry free from abuse and violence. Our Zero Tolerance policy and strategies to de-escalate threats are set out in customer

aggression training and using scenario-based learning specific to our environment. We work with the local police in high crime rate areas to discuss strategies for preventing workplace aggression.

- Manual handling** – Throughout the year, we introduced various initiatives to minimise manual handling risks. These include a back-of-house reset, housekeeping, customised trolleys for bulky goods and the Move4Life program at our distribution centres.
- Respect@Work** – in response to the Australian Human Rights Commission’s Sexual Harassment National Inquiry Report (2020) we introduced a new Harassment-free Workplace Policy to replace an existing policy, to provide clearer expectations on individuals and leaders within the business. This new policy is supported by a detailed Guide and integrated into the SRG Code of Conduct and related policies.

Additional data related to health and safety is outlined in our FY22 Sustainability Data and Indices document in [Appendix A](#).



It’s ok not to feel ok;  
and it’s absolutely ok to ask for help.

#iamhere



## rebel celebrates pride month



This year, rebel embraced Pride Month as an opportunity to stand with LGBTIQ+ people and demonstrate our support for the LGBTIQ+ community, as part of the Group’s Diversity and Inclusion Strategy.

Team members and trade partners were asked to share their stories, perspectives, and advice with the goal of continuing to educate ourselves and our customers as well as raise awareness of issues that matter to LGBTIQ+ people.

Championing our value of ‘stronger together’, we activated our social media channels with posts that reflect our inclusive culture and the diverse people who define our brand. In store, our team proudly wore rainbow lanyards, while rainbow graphics lit up our digital screens. Email signatures with pronouns and our 2022 rainbow logo were updated and we added a permanent Pride landing page to our website featuring a range of unisex and rainbow products. Here’s to Pride and the #rebelrainbow every day of the year!

## GOAL 2: Create an inclusive and diverse team



At Super Retail Group, we strive for a work environment where our team reflects the communities in which we operate. We want our team to feel a strong sense of belonging and to feel comfortable bringing their whole selves to work. The combination of our differences enriches our business. Diversity means many things, including: skills and experience; ability; ethnicity, cultural and linguistic backgrounds; religion; gender and sexual orientation. Our Materiality Assessment told us that both our team members and our shareholders wanted to see deeper diversity within our business, because an inclusive and diverse team is one in which we all can fulfil our individual and collective potential.

### WHAT WE’VE BEEN DOING

During the reporting period, Super Retail Group achieved citation as an Employer of Choice for Gender Equality with the Workplace Gender Equality Agency. This is the second consecutive period we have received this citation, and we were one of only two Australian retailers to achieve this recognition in FY22. The citation reflects our commitment to diversity in leadership and achieving gender equality across our organisation.

We committed to the Australian Retailers Association (ARA) Gender Equality Position Statement. Released in March, the Association and its members acknowledge their responsibilities for continuing to shape, advance and promote gender equality in retail.

In FY22, significant progress was made across many dimensions of diversity and inclusion:

- Our **Parental Leave Policy** was updated so that eligible team members have access to leave from day one of employment.
- Our **Secondary Carers’ Leave** was doubled to four weeks for eligible team members.
- The **Super Retail Group Diversity Committee** was established with 20 diverse representatives from across the organisation. The Committee helps progress our Diversity, Inclusion and Equality Plan, and each division also has a plan with targeted initiatives.



GRI 2-23  
GRI 2-24  
GRI 2-30  
GRI 401-3  
GRI 405



GRI 2-23  
GRI 2-24  
GRI 2-30  
GRI 401-3  
GRI 405

Throughout the year, we delivered other initiatives, including:

- **Two new mandatory modules** – to support leaders creating a diverse team, an inclusive team environment and busting the myths that may exist about flexible working. An organisation-wide leadership reporting tool was also implemented to deliver targeted insights and help drive action.
- **Updated recruitment guidelines** – to promote diversity and inclusion in the recruitment process. Key topics included advertising, eliminating bias, shortlisting, and interviewing.
- **Biases awareness guide** – to better assess candidates on merit and ability and overcome biases that may act as a barrier to building a diverse team.
- **Procurement fact sheet and plan** - to help raise awareness about gender equitable procurement and supply chain strategies.

The Group is also committed to remunerating all team members fairly and equitably. In support of gender pay equity, the Group conducts annual gender pay equity reviews. No systemic issues regarding gender pay equity were identified in the most recent review undertaken in the reporting period. For the year ended 31st March 2021, the organisation-wide gender pay gap for total remuneration was 4.2 per cent (in favour of men). This data relates to the most recent report to the WGEA for the 1 April 2020 to 31 March 2021 period.

Our team continues to recognise and participate in a variety of events that celebrate diversity and inclusion, including International Women’s Day, National Reconciliation Week, Pride Month and Harmony Day.

For more information about our workforce data (including our enterprise agreements), refer to our FY22 Sustainability Data and Indices document in [Appendix A](#).

# Super Retail Group commits to the ARA Gender Equality Position Statement



International Women’s Day

How will you  
**#BreakTheBias** for  
**#IWD2022?**



**HAVE YOUR SAY ABOUT GENDER EQUALITY AND DIVERSITY AND INCLUSION AT SRG!**

**SURVEY LAUNCHING Monday 26 July!**



## GOAL 3: Supporting our team with purpose-led career development

We want our team to have the skills that make them both fit for today and the future. An engaged, passionate and capable team is critical to achieving our vision to inspire our customers to live their passion. We need to equip our team with skills and tools so they can adapt to the challenges and opportunities of a changing world.

### WHAT WE'VE BEEN DOING

#### Building a positive work environment

Super Retail Group is committed to maintaining high levels of team member engagement. We encourage team members to speak up and continue to undertake a continuous listening engagement cycle and the team participated in two “pulse” surveys during the reporting period.

In October 2021, the Group’s engagement score remained steady at 82, five points above the Achievers\* benchmark of 77. In the June 2022 survey, the Group’s engagement score of 80 remained above benchmark. In this survey, five questions that measure intentional leadership behaviours (care, context, clarity, communicate and coach) were added. This created an inaugural People Leadership Indicator score of 84, setting a baseline to build on for the Group’s leadership.

\*Achievers is a global expert in employee recognition and engagement.

We continue to drive engagement by leveraging and investing in two key internal platforms that encourage recognition, showcase our team’s passion and create a sense of community.

During the reporting period, 7,325 team members joined Super Retail Group. Using the GRI Sustainability Reporting data set that comprises all team members and includes our seasonal casuals (employed on a short-term contract, generally for peak period only) and non-payroll team members, our retention index was 72 per cent.

#### Investing in continuous learning and development

In FY22 we continued to enhance the Group’s suite of learning and development programs.

Our on-demand learning tool has further strengthened in FY22 and was used to roll out more than 200 learning items to support the deployment of the Group’s new time and attendance system. In FY22 almost 39,000





# 82 & 80

## ENGAGEMENT SCORES

**Above the Achievers  
benchmark of 77\***

hours have been spent learning, with more than 11,500 team members 'opting-in' to additional learning through the platform. This enables team members to develop skills for today and tomorrow. Investing in their development is how we play the long game for our team.

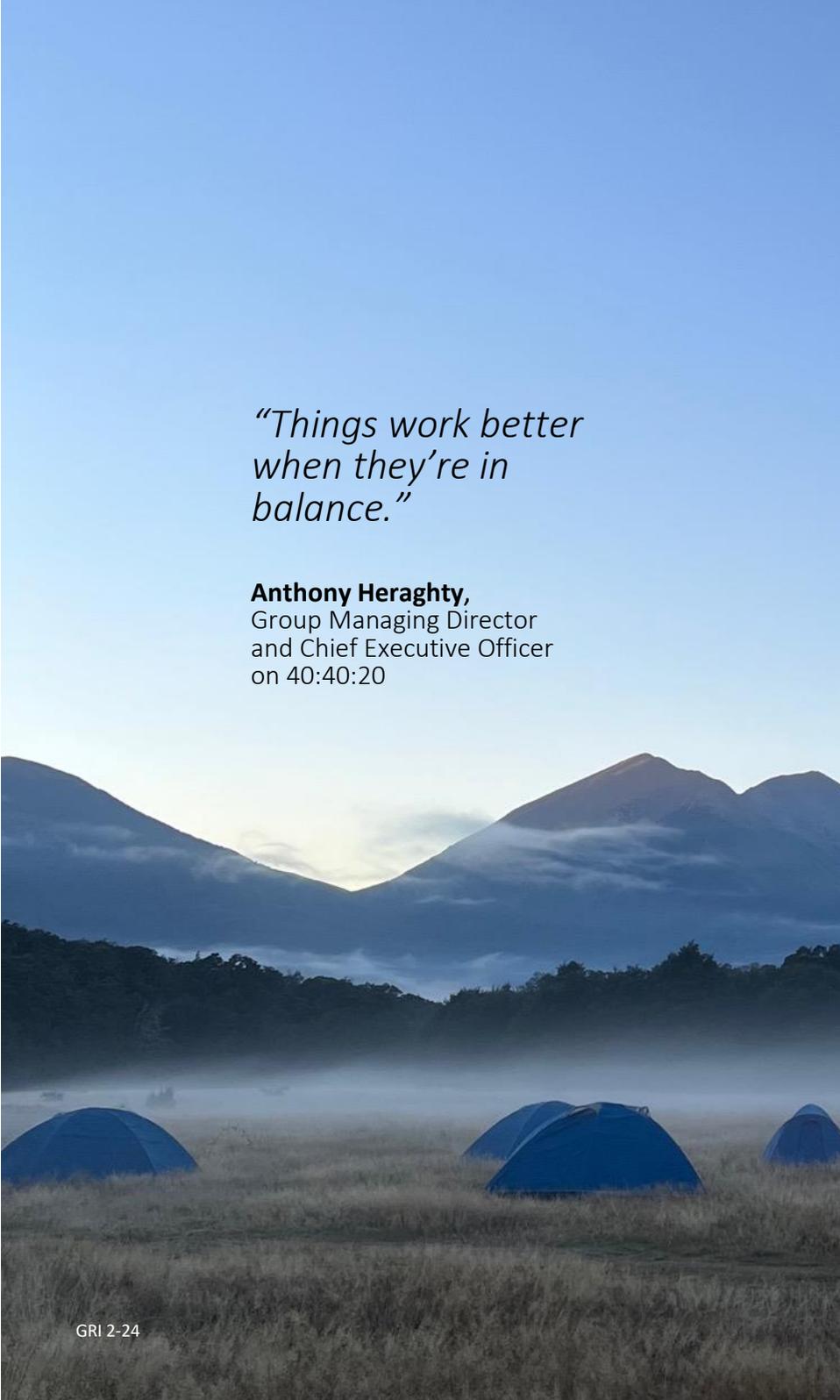
Our targeted leadership development programs continued to build on the success of FY21. The program for the Group's women grew to 75 participants in FY22. This program now has a supportive alumni network of 138 women across the business.

The Extended Leadership development program, investing in the critical capability assessment and development for senior leaders, also continued. The program has now reached 154 senior leaders, each with a targeted individual development plan.

During the reporting period, the Group also:

- Introduced a development program for 61 Area and Regional Managers. These Area Manager roles are a critical leadership population as they lead the 750 retail store management roles who then lead our 12,500 retail team members.

- Matured its in-store 'Experts' learning program, which builds team members' product and technical expertise. In FY22, 9,621 team members spent more than 96,600 hours completing their 'experts' learning through 52 campaigns. This learning underpins the link between engaged and skilled teams and customer satisfaction.
- Continued our accredited learning programs for retail team members which invests in their skills for the future. Across Australia, 92 team members successfully completed their Certificate III in Retail Operations or Certificate IV in Retail Management in the reporting period. We currently have 266 team members completing one of these qualifications. In New Zealand, the Level Four Retail Management qualification is offered, with eleven team members successfully completing this in FY22 and two team members continuing to progress through the program.
- Delivered a front-line leadership program for our distribution centre team leaders and operations managers.

A scenic landscape featuring a range of mountains under a clear blue sky. In the foreground, several blue dome tents are pitched on a grassy field. The overall atmosphere is serene and natural.

*“Things work better when they’re in balance.”*

**Anthony Heraghty,**  
Group Managing Director  
and Chief Executive Officer  
on 40:40:20

## WHAT’S NEXT

In FY23 we will continue our work in health, safety and wellbeing, team inclusion and diversity and purpose-led careers. In particular, through our Materiality Assessment, stakeholders said they want us to continue to deepen our engagement with more diverse team members, emphasising the importance of creating an inclusive work environment for Aboriginal and Torres Strait Islander people, gender diverse people and people living with a disability. We will continue to widen our diversity and inclusion lens and our revised Sustainability Framework 2030 includes three new Targets:

### Reconciliation Action Plan

Over the next 12 months, we aim to develop our inaugural Reconciliation Action Plan (RAP). This is the first stage in a journey that will help us strengthen our workplace culture of awareness and understanding and create more meaningful and long-lasting relationships with Aboriginal and Torres Strait Islander team members, customers and organisations in our community.

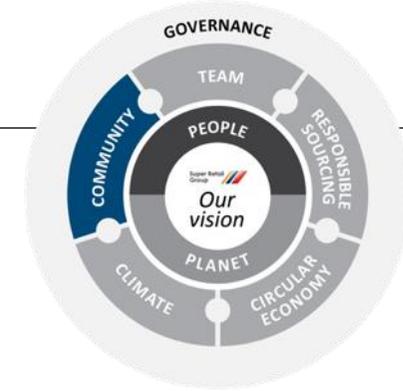
### Senior Leadership 40:40:20

We remain committed to diversity in leadership and achieving gender equality across our organisation. In the reporting period, we re-set our gender equality goal to achieving 40:20:20 in Board, executive and senior leadership positions by 2025 (40 per cent identifying as female, 40 per cent identifying as male, and 20 per cent identifying as any gender). Female representation on our Board is 37.5 per cent; 45.5 per cent at the executive level and 37.3 per cent for women in senior leadership.

### Disability Action

In FY22, we became a member of the Australian Network on Disability and completed a current-state assessment. This helped us understand areas of focus and opportunity, and identify priorities on our road to 2030, including workplace policies, recruitment policies, training and accessibility adjustments to our business. We recognise there’s more to be done, and we’re committed to creating a culture in which people living with a disability, feel safe and included, to work and shop with Super Retail Group.

# COMMUNITY



## GOAL 4: Invest in community programs that support our customers' and team's passions

We are committed to building relationships with the local communities in which we operate. Our team members help identify and choose community organisations aligned to our vision and values. These connections and partnerships between our team and our business, our customers and our communities go beyond our products and services. They create a social return that makes all of us at Super Retail Group proud. We know that our communities face tough times and we're passionate about helping them, because we are stronger together.

### WHAT WE'VE BEEN DOING

### PHILANTHROPY FY22



Helping our communities in need

**\$150K**

Group donation for flood relief

**\$253K**

Supercheap Auto

**\$500K**

rebel

**\$350K**

BCF

**\$253K**

Macpac

**\$1.5m**

GROUP TOTAL

# FLOOD RELIEF

In early 2022, we saw the immense impact floods were having on local communities in south-east Queensland and northern New South Wales.

As a company with a strong Queensland heritage, we recognised this impact and understood that rebuilding the affected communities would require enormous commitment and determination, as was the case with the communities impacted by the 2019-2020 Black Summer bushfires.

The Group supported our loyal customers and team members directly involved in the clean-up and recovery effort by contributing \$100,000 to the Red Cross Flood Appeal and \$50,000 to Lismore City Council. Our rebel stores also donated sporting goods to local sporting clubs, including Coomera Soccer Club, Redcliffe Tiger AFL Club and Murwillumbah Colts Junior Rugby League, to replace damaged equipment.



## Supporting First Responders' Day

We also actively participated in the retail industry's First Responders Day with discounts available across all our Supercheap Auto, rebel and Macpac stores in Australia for the first responder community. This event is the retail industry's way of thanking Australian medical and health workers, police, and firefighters for their hard work and dedication in keeping us safe.





# Supercheap Auto and customers give generously



## Beyond Blue

Supercheap Auto aims to help increase awareness about mental health through a multi-year partnership with Beyond Blue. Demand for mental health and wellbeing support is growing across Australia, especially since the coronavirus pandemic. Our partnership includes vital fundraising for Beyond Blue’s free, 24/7 Support Service, which received 37 per cent more calls in 2021, compared to 2019. Supercheap Auto made a significant contribution to the support service, and we facilitate customer donations at selected stores as part of a national community program. All in-store customer donations to Beyond Blue are matched by Supercheap Auto (up to \$50,000) in the calendar year.

## HeartKids Australia

Supercheap Auto entered a multi-year partnership with HeartKids Australia that will help raise awareness, funding, and support for over 65,000 children, teenagers and adults impacted by congenital heart disease in Australia. Supercheap Auto made a significant donation to HeartKids Australia and launched a customer initiative that enables donations to be made at selected stores. Funds raised will help Australians with congenital heart disease have a fighting chance to live a long, healthy and fulfilling life. All in-store customer donations to HeartKids Australia are matched by Supercheap Auto (up to \$50,000) in the calendar year.

## Australian Road Safety Foundation

Supercheap Auto joined forces with the Australian Road Safety Foundation (ARSF) in a multi-year partnership aimed at reducing the physical and mental illness, and death and disability that result from road crashes and incidents. Tragically, 1,127 people lost their lives on Australian roads in 2021. As part of the partnership, Supercheap Auto made a significant donation to the Foundation and enabled customers to donate at check-out. All funds raised by Supercheap Auto and customers will assist ARSF develop road safety awareness programs, driver education, advocacy, and community engagement campaigns. All in-store customer donations to ARSF are matched by Supercheap Auto (up to \$50,000) in the calendar year.

During FY22, Supercheap Auto donated \$50,000 to each of its key charitable partners, Beyond Blue, HeartKids Australia and ARSF. Customers and teams also donated \$120,411 through Supercheap Auto. In addition to this, Supercheap Auto matched customer donations to the value of \$103,375.



### Racing Together

The Racing Together project helps Aboriginal and Torres Strait Islander youths to pursue a career in motorsport. Supported by Supercheap Auto, Racing Together provides hands-on mechanical and motorsport experience, while also addressing social issues such as healthy eating habits. Supercheap Auto supplies the Racing Together team with products to go racing, as well as experiences to inspire the students to pursue opportunities within the sport at the completion of the program.



### FIA Girls on Track

FIA Girls on Track initiative is designed to help young girls from around Australia understand the opportunities that await them in the motorsport industry, whether it's as a driver, engineer, mechanic or one of the many other roles in this growing industry. The program uses motorsport as a tool to expose girls to the incredible career paths in science, technology, engineering and mathematics, and aims to increase female participation in these industries. Sponsored by Supercheap Auto, FIA Girls On Track also celebrates women in every aspect of motorsport.



### Supercheap Auto Club Development Fund

The Supercheap Auto Club Development Fund provides a funding allocation framework to car clubs affiliated with Motorsport Australia. Clubs and organisations that are successful in submissions to Motorsport Australia are granted funding to proceed with their community initiatives in four areas of social impact.

These areas include safety and operational equipment, volunteer upskilling and club capacity building, women and girls' participation and events and activities. As part of our sponsorship, successful clubs also receive Supercheap Auto products and a Supercheap Auto gift card to spend at any of the 280 stores in Australia.





*“We think a lot about what it means to look after our whole team - these partnerships strengthen and foster the growth of our team members and our communities.”*

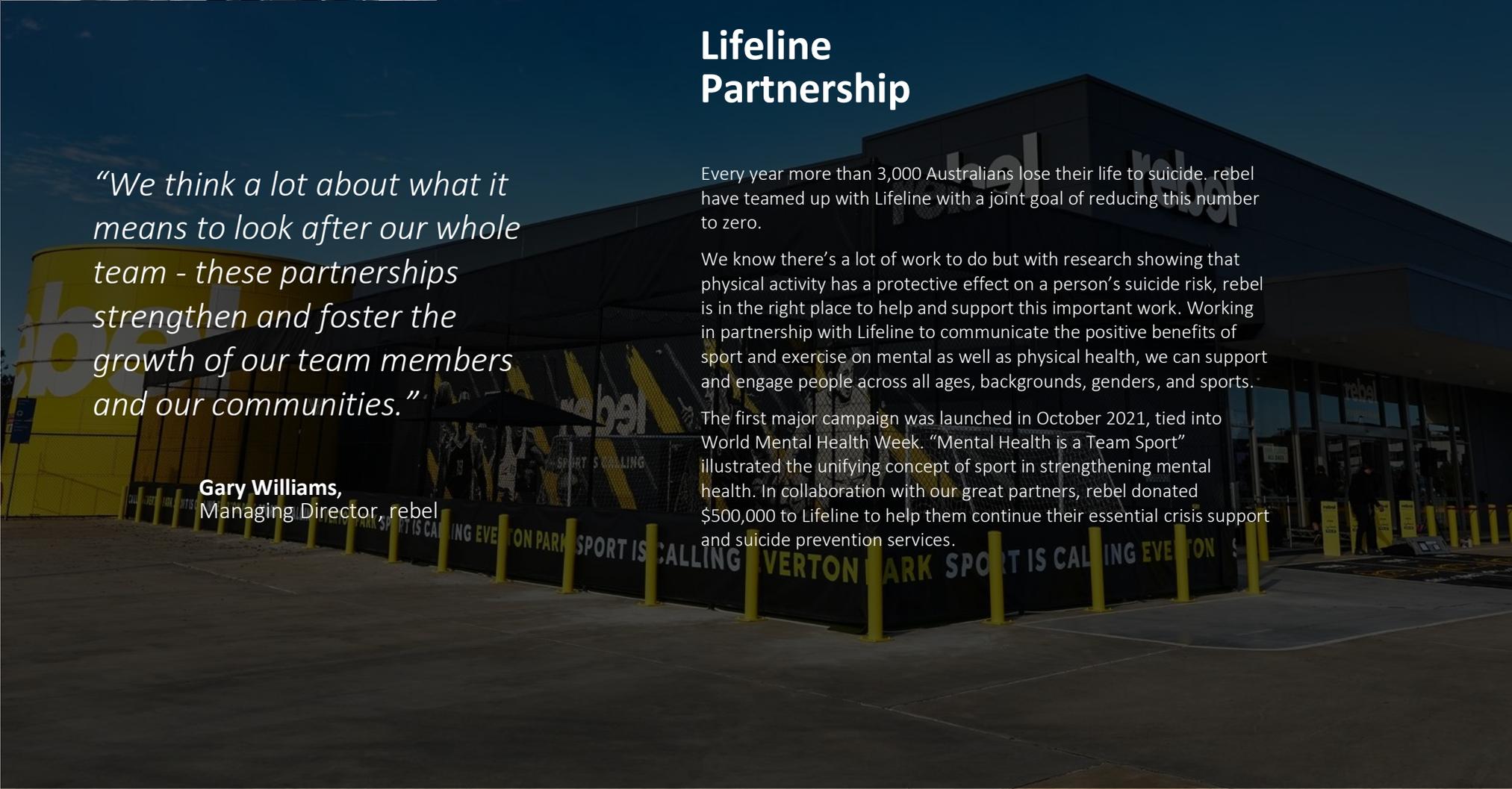
**Gary Williams,**  
Managing Director, rebel

## Lifeline Partnership

Every year more than 3,000 Australians lose their life to suicide. rebel have teamed up with Lifeline with a joint goal of reducing this number to zero.

We know there’s a lot of work to do but with research showing that physical activity has a protective effect on a person’s suicide risk, rebel is in the right place to help and support this important work. Working in partnership with Lifeline to communicate the positive benefits of sport and exercise on mental as well as physical health, we can support and engage people across all ages, backgrounds, genders, and sports.

The first major campaign was launched in October 2021, tied into World Mental Health Week. “Mental Health is a Team Sport” illustrated the unifying concept of sport in strengthening mental health. In collaboration with our great partners, rebel donated \$500,000 to Lifeline to help them continue their essential crisis support and suicide prevention services.





Our passion for all things boating, camping and fishing is shared by our team and customers. In FY22, we again allocated every BCF store a sponsorship budget for their Think Global, Act Local (TGAL) initiatives. The TGAL sponsorship program aims to support our local communities and give back to those who continue to support BCF. Building a community of passionate outdoor enthusiasts aligns with BCF’s core vision and values and this approach means we can support a variety of local projects.



## OzFish and restoring our waterways

Restoring fish habitats and improving the condition of our waterways is vital to ensuring that fishing continues to be a pastime enjoyed in the future.

BCF actively contributes to improving fish habitats through partnering with OzFish Unlimited, a not-for-profit organisation dedicated to the protection of our waterways. The BCF vision is to unite our team and passionate customers with OzFish to protect and restore fish habitats and the future of the Australian outdoors. The sixth year of this partnership has seen BCF and OzFish continue to work collaboratively on projects involving landowners, governments and local communities that all play a part in regenerating fish habitats.

In the past year BCF and OzFish worked together on the BCF Reef, a project that involved establishing a reef in Moreton Bay through the creation and installation of oyster-filled baskets, with wonderful results. Initial observations show that fish are already frequenting the area to feed on the reef. The past year has also seen the rollout of a rig recycling program in Queensland and Western Australia where customers can return old fishing gear to be recycled and re-used.

**In FY22, BCF contributed \$350,000 to this vital work, while our customers contributed a further \$488,673 through our BCF stores.** This included \$69,000 donated by customers in one incredible weekend campaign, named ‘Small Change 4 Big Change’ and organised by some of our passionate team members.



# HalfCut



Last year Macpac collaborated with non-profit organisation HalfCut, a social and environmental movement that engages people to raise funds for forest regeneration and conservation. As Sir David Attenborough says, “we must rewild the world”. Macpac was involved in HalfCut’s campaign in Queensland’s Daintree Lowland Rainforest, one of the oldest rainforests on the earth that supports exceptionally high biodiversity. In 1982 the Queensland government approved rural residential subdivision in parts of the Daintree. This resulted in large sections of land being excluded from protection in the Daintree National Park and Wet Tropics World Heritage Area. The crowd funding goal was to buy back sections of privately owned land to return it to the National Park. In addition to this, the management of the land is transferred back to the Traditional Owners. The properties purchased through this campaign, are now safe from development and can be regenerated.

Macpac customers raised AUD\$56,880 for the HalfCut 2021 Daintree campaign, with the Macpac Fund for Good matching up to \$50,000 of this contribution.



## MACPAC FUND FOR GOOD

The Macpac Fund for Good engages team members and customers in strengthening local communities through either financial aid or grants or the provision of apparel and equipment. The fund supports not-for-profit organisations focused on long-term positive impacts such as the protection and regeneration of native flora or fauna, adventure-based learning, therapy or environmental education, and Indigenous community projects.

During FY22, the fund awarded grants and gear worth more than \$253,452 to Australian and New Zealand charitable organisations committed to doing good in the world.



## MACPAC GEAR ROOM

The Macpac gear room is a community initiative based at the Macpac support office in Christchurch, New Zealand. After recognising a lack of access to adequate gear can be a significant barrier to getting out in nature, Macpac created the gear room to help overcome this problem. Local charities, schools and outdoor education providers can borrow gear such as hiking packs, jackets, hiking boots, sleeping bags and tents, free of charge, to help more people experience the benefits of being in nature.





## WHAT'S NEXT

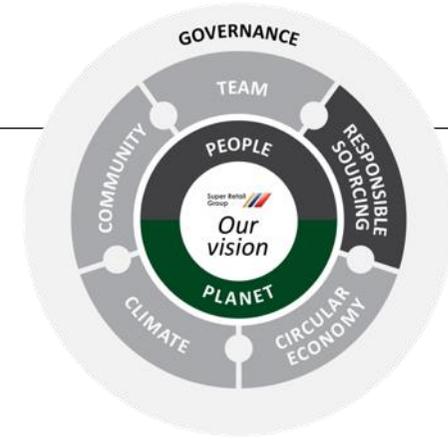
We will continue to build on our relationships with key community partners across all our brands. Through OzFish, Beyond Blue, HeartKids and ARSF, Lifeline, Macpac's Fund for Good and others, we will continue to support important causes, deepen connections with communities and help people in need to thrive. This work is incredibly rewarding for all our team members, and our people bring their immense passion to these relationships, which is our 'secret sauce'. Team members guide the work we're involved in, own our collective contribution, and forge even more meaningful relationships with our business. Making an impact is a long game and all of us at Super Retail Group are very proud of our commitment.



GRI 2-6  
GRI 3-3  
GRI 407-1  
GRI 408-1  
GRI 409-1

# RESPONSIBLE SOURCING

Playing the long game means improving sustainable supply chains through **responsible sourcing**\*. It means acknowledging that we are stronger when we act together with our trade partners and factories to drive change. And it means we aim to be better every day, by challenging our purchasing decisions and seeking feedback and input from those we do business with. The integrity of our supply chain matters to our customers, shareholders and our team members. And it matters to us.



## GOALS

**GOAL 5:** Improve transparency and disclosure of high-risk supply chains

**GOAL 6:** Invest in sustainable supply chains through strategic partnering

**GOAL 7:** Source materials and products more responsibly and sustainably

*\*Our Responsible Sourcing program impacts both people and our planet, so conceptually it sits in both categories. For ease of navigating this report, you'll find the Responsible Sourcing Chapter in 'People'.*



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## Our Responsible Sourcing Program aligns with the UN Guiding Principles on Business and Human Rights, UN Global Compact and the requirements of the Modern Slavery Act 2018.

Our [Responsible Sourcing Policy](#) and [Responsible Sourcing Code](#) support our commitments to people and planet, and are consistent with the International Bill of Human Rights, the International Labour Organisation’s (ILO) Declaration on Fundamental Principles and Rights at Work , ILO Conventions and the Sustainable Development Goals (SDGs) relevant to our supply chain. Team members, trade partners and service providers are required to:

- Conduct business with integrity;
- Uphold human rights and fair working conditions;
- Reduce our environmental impact in the sourcing process; and
- Source products in a sustainable and responsible way.

While our [Responsible Sourcing Policy](#) and [Code](#) apply to all products and services acquired or used by the Group, our approach to confirmation and verification of compliance is based on an assessment of risk and the Group’s capacity to influence change.

For this reason, FY22 saw a continued focus on verification of compliance for first-tier factories that supply our private brand, direct import and licensed products from higher risk countries (Factories). Assessment of our Services Supply Chain continued based on the risk profile of the service sectors.

The scope, risk approach, and verification of compliance requirements of our Responsible Sourcing Program is outlined in our [Responsible Sourcing Code](#) and additional details are provided in our [Modern Slavery Statement](#).



*“Our supply chain is made up of thousands of people whose rights we have the power and responsibility to protect. That’s why the better way of doing business is the only way.”*

**Cathy Seaholme,**  
Managing Director, Macpac



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GRI 414-1  
GRI 414-2

## GOAL 5: Improve transparency and disclosure of high-risk supply chains

Our Responsible Sourcing Program is committed to upholding human rights and fair working conditions for all people involved in our supply chain and operations. Our supply chains are complex, and transparency and disclosure help us understand the complexity and create greater accountability.

### WHAT WE'VE BEEN DOING

#### Product supply chain

At the end of FY22, we had 512 active Factories in 19 countries. Of our active Factories, 474 of them were classified as high risk and subject to our compliance verification audit program, 91 per cent of these were audited in the past two years.

During FY22:

- 50 Factories were onboarded. These Factories were screened against our Responsible Sourcing Code requirements as part of our mandatory review process.
- We commissioned and funded 9 independent audits of Factories.

As was the case in FY21, we continued through agreed corrective action plans to work with Factories to address audit findings relating to potential modern slavery practices, critical health

and safety concerns and issues related to working hours, wages and payroll. Access to Factories however has been severely restricted due to the pandemic, resulting in delays, both for audits and the completion of work required to address non-conformances. Where required by the circumstances, we have extended deadlines by which Factories must demonstrate progress against agreed corrective action plans.

In FY22, Factory audit findings and supply chain issues related to Modern Slavery included:

- Passport retention.
- Debt bondage in the form of recruitment fees.
- Deceptive recruitment relating to contracts provisions.
- Deposits taken from workers.
- Cotton sourced from Xinjiang UAR. Refer to [Goal 7](#) for further details.

Where necessary, we have engaged external providers to assist us in investigating these findings further. We will report on progress in our FY22 Modern Slavery Statement which will be published by the end of December 2022.

Despite the pandemic-related access restrictions and delays, we continued to work with Factories to address non-conformances and drive positive change.





## Success story in Thailand

- ELEVATE completed the initial audit of the factory in May 2021.
- Several critical non-conformances were identified including migrant workers being charged recruitment fees, not being paid adequately, several health and safety issues, and environmental permit non-conformances.
- The factory was placed on probation and significant proactive remediation work was undertaken by the Trade Partner and the factory to address the situation. This included the reimbursement of recruitment fees as well closure of all other non-conformances.
- A full verification audit was then conducted onsite in October 2021. We requested ELEVATE to complete three assessments as part of the one audit:
  - A Foreign Migrant Worker (FMW) Assessment check list.
  - ELEVATE ERSA audit.
  - Worker Sentiment Survey (Workers' voice) as part of the ERSA audit.

The overall Elevate audit grade for the factory improved from D in May 2021 to A in October 2021.



As part of the refresh of our Sustainability Framework, we reconsidered our Responsible Sourcing Strategy, and recognised that we needed to adopt a more nuanced approach to how we segment our supplier base. We wanted to direct our efforts in the right areas and also sought to facilitate greater transparency and disclosure. Currently our assessment of the risk in our supply chains is driven primarily by reliance on the Corruption Perception Index. As depicted below, given the concentration of our Factories in China, this has resulted in most of our Factories being classified as high risk.

To better understand our supply chain and enhance our approach to risk and factory segmentation, including the impact of high-risk products, we have invested in ELEVATE's EiQ supply chain intelligence platform. Throughout FY23 we will leverage this investment to enhance our program's effectiveness and our targeted approach to supply chain risk management.



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GRI 414-2



RESPONSIBLE SOURCING CONFORMANCE STATUS\*\*\*

**421**

APPROVED

**84**

CONDITIONALLY APPROVED

**7**

ON PROBATION OR NOT APPROVED

\*Number of factories relate to our private brand products, direct imports and licensed brands that the Group is responsible for manufacturing. These are first tier Factories.

\*\*High risk refers to countries with Corruption Perception Index (CPI) score of less than 70; Low risk refers to countries with CPI score of 70 or greater. CPI score is used as a minimum threshold for our risk rating.

\*\*\* Number of factories relate to our private brand products, direct imports and licensed brands that the Group is responsible for manufacturing. Responsible Sourcing Conformance Status definitions can be found in the [Glossary](#) in Appendix A.

TIER-1 FACTORIES BY COUNTRY\*

	Number of Factories	Country Risk Rating (Corruption Perception Index)**
Australia	30	73
Bangladesh	1	26
China	433	45
England	1	78
Fiji	1	55
Hungary	3	43
India	4	40
Indonesia	3	38
Italy	2	56
Malaysia	2	48
Netherlands	1	82
New Zealand	6	88
Philippines	1	33
South Africa	1	44
South Korea	3	62
Taiwan	9	68
Thailand	4	35
Turkey	1	38
Vietnam	6	39

**512**

TOTAL

In our Modern Slavery Report, we report the process and actions the Group takes to identify, assess and address the risks of modern slavery across our operations and supply chain. Our inaugural [FY20 Modern Slavery Statement](#) was published in March 2021, and we were proud to be recognised by both the Australian Council of Superannuation Investors and Monash University for the quality of reporting. Our [FY21 Modern Slavery Statement](#) was published in December 2021.



### Services supply chain

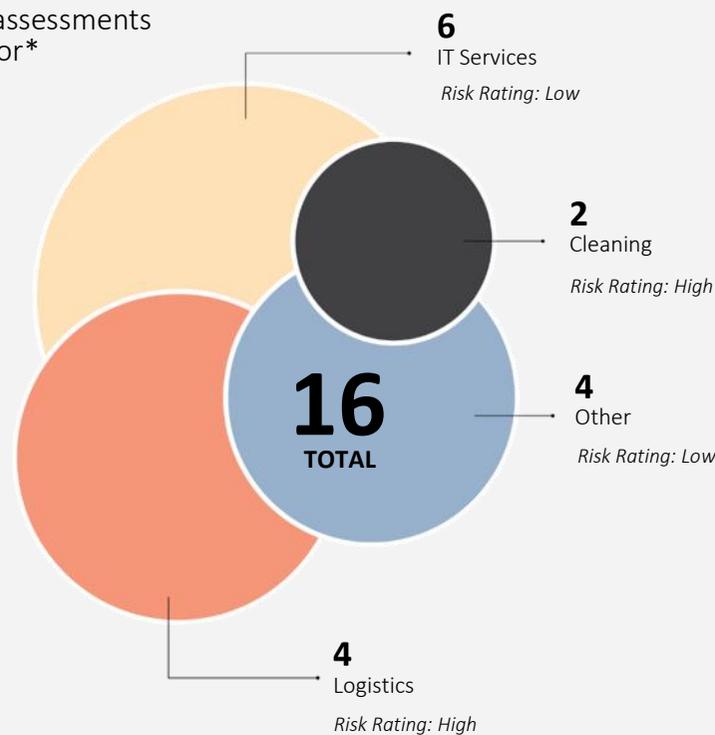
Our Responsible Sourcing Policy and Code applies across our supply chain and operations and includes services providers. As part of our Non-Stock Group Procurement onboarding process, we require new service providers who enter into contracts with Super Retail Group to complete a self-assessment. The self-assessment includes a self-declaration of compliance with our responsible sourcing requirements. Where necessary, further documents, interviews or independent audits are requested, depending on the residual risk.

We entered into contracts with 19 new service providers across various service types during FY22 through our procurement process. 16 of these service providers were screened for compliance with our responsible sourcing criteria and completed self-declarations. We are investigating the onboarding process used for the other three service providers and have identified areas of process improvement for further assessment. In addition, we will be reviewing our risk assessment process in FY23.

In FY22 we identified potential non-compliance with our Responsible Sourcing Code in relation to the pay practices of a provider of cleaning services. Interviews with the supplier were conducted and evidence of appropriate pay practices was provided.

## SERVICE TYPE

No. of assessments by sector\*



\* Risk ratings varied amongst new service providers, based on our assessment results and residual risk.



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GRI 414-2

## GOAL 6: Invest in sustainable supply chains through strategic partnering



Consistent with our Group value of ‘stronger together’, we recognise that achieving lasting change requires collaboration. This includes deepening our relationships with our Factories, our trade partners, service providers, team members and industry. We believe this investment of time, effort and resources helps empower our supply chain to create the safe, fair and sustainable conditions we expect.



### WHAT WE’VE BEEN DOING



#### Partnering with our Factories and trade partners

Despite the challenges of the pandemic, our China Sourcing Team actively engage with trade partners and Factories to create the trust and transparency necessary for positive action. As part of the annual trade partner conference in China (online in FY22), we included a responsible sourcing information session to update trade partners regarding the program. Approximately 70 participants representing over 180 factories attended the session. We also continued to deliver online training to our trade partners and Factories via our advisory partner, ELEVATE. Topics included health and safety, working hours, social insurance and

chemical management. During FY22, representatives from 162 factories completed the online training.

#### Partnering with our teams

We delivered Responsible Sourcing training to 69 team members involved in the procurement of products and services on behalf of the Group and presented on trends and our strategic approach to our Executive Leadership Team. Our Board receives regular updates on the performance of our Responsible Sourcing Program and emerging trends or issues.

#### Partnering with industry

We know we don’t have all the answers, which is why we have prioritised investment in strategic partnerships. This investment includes partnering with external advisors, both in Australia and in the countries where our Factories operate. It also includes partnering with and learning from industry, including through our participation in the United Nation’s Global Compact Network Australia – Modern Slavery Community of Practice and The Collaborative Advantage, a responsible sourcing working group in New Zealand.



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GRI 408-1  
GRI 409-1



## GOAL 7: Source materials and products more responsibly and sustainably

As a retailer, we're only as good as the products we make, procure and sell. Understanding and improving our products is not just about where they come from and how they're made. It's also about the materials that go into our products in the first place. The maturity of our understanding of the source of materials used in our products varies across our brands.

### WHAT WE'VE BEEN DOING

We are proud of the position we have taken with respect to the use of cotton in our Macpac Private Brand products (see Highlight), but we recognise there's more we can do. In our [FY21 Modern Slavery Statement](#) we noted that our work to assess the use of cotton in rebel, BCF and Supercheap Auto was ongoing. Throughout FY22, our China Sourcing team asked the Factories with which the Group has a direct relationship to confirm both the amount of cotton used in the manufacture of our private brand products as well as the source. As a result of these enquiries, we are gaining a clearer picture of the Group's use of cotton.

We also learned that approximately 7.5 tonnes of cotton used in the FY22 manufacture of some of our private brand products had potentially been sourced from Xinjiang UAR. Upon identifying the

issue, the Group commenced a review and made changes to the sourcing of cotton and cotton alternatives with the affected factories. We are grateful to our Factories for their transparency and cooperation. Our work to understand the amount and type of cotton used across our product range continues.

### Responsible purchasing

This year, Macpac participated in the Better Buying Purchasing Practices Index (BBPPI) for the first time. The BBPPI is the Better Buying™ Institute's flagship survey, allowing trade partners to anonymously rate the purchasing practices of the companies that buy their products. The Better Buying Institute reimagines supply chain sustainability, leveraging data to strengthen trade partner-buyer relationships and improve purchasing practices that drive profitability while protecting workers and the environment. Participation in the BBPPI supports Macpac's ambition to build more transparent, win-win sustainable partnerships with its suppliers that will support a range of sustainability initiatives in supplier factories. The BBPPI survey results are expected to reach buying teams in August 2022.



## Commitment to Fairtrade organic cotton

Macpac's commitment to [Fairtrade](#) remains strong with all cotton T-shirts being Fairtrade sourced. Fairtrade farmers and all operators in the supply chain are externally verified for compliance against the Fairtrade standards, which include monitoring for modern slavery, gender equality and fair pay. Fairtrade farmers receive a fairer price, thanks to the Fairtrade Minimum Price, and have access to the Fairtrade Premium, a fixed additional income source that provides farmers with the means to invest in improving the quality of their businesses and communities.



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GRI 409-1



## WHAT'S NEXT

We will continue to focus our responsible sourcing program, with the goal of driving change throughout our supply chain. For FY23 this means we will mature our compliance verification program through enhanced trade partner risk assessment and segmentation and focus our efforts on the issues that have the largest impact on people and planet.

We recognise that systemic change is a collective effort, and we will continue to invest in strategic relationships with trade partners, Factories and industry to share challenges, ask for help and drive change. Throughout it all, we will strive to enhance our own transparency and the effectiveness of our program.

02

# PLANET

Playing the long game for our planet means embracing circularity in how we design, make, use and dispose of our products. It means more effectively managing the environmental impacts of our products. It means packaging products more responsibly (if they must be packaged) and reducing our waste to landfill through greater resource recovery. It means doing our part to reduce greenhouse gas emissions, recognising that meaningful, collective climate action is vital for our planet’s survival. Our [Materiality Assessment](#) told us that our customers, team members and shareholders want us to do more for our planet. They’re concerned about the impact of waste and climate change, and so are we.



## GOALS

**GOAL 8:** Design and procure durable products, with a circular mindset

**GOAL 9:** Reduce waste and unnecessary packaging

**GOAL 10:** Repair, reuse or recycle our products

**GOAL 11:** Develop a decarbonisation roadmap for our operations and customer offering



# CIRCULAR ECONOMY



## GOAL 8: Design and procure durable products, with a circular mindset

A circular economy encourages the elimination of waste through better design of products. The challenge for us is to design and procure products that are made from lower impact materials, last longer and have responsible end-of-life solutions. We continue to look for opportunities to offer our customers these kinds of products.

### WHAT WE'VE BEEN DOING

Macpac remains committed to lowering the environmental impacts of its fibres. Since our Summer 2021 collection, all main fabrics used in Macpac gear have been assessed for environmental impact using the Higg Materials Sustainability Index (MSI). The Higg MSI is the apparel industry's most trusted tool to measure and score the environmental impacts of

materials. Our designers use MSI data to assess and compare the cradle-to-gate impacts of different materials such as cotton and polyester, to make more responsible design choices.

After a successful trial launch with rebel in September 2021, all new gift cards (approximately one million) manufactured in the last 12 months are now on degradable stock across all our brands. We are continuously working with our suppliers to source more sustainable options for gift cards. Our gift card team are currently reviewing samples for recyclable cards, cardboard cards and looking at recycling options available to us where old plastic gift cards are recycled into decking boards.

*“We need to buy, make and sell products that last. It’s that simple and that hard, but a challenge we intend to embrace.”*

**Benjamin Ward,**  
Managing Director,  
Supercheap Auto





## rebel's ELL&VOO steps up sustainability

In 2021, rebel's activewear brand, Ell&Voo, launched an ambitious program called 'Worth Keeping'. The first step on their journey was to prioritise the incorporation of lower impact raw materials into their products. The result: a Spring and Summer 2021 collection featuring crop tops and tights made with recycled nylon and polyester. These recycled materials are all post-consumer plastics derived from plastic bottles, fishing nets, discarded carpeting and worn-out clothes. In FY22, Ell&Voo produced 245,452 pieces of clothing, which used around 49 tonnes of recycled material, diverting it from landfill.

While the new Ell&Voo products are lower impact on the planet, they maintain our commitment to quality and style. In fact, the Ell&Voo team (collaborating between Shanghai and Sydney) worked tirelessly to develop the right fabrications to meet their standards for everything from performance to look and feel.

Ell&Voo are quick to emphasise that their work is far from over and has vowed to improve their business. This aligns with rebel's commitment to offering customers more responsible options. We look forward to seeing how rebel's Ell&Voo range continues to evolve.



## GOAL 9: Reduce waste and unnecessary packaging



In retail, we must continually ask ourselves, what is the impact of how we make, sell, and move our products? We must improve our products and our packaging, so we throw out less. We know that when we produce better quality products and generate less waste, we're looking after our planet. We're creating value for the places we live, the places we work, and the places where our people live their passion. Over the past year, we recycled 58 per cent of our waste and we are committed to doing better every day.

### WHAT WE'VE BEEN DOING TO REDUCE WASTE

We are working with circular economy consultants Edge Environmental to assess the material streams across all our brands' operations to develop a Waste Strategy Roadmap and Waste Management Plan. The Plan, which we aim to complete in early FY23, seeks to reduce waste sent to landfills by

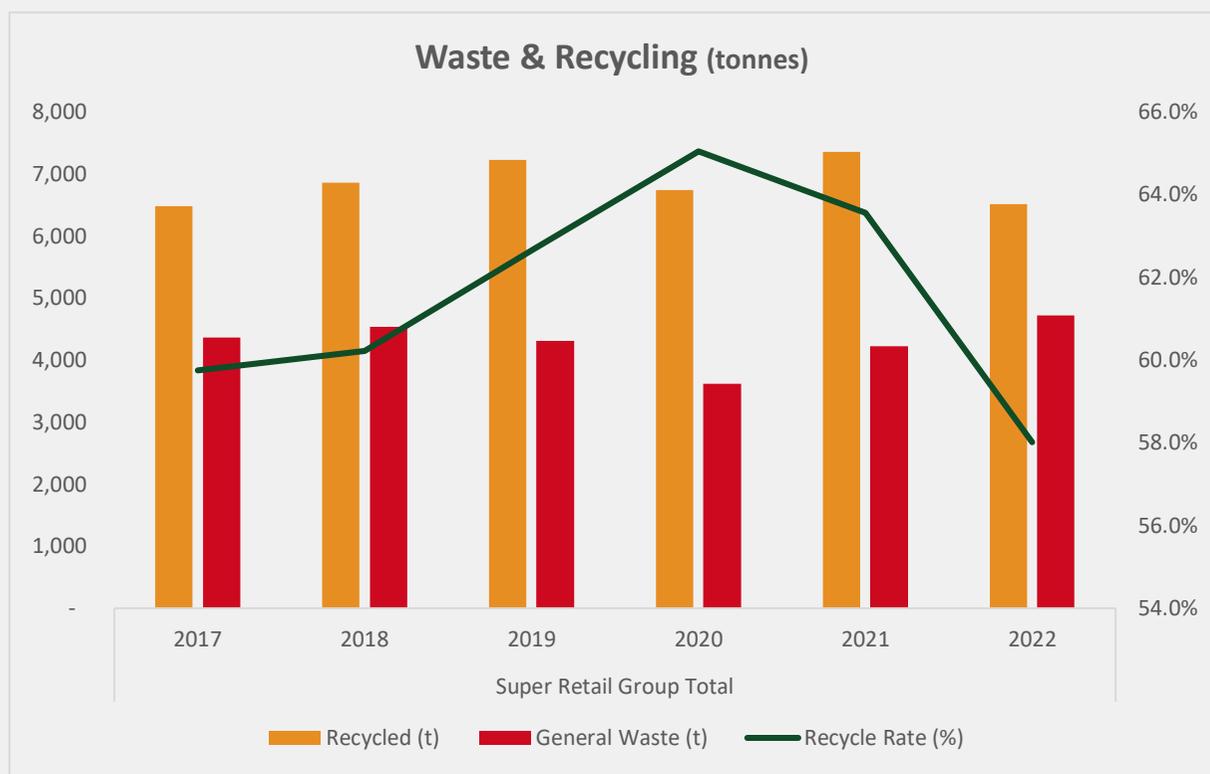
addressing the disposable component of our products and packaging throughout product design. Where we can't "design out", we will implement recycle, reuse and repair solutions to reduce waste sent to landfills.

One of the challenges we face is the wide range of materials that come into our business and the limited access to consistent resource recovery options at all of our locations. Accordingly, our Waste Management Plan will evolve as solutions become available and other circular economy initiatives such as our packaging commitments and product repair services evolve.

Our Waste Management Plan will include a change program to raise awareness of how we can all own and work together on the waste problem, with education for our team members, trade partners and customers forming a key part of our approach.

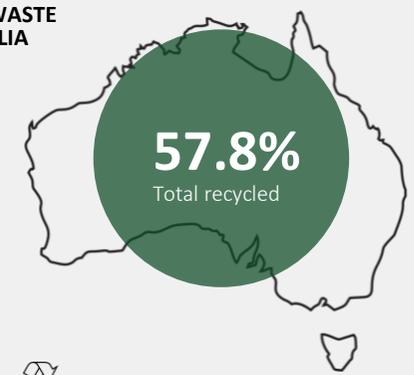


# WASTE AND RECYCLING – Stores, distribution centres and support offices



During FY22 our waste decreased by 3.67 per cent in Australia and increased by 7.91 per cent in New Zealand. Our recycling rates decreased to 57.81 per cent in Australia and 60.64 per cent in New Zealand. The drivers of these changes include lockdown periods experienced by many of our stores, as well as a large uptake of online shopping (particularly click & collect) across the Group. In Australia, this resulted in a decrease in overall waste produced, despite an increase in sales. In New Zealand, this increase in waste was largely due to increased store-based activity in FY22 after the lockdown and public health restrictions of FY21.

## TOTAL WASTE AUSTRALIA FY22



	FY21	FY22
Waste to landfill	3939	4403
Recycled waste	6896	6034
Total waste (in tonnes)	10835	10437
Variance total waste		-3.67%
Total recycled	63.65%	57.81%
Variance in recycling rates		-5.84%

## TOTAL WASTE NEW ZEALAND FY22



	FY21	FY22
Waste to landfill	280	315
Recycled waste	460	484
Total waste (in tonnes)	740	799
Variance total waste		7.91%
Total recycled	62.16%	60.64%
Variance in recycling rates		-1.53%





57.8%

of our waste we recycled  
in Australia in FY22



*“Our supply chain is full of opportunities. In a period of enormous global turbulence, it has been tremendously engaging to both our teams and our partners to work together in pursuing the significant opportunities in improving the way we make and move our products.”*

**Darren Wedding,**  
Chief Supply Chain Officer

## The problem with pallets

Globally, pallets are a major source of wood waste, and deforestation is a significant contributor to climate change. As part of the refresh of our Sustainability Framework, and our goal to reduce waste and packaging, we are investigating the use of ‘single-use pallets’ in our network. These are timber pallets that we cannot guarantee have been sustainably sourced and generally go to landfill instead of being recycled or repurposed at the end of their life cycle.

‘Better Every Day’ means understanding the impact of our choices and correcting them. The first step for us is to switch pallet programs for rebel, to the Hire Pallet Program which creates a circular economy. Pallet suppliers in this program source timber for pallets sustainably and reduce waste by repairing, reusing, and recycling the product at its end of life. This transition will be fully implemented later in 2022 and will eliminate more than 40,000 single-use pallets a year from our network.

The next step is to try to transition the pallets used for our online purchases, ad hoc pallet movements, any that come to our distribution centres from trade partners, as well as those still in our commercial operations. We’ve already had positive discussions with our carriers, many of whom agree that when it comes to protecting our planet, we are stronger together. We’ll be prioritising and approaching our trade partners later in FY23 and working on alternate solutions on our road to 2030.



## Macpac recognised for Sustainability

Macpac was awarded the National Retail Association’s Sustainability Champion of the Year award for 2021 in recognition of their extensive resource recovery program. Delivered by Macpac’s retail team in collaboration with various industry partners, the aim is to significantly increase the recovery of reusable and recyclable materials, including those from Macpac product and shop fittings, and reducing the amount of material going to landfill.



**WHAT WE'VE BEEN DOING TO REDUCE UNNECESSARY PACKAGING**

Packaging can help protect our products. But if it's not designed or disposed of properly, it can end up in landfill or as damaging pollution in the natural environments we love. The challenge for us is to critically assess the packaging we use, and ask ourselves: do we need it and if so, can it be replaced with a more responsible material?

We are a signatory to the Australian Packaging Covenant Organisation (APCO), an agreement between government and businesses to share the responsibility for managing the environmental impacts of packaging in Australia. As a signatory, we report our progress against our targets annually and are scored based on our performance. This year we were rated as Advanced. Our annual [APCO reports](#) are available on our website.

**THE AUSTRALASIAN RECYCLING LABEL**

Helping customers with their at-home recycling, through clear and consistent consumer-facing recycling information, is an important part of our collective effort to reduce waste. We have made a commitment to adopt the [Australasian Recycling Label](#) (ARL) for the packaging on our private brand products, using APCO's Packaging Recyclability Evaluation Portal (PREP).

Our first range of products with the ARL on the packaging was launched by rebel in FY21 and we have expanded our team in China Sourcing to scale our use of the ARL across all of our private brand ranges by 2025.



This year Macpac partnered with New Zealand family-owned company, r3pack, to source courier bags from 100 per cent recycled content, for all online orders to New Zealand customers. We then extended our partnership with r3pack, who now recycle all soft plastics we collect in New Zealand through our baselayer pouch take-back program and our operational coloured soft plastics. Through this partnership these plastics are now reprocessed into new products in New Zealand.

**FY22 Cloudlux Packaging review**

- 1.8 tonnes of plastic saved
- 4.4 tonnes of metal hangers saved



Supercheap Auto began transitioning their Cloudlux private brand car seat covers from a plastic hangsell packaging to recyclable cardboard boxes. This Cloudlux change is anticipated to deliver a reduction of 1.8 tonnes of plastic and 4.4 tonnes of metal hangers every year. In FY23, Supercheap Auto will commence transitioning their other private brand seat covers to recyclable packaging. With 500,000 seat covers sold each year, this will ultimately deliver a reduction of 15 tonnes of plastic and 37 tonnes of metal hangers per year across the entire private brand range.

# GOAL 9: Reduce waste and unnecessary packaging

PACKAGING RECYCLABILITY

**728**

improved the packaging recyclability of 728 private brand products.



PLASTIC REDUCTION

**38,173 kg**

of plastic material estimated to be saved per year based on 1,130 private brand products reviewed in FY22.

PACKAGING OPTIMISATION

**154m<sup>3</sup>**

of transportation and storage volume estimated to be saved a year based on the 6 private brand products reviewed in FY22.





## BEFORE



## Improving a customer favourite

BCF's passion for all things boating, camping and fishing is shared by our team members and customers. So is our passion for our planet.

Our customers have told us that they value quality, and we're listening. We're working hard to reflect their priorities in the choices we make, seeking more products that are built to last and improving our packaging.

This very popular camping cart was previously packaged in a white carton with two colour labels on the carton, as well as a piece of EPE protective sheet on the bottom.

We explored better ways of protecting this customer-favourite product and came up with a white carton with black printing (rather than a throw-away label) and a recyclable cardboard sheet on the bottom. The outcomes speak for themselves:

- 6,183kg paper material usage reduction
- 9,368kg problematic material removal
- 0.5 per cent per unit cost saving
- Better consumer education and communication – by adopting the Australasian Recycling Label.

## AFTER





## GOAL 10: Repair, reuse or recycle our products

The circular economy involves reusing, repairing, refurbishing, remanufacturing, and recycling existing products or materials at the end their useful life to recover the embedded energy and materials. These are some of the most effective ways we can save natural resources, protect the environment and reduce costs. The challenge for us is to design and procure products that can move through this cycle continuously and for as long as possible and to broaden the scope of our own services that keep our products in this cycle.

### WHAT WE'VE BEEN DOING

#### Repairs

Repairs are an important part of the product stewardship offer for our brands. For example, Supercheap Auto offers a windscreen chip repair service in selected stores to help customers safely repair their damaged

windcreens rather than replacing them. In FY22, Supercheap Auto repaired 66 windcreens and intends to grow this repair service once additional team training is completed.

Macpac has provided a gear repair service since it began in 1973 to help keep its gear in use for as long as possible to reduce the environmental impact of producing its products. Responsible end-of-life solutions are important and in FY22 Macpac built on its existing textile recycling partnership with Upparel to introduce the online textile recycling program UpCircle to its Australian customers. Customers can now recycle their unwanted textiles from the comfort of their own home and be rewarded for doing so with a one-off Macpac voucher. This opportunity will be offered to Macpac's New Zealand customers in the future.

## In-store recycling for customers

### FY22 CAR BATTERIES RECYCLED (UNITS)

**91,167**

FY19	FY20	FY21	FY22
71,677	79,540	85,967	91,167

YOY Change 6% | Variance 5,200

### FY22 OIL RECYCLED (LITRES)

**1,101,200**

FY19	FY20	FY21	FY22
1,058,208	1,339,136	1,068,200	1,101,200

YOY Change 3.1% | Variance 33,000

### FY22 SPORTS SHOES – PILOT PROGRAM (PAIRS)

**56,751**

FY19	FY20	FY21	FY22
N/A	24,000*	24,772	56,751

YOY Change 129% | Variance 31,979

\*Data from Nov 2019, when the initiative started, to May 2020.

**macpac**  
product recovery program

**1.7 tonnes**  
FY22

The amount of Macpac product kept out of landfill through donations, repurposing, or recycling.



## Recycling at Supercheap Auto



Supercheap Auto continues to offer customers recycling services for used engine oil and lead acid car batteries, with the oil recycling program expanding to 259 stores across our Australian and New Zealand network in FY22. These services have seen more than 1,100,000 litres of used engine oil and more than 91,000 used lead acid batteries recycled throughout FY22. Now more than 70 per cent of the Supercheap Auto stores offer Oil Recycling to our customers.

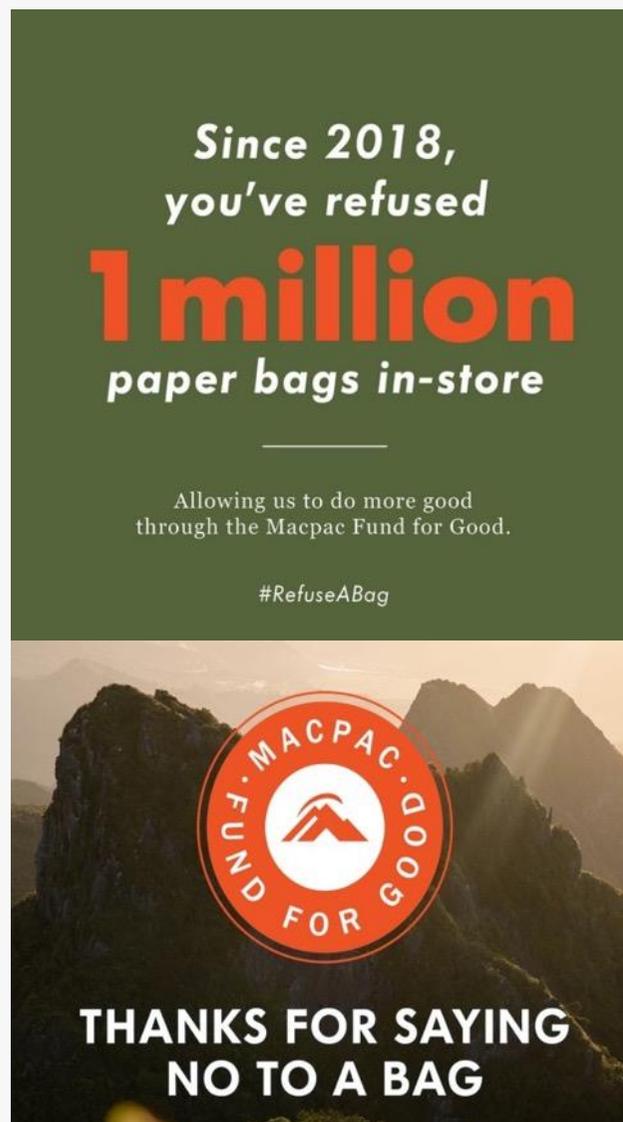
Super Retail Group is a member of the Battery Stewardship Council, with Supercheap Auto actively contributing to the funding of alkaline and lithium battery recycling through their contributions to the B-cycle battery recycling scheme.





## Recycling shoes with TreadLightly

We are a proud partner of TreadLightly, a national recycling program (established by the Australian Sporting Goods Association and Save Our Soles) that takes unwanted sport and active lifestyle footwear and gives it new life. We offer this to our customers at rebel and Macpac Adventure Hub stores. The footwear is reprocessed in Australia into gym mats, retail flooring and anti-fatigue mats – a true example of a circular economy. TreadLightly is calling on Australians to help reach its goal of recycling more than one million pairs of shoes by 2023. In FY22, we recycled 56,751 pairs shoes through this initiative, diverting them from landfill.



## One million fewer shopping bags used in Macpac stores

Macpac's instore Refuse a Bag program reached a major milestone this year, with more than one million bags refused since the initiative commenced in 2018.

Although Macpac already offers paper bags made from 90 per cent recycled content, this initiative encourages customers to take the next step towards reducing waste. By saying 'no' to a bag at the checkout not only are fewer bags used, but Macpac donates 20 cents to its Fund for Good grants scheme, supporting grassroots organisations doing good in the world.

## BCF TOWNSVILLE (opening late 2022) Our BCF flagship store – better every day

Our aim is to create the greatest outdoor store in the Southern Hemisphere. As we develop BCF Townsville, we are integrating more responsible features into the building design, its operation and activities. These include solar panels, recycled furnishings, the introduction of a uniform made from recycled materials and the improvement of in-store recycling practices to minimise waste. We are working hard to integrate Super Retail Group’s new sustainability framework into the store, recognising that we will continue to be a member of the Townsville community for generations.

We’re also working with the Wulgurukaba people, the Traditional Owners of the Country on which our new store is based, as well as other community organisations. Together, we’re developing a reconciliation and engagement strategy for BCF Townsville, with a strong focus on pathways to employment. Through the community arts organisation Big Eye Arts and Cultural Centre, we have commissioned a piece of art from Stephen Oliver Sailor, local artist and proud Kuku-Yalanji and Waanyi man, which tells the story of the Rainbow Serpent and the creation of Australia. This art will be displayed in the store and is another way we’re building our local relationships.

We’re also working with the Townsville Chapter of OzFish, our long-term community partner, to support their conservation efforts. A section of our store is dedicated to this great community organisation and we hope to engage even more local volunteers in their work.



*‘BCF Townsville will build on its already integral role in the local community. We want customers and team members to walk in and be proud of the sustainable thinking and practices that have been embedded in the store design and operations. This will become the blueprint for future stores and our sustainable future.’*

**Paul Bradshaw,**  
Managing Director, BCF





## WHAT'S NEXT

We will embrace greater circularity in the products we design and procure for our customers. We are working hard to improve and reduce our packaging so that we meet our commitments to the planet. We will finalise our Waste Management Plan in early FY23 and look for ways to engage team members and customers in actively diverting waste away from landfill, so that we can meet the waste reduction targets we've set for ourselves. Our Materiality Assessment told us that both our customers and team members want us to do more for our planet. They're frustrated by unnecessary packaging and they are more concerned than ever before about the impact of waste. We are too, and as we head towards 2030 we are committed to creating a more circular economy, a more sustainable business, and a more sustainable world.

## Our new waste targets

While we will aspire to divert 100 per cent of our internal waste from landfills as viable options become available, our Waste Management Plan aims to increase waste diverted from landfills to 90 per cent, by the end of 2030, focusing on:



Providing our sites with enhanced recycling facilities



Reducing waste at the source

ie. through product and packaging design.



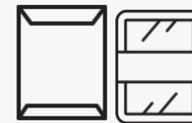
## Our new packaging targets\*



**100 per cent** of private brand packaging is reusable or recyclable by 2025



Adopt the Australasian Recycling Label for private brand packaging



**50 per cent** average recycled content must be included in private brand packaging by 2025



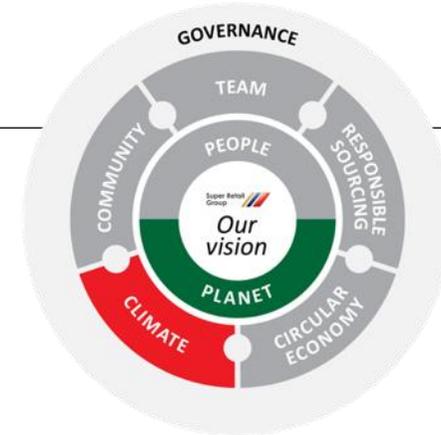
Problematic and unnecessary single-use private brand plastic packaging must be phased out by 2025

To support our brands and their use of more sustainable packaging we developed our first ever Packaging Guidelines.

\*Our targets are aligned to the national targets set by the Australian Government. APCO has been charged with supporting the delivery of these targets by 2025.



# CLIMATE



## GOAL 11: Develop a decarbonisation roadmap for our operations and customer offering

We know that our climate is changing. The impacts of climate change, such as the floods and fires that have devastated our communities are part of a series of natural disasters that are taking place across the planet. Many of these impacts are less obvious and less reported – but still damaging to our planet and our people. At Super Retail Group we believe the science. It tells us that human activity is causing climate change and we agree that we all have a role to play in limiting it.

This year we challenged the emissions targets we previously set for ourselves. Decarbonisation is an opportunity for us to improve the way we operate and innovate the services we offer our customers. It will mean using less energy and investing in renewable energy. It will mean coming together with our

industry, landlords, team members and other stakeholders to achieve our shared goal of reducing our climate impact.

### WHAT WE'VE BEEN DOING

Over 98 per cent of our direct greenhouse gas emissions are Scope 2, generated from electricity usage within our stores, distribution centres and offices. The remaining two per cent is Scope 1 emissions, generated from owned or controlled sources, such as fuel usage by our company fleet. In 2018 we set a target to reduce our combined Scope 1 and Scope 2 operational greenhouse gas emissions by 20 per cent by 2030 (from a 2017 base) through more efficient electricity use in our operations.

In FY22 we produced Scope 2 emissions of 59,213 tCO<sub>2</sub>e, which is a 2.8 per cent reduction

on FY21 (60,914 tCO<sub>2</sub>e), and a 16.9 per cent reduction of our Scope 1 and 2 emissions (60,374 tCO<sub>2</sub>e) against our FY17 baseline (despite the acquisition of Macpac in FY18). The reduction resulted from grid decarbonisation initiatives, the continuation of our energy efficiency program as part of new store developments and refurbishment activities and temporary store closures during the COVID-19 pandemic.

We completed lower impact LED lighting upgrades in 87 stores, with an expected energy saving of approximately 549 MWh and an annual reduction of 404 tonnes of Scope 2 emissions.



## New target for 2030 set in FY22

# 0

**Greenhouse Gas  
Emissions for  
Scopes 1 and 2**



GRI 302-3  
GRI 305-1  
GRI 305-2  
GRI 305-5

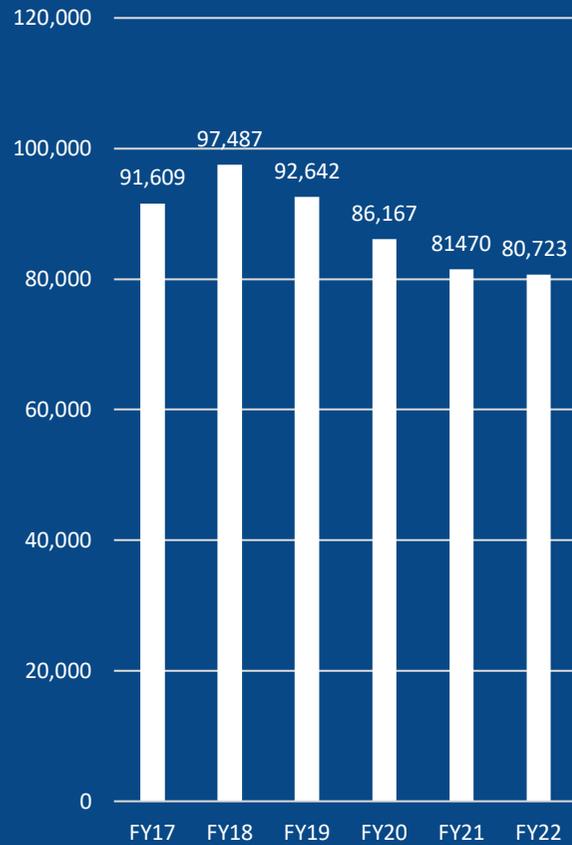
Our Materiality Assessment with stakeholders, in particular team members and shareholders, told us that the impact of climate change remains a critical concern. In FY22, we worked with our energy advisor Schneider Electric to review our 2018 Scope 2 commitment and develop a new plan that aspires to achieve 100 per cent renewable energy for our electricity by 2030.

Our Emissions Reduction Strategy identifies two key levers to reach Zero Emissions for Scope 1 and Scope 2 by 2030. We will focus on energy efficiency and green energy procurement:

- Energy efficiency – We plan to reduce our tCO<sub>2</sub>e emissions by 37.5 per cent by 2029 based on our 2018 baseline. We will achieve this by working with our landlords to ensure our sites are as energy efficient as practical. Measures include efficient lighting, behind the meter solar, intelligent controllers/switches, air-conditioning improvements, and HVAC optimisation. This is an extension to our existing program. Leveraging support from our landlords is an important part of this through the negotiation of leases, the refurbishment of sites, and the selection of new sites for our stores and DCs.
- Green energy procurement – As our sites become more efficient, we will procure electricity from renewable sources, aiming to be using 100 per cent renewable by 2030.
- The purchasing of carbon offsets may form the last resort for the small quantity of emissions (some of Scope 1) that can't be reduced.
- We have expanded our resourcing to appoint new team members who will drive execution of our Emissions Reduction Strategy to 2030.

We report our Scope 1 and Scope 2 emissions for our Australian operations to the Clean Energy Regulator annually. Reports are publicly available on [our website](#) and the [Clean Energy Regulator website](#) (NGER).

## ELECTRICITY USAGE (MWh)



## EMISSIONS (tCO<sub>2</sub>e)

### SCOPE 1\*



\*Scope 1 emissions are direct emissions from owned or controlled sources e.g. emissions from the use of natural gas in DCs and LPG in stores, fuel from the company fleet and refrigerants.

### SCOPE 2\*\*



\*\*Scope 2 emissions are indirect emissions from the generation of purchased energy.

### TOTAL SCOPE 1 & 2



### EMISSIONS INTENSITY (TOTAL tCO<sub>2</sub>e/\$1 MILLION REVENUE)



All data refers to emissions from our Australia and New Zealand stores, distribution centres, offices and operations within our direct control.



GRI 302-3  
GRI 305-1  
GRI 305-2

TRAVEL TYPE



ROAD TRAVEL\* (tCO<sub>2</sub>)

**-15.6%**

YOY change

	92	70	54	46
	FY19	FY20	FY21	FY22

\*Road travel is considered Scope 3 emissions and includes ride shares and rental vehicles.



AIR TRAVEL\* (tCO<sub>2</sub>)

**76.6%**

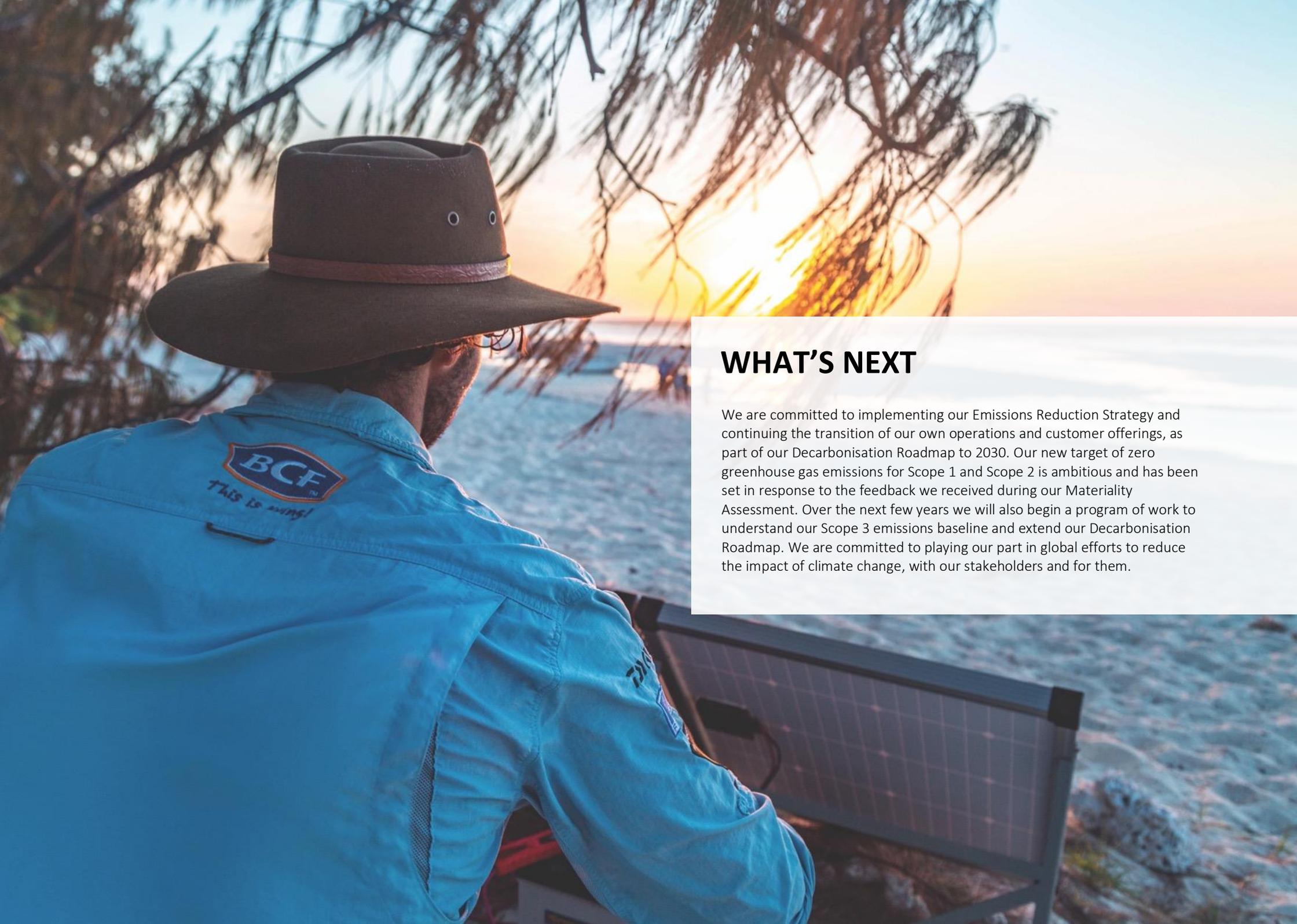
YOY change

	3,729	2,926	891	1,576
	FY19	FY20	FY21	FY22

\*Air travel is considered Scope 3 emissions and refers to both domestic and international travel. Post-covid, limited travel has resumed where deemed necessary, and is reflected in the increase in FY22 emissions when compared to FY21.



In line with our 'stronger together' value, we want to work collaboratively with other organisations, industry bodies and government in the battle against climate change. That's why in FY22, Supercheap Auto became a member of the Electric Vehicle Council, the first Australian specialty automotive parts and accessories retailer to join. This membership strengthens and underpins Supercheap Auto's focus on providing innovative solutions to customers in this emerging market segment and acknowledges the importance of industry-wide advocacy.



## WHAT'S NEXT

We are committed to implementing our Emissions Reduction Strategy and continuing the transition of our own operations and customer offerings, as part of our Decarbonisation Roadmap to 2030. Our new target of zero greenhouse gas emissions for Scope 1 and Scope 2 is ambitious and has been set in response to the feedback we received during our Materiality Assessment. Over the next few years we will also begin a program of work to understand our Scope 3 emissions baseline and extend our Decarbonisation Roadmap. We are committed to playing our part in global efforts to reduce the impact of climate change, with our stakeholders and for them.

# GOVERNANCE OF ESG-RELATED RISKS



Corporate governance is about the systems, policies and practices that enable us to embed responsible decision-making in everything we do as an organisation. Our approach to corporate governance helps us to steward Super Retail Group in a way that is sustainable, creating value for our stakeholders. This approach will guide how we set our operational strategies, make our decisions, manage our risks and allocate our capital. It will enable us to achieve our vision, create long-term sustainable profits for shareholders and continue to help our people live their passion on our planet.

Exposure to risks, including ESG-related risks, are identified and managed in accordance with our [Risk Management Policy](#) and Risk and Compliance Management Framework, which is

complemented by our sustainability [Materiality Assessment](#). While our governance agenda is broad, we acknowledge the importance of ESG-related risks to our stakeholders and our own focus on them. Therefore, we have provided more detail in this chapter about our approach to:

- climate-related disclosures; and
- the material ESG-related risks of Product Safety, and Privacy, Data and Cyber Security.

All other material ESG-related risks are reported elsewhere in the Sustainability Report and together, they are summarised in the Data and Indices document in [Appendix A](#), in accordance with the Global Reporting Index.

This chapter also sets out our:

- [ESG Governance Structure](#); and
- Road to 2030 – the key ESG Governance-related elements needed to bring our new framework to [life](#).

For more information about our wider Governance practices, refer to our 2022 Corporate Governance Statement, and the full set of policies that are publicly available on our [website](#).

This year, we set ourselves the goal of developing our maturity around climate-related disclosures because of shareholder expectations, and the growing recognition of climate change as a material risk to our business.

## GOAL

**GOAL 12:** Enhance climate-related disclosures

GRI 2-9  
GRI 201-2



## GOAL 12: Enhance climate-related disclosures

Climate governance involves us engaging with scientific, economic, and regulatory uncertainties across time frames that go beyond the tenure of any single Super Retail Group Board or senior leadership team.

Climate change is a material risk to our business as outlined in our [FY22 Annual Report](#). We continue to take steps to understand the impacts that can be expected from our changing climate and the actions we can take to manage our risks and embrace our opportunities. Exposure to ESG-related risks, including climate change, are managed in accordance with our [Risk Management Policy](#) and Risk and Compliance Management Framework. Through the Risk and Compliance Management Framework we have identified our key climate risks (in transition and adaptation risk categories), Key Risk Indicators and appropriate control measures across the business. These are reported twice a year to the Executive Leadership Team as a whole and the Audit and Risk Committee. A list of Super Retail Group’s material risks, including ESG-related risks, are disclosed in our 2022 Annual Report, available on our [website](#).

### Task Force on Climate-related Disclosures (TCFD)

The TCFD asks us to look at how climate change might impact our ability to create value. Whilst

other standards provide a backward-looking snapshot on sustainability performance, the TCFD is more interested in our understanding of the impact of climate change on the business.

Shareholders and proxy advisors want to see climate-related financial disclosures. During our Materiality Assessment, they told us that they use disclosures to help them assess whether climate risk is appropriately priced into the valuation of our business; and whether we have in place appropriate strategies to manage climate-related risks, including potential impacts on the sustainability of Super Retail Group. Over the next few years, we will work to incrementally improve our alignment with the TCFD recommendations. Our approach to climate-related risks is set out in more detail in our [2022 Annual Report](#).

### Product safety risk

Super Retail Group remains committed to product safety. We have a dedicated team of product compliance specialists and clear processes and procedures to support our

*‘Climate change impacts our business – now and in the future. We need to understand this and act.’*

**David Burns,**  
Chief Financial Officer



ongoing compliance with the product safety requirements of Australian and New Zealand consumer laws.

We take responsibility for every product we sell, which is why all our trade partners are required to comply with our product compliance requirements. A well-established product testing regime is in place for our private brand products to address all applicable regulatory standards. Product testing is conducted either in-house or at third-party National Association of Testing Authorities accredited facilities.

During FY22 we initiated a voluntary recall for one private brand product – the XTM Dual Air Compressor sold across BCF and Supercheap Auto stores. The recall was initiated following feedback from customers that suggested the use of the product could create a potential safety hazard. Additional information regarding product recalls is available in our FY22 Sustainability Data and Indices in [Appendix A](#) at the end of this report. We are not aware of any breach of mandatory standards relating to our private brand products for FY22.

**Privacy, data and cyber security risk**

We care about our customers and team members and take seriously the trust our customers and team members place in us when choosing to share their personal information.

Our Privacy Policy describes how we manage and protect the personal information shared with us through our websites and stores, users and contributors to social media and other digital services, job applicants and members of the public. It also sets out the process to be followed to raise any complaints or concerns with Super Retail Group.

Our commitment to maintaining customer and team member privacy is supported by internal policies, procedures, reviews and training. During FY22, we commissioned an external cyber security maturity and risk assessment, which will inform our continued investment in security controls.

We regularly conduct security assessments of our information systems, as well as of third parties and service providers that have access to information assets. Our service providers are expected to meet or exceed our internal security practices, and of course, comply with all applicable privacy laws. Testing and exercising our response plans is also an integral part of our cyber resilience.

We do not sell the information we collect. As set out in our Privacy Policy, we use data shared with us to provide services, information and engaging customer experiences to support our customers.

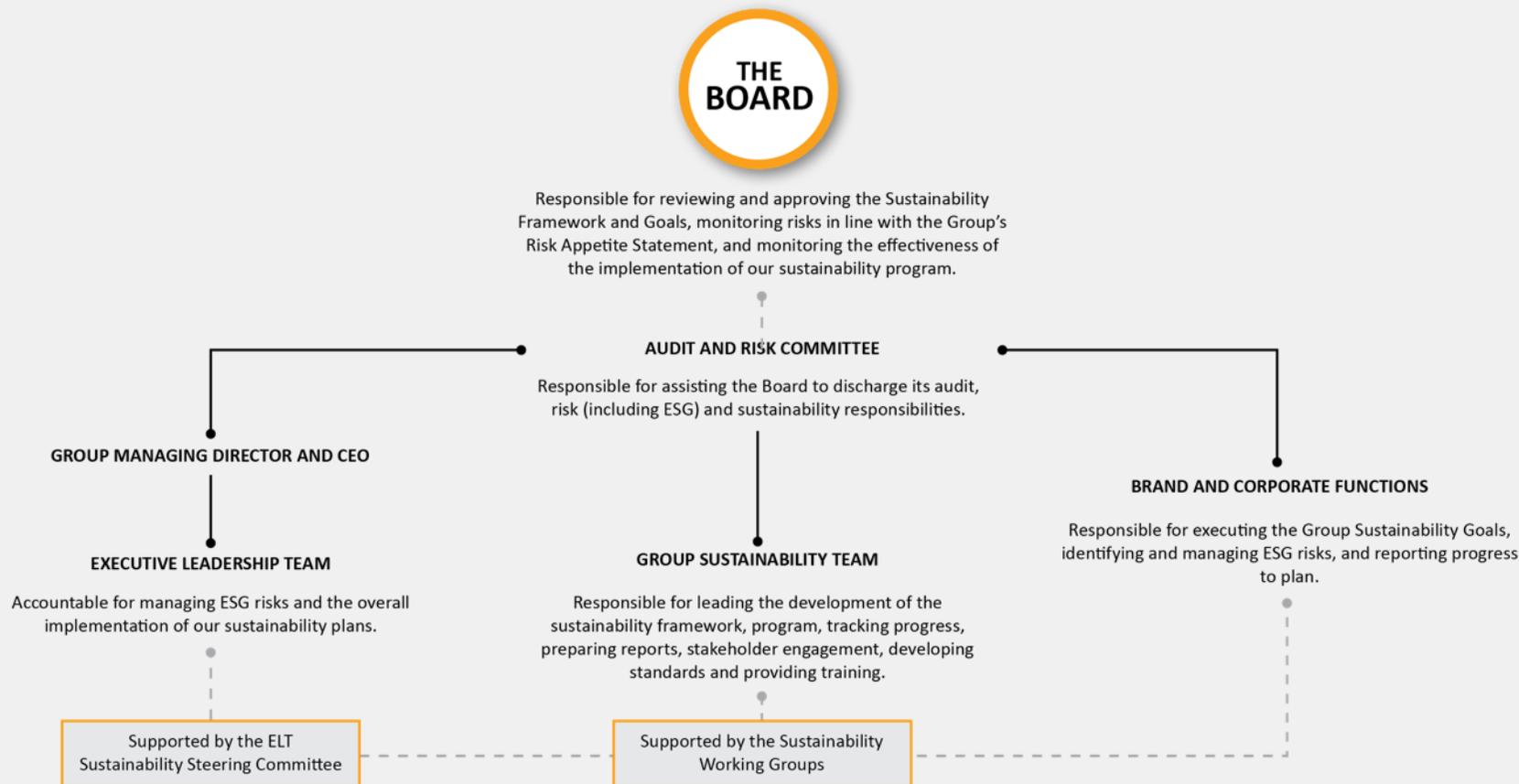
During FY22, we are pleased to report that Super Retail Group was not subject to the notifiable data breach scheme notwithstanding the global trend of increasing malicious attacks by sophisticated groups. However, we are aware of the need to continue to uplift our team member understanding of their privacy obligations. As a result, we have committed to, and implemented, a range of tools and manuals to enhance privacy and cyber awareness across the business.

**ESG governance structure**

We have an established ESG Governance structure (see chart below) and key sustainability performance indicators including in relation to emissions, waste, health and safety, product compliance with safety standards and responsible sourcing practices. These indicators are monitored and reported to the Executive Leadership Team and the Board.



# ESG Governance - This structure enables the Board to oversee progress to plan and monitor our risks



For more information about our wider approach to Governance, refer to the Data and Indices document in [Appendix A](#) which lists the full set of policies that are publicly available on our website.

## WHAT'S NEXT

The TCFD is the basis for the International Sustainability Standards Board's new climate standard, which is currently at the exposure draft stage. (See our Data and Indices Document in Appendix A) In FY23, we are focused on better understanding the TCFD and beginning to rework our disclosures so that they are in accordance with TCFD requirements. This will help us to further strengthen our climate governance and demonstrate to our stakeholders that we understand the importance of developing appropriate strategies to manage these issues.

Sustainability is a purpose-driven, risk-based approach to doing business. It must be integrated into all aspects of our Corporate, Brand and Division strategies and operations, from the inception of all our initiatives and activities. In FY23, we will focus on four key ESG governance-related elements to bring our new [Sustainability Framework](#) (2030) to life.

- **Working Groups** – We have created working groups to drive the delivery of our sustainability goals across the timeline to 2030. Members of our Executive Leadership Team are accountable for each of these working groups, which will be comprised of senior leaders and subject matter experts in the business, across all brands and divisions. Embedding sustainable practices into our operations will require capital allocation decisions made by the senior leaders and our Board.
- **Roadmaps to 2030** – The Working Groups will develop a Roadmap to 2030 for each goal. This includes annual plans, with SMART targets to measure progress against milestones. Given the dynamics of the sustainability landscape, we expect to update these [targets](#) as we mature and the external environment changes.
- **Scorecards** – During our stakeholder engagement process, shareholders emphasised the need to link executive remuneration to sustainability or ESG targets. Particular senior leadership scorecards already include key sustainability metrics such as safety, emissions and gender. Further integration of key metrics into scorecards was included as part of the FY23 Scorecard review.
- **Communication** – We need to capture and monitor our impact better for our stakeholders and improve our communication. We want to create more accessible and relevant reporting for shareholders to inform their decision-making. We want to create connection with our stakeholders (in particular, our team members and customers) through better storytelling.



# OUR PARTNERS

## Charity Partners, Industry & Community Groups

Australian Road Safety Foundation



ASGA



Australian Red Cross



Australian Retailers Association



Beyond Blue



Electric Vehicle Council



Fairtrade International



FIA Girls on Track





Halfcut



Heartkids Australia



I am Here



Lifeline



Locator Beacons New Zealand



National Retail Association



Oz Satellite Rentals



OzFish



Racing Together



Responsible Down Standard



Supercheap Auto Club Development Fund



Upparel





# OUR REPORTING FRAMEWORKS

APCO



Baptist World Aid\*



B-cycle



GRI



Higg Index\*



Modern Slavery



NGER



SASB



UN Global Compact



Workplace Gender Equality Agency



\*Macpac only.

## About us



# \$3.55b

Group sales

## \$244.1m

Normalised net  
profit after tax

## 7

Distribution centres

## 14,883

Team members

## 4

Support offices

## 716

Stores

## 3

Countries of  
operation

Note: During FY22, we closed 3 stores, relocated 16 stores, and opened 21 new stores





Supercheap Auto is Australia and New Zealand’s favourite specialty automotive parts and accessories retail business. We leverage our market leadership to provide a wide range of tools and accessories, as well as products for travel, touring, outdoors, garage and the shed.



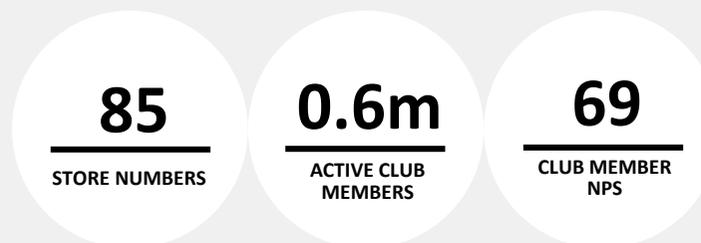
BCF is a leading outdoor retailer, with stores in every Australian state and territory. With expert knowledge and service, we provide everything you could possibly need for your next boating, camping or fishing adventure, all under the one roof.



rebel helps our customers chase their sporting dreams. We are Australia’s leading sporting goods specialist retailer, bringing the best global brands direct to our customers. We inspire all Australians to live their sporting passion with the best products and specialist advice empowering every customer to answer the call of sport.



Macpac apparel and equipment has inspired a life outdoors since 1973. Designed, tested and proven in the ultimate outdoor test lab – New Zealand – our wide range of products are made by adventurers, for adventurers.



# Assurance statement



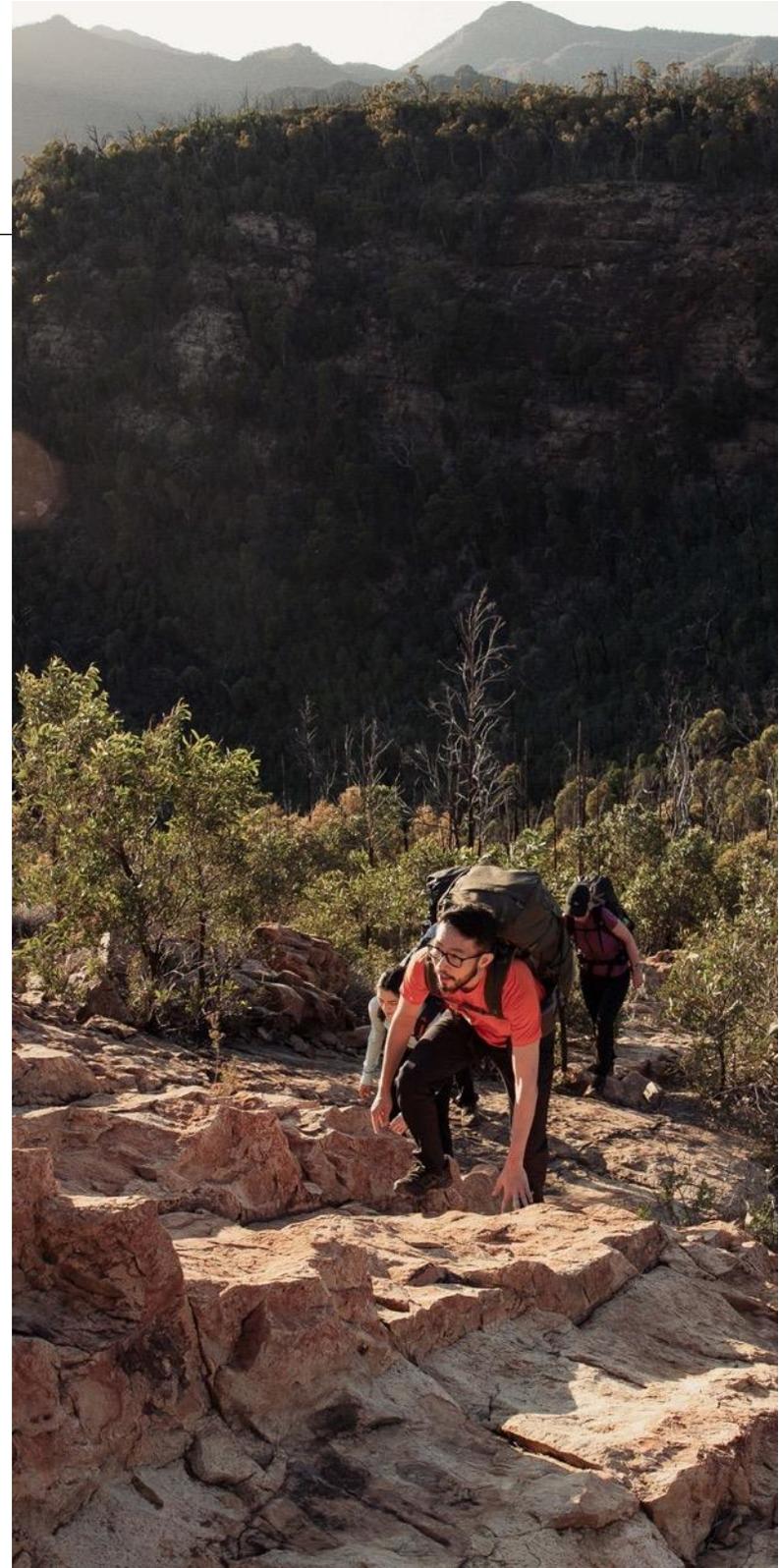
The report was supported by evidence, internally reviewed and signed off by management, subject to limited external assurance in accordance with the Global Reporting Initiative (GRI) and approved by the Board before being released to market.



It covers Super Retail Group’s operations in Australia, New Zealand and China, including our store network, support offices and distribution centres for the period 1 July 2021 to 30 June 2022. Financial and Health and Safety data covers the period of 27 June 2021 to 2 July 2022. Where data is incomplete, not available or not included, we have noted this in our Data and Indices document (in [Appendix A](#)). All financial figures are reported in Australian dollars, unless otherwise specified. Detailed financial information can be found in the Group’s [2022 Annual Report](#) available on our website [www.superretailgroup.com.au](http://www.superretailgroup.com.au). Sustainability Reports from previous years are also available on our [website](#). The full limited assurance statement for this report, which includes a summary of the specific reporting criteria used for each of the selected metrics reported under the GRI Standards, is available at the end of this document.



Super Retail Group is a signatory to the United Nations Global Compact (UNGC) and strongly supports the Ten Principles of the UNGC in the areas of Human Rights, Labour, Environment and Anti-Corruption and contributes to the [UN Sustainable Development Goals](#) (SDGs) through our operations, products and supply chain.



### Our Conclusion:

Ernst & Young ('EY', 'we') was engaged by Super Retail Group Limited ('SRG') to undertake 'limited assurance' as defined by Australian Auditing Standards, hereafter referred to as a 'review', over SRG's Sustainability Report and supporting FY22 Sustainability Data and Indices for the year ended 30 June 2022, including 'selected sustainability performance indicators' using the 'criteria' outlined below. Based on our procedures and the evidence obtained, nothing came to our attention that caused us to believe that the Sustainability Report and supporting FY22 Sustainability Data and Indices, including 'selected sustainability performance indicators', have not been prepared in all material respects, in accordance with the reporting Criteria presented below.

### What our review covered

We have been engaged by Super Retail Group Limited ('Super Retail Group' or 'SRG') to perform a 'limited assurance engagement', as defined by International Standards on Assurance Engagements, hereafter referred to as 'the engagement', on SRG's Sustainability Report and supporting FY22 Sustainability Data and Indices as of 16 August 2022 for the year ended 30 June 2022 including selected 'sustainability performance indicators' within SRG's Sustainability Report and supporting FY22 Sustainability Data and Indices (together the 'Sustainability Report, Data, Indices, and selected indicators').

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

### Review Subject Matter

The Subject Matter for the engagement was SRG's Sustainability Report, Data, Indices and selected indicators for the year ended 30 June 2022.

Selected sustainability performance indicators covered in our review were limited to those aspects listed below as included in the Sustainability Report, for the year ended 30 June 2022:

- ▶ GRI 305-1: Direct (Scope 1) Greenhouse Gas (GHG) emissions
- ▶ GRI 305-2: Energy indirect (Scope 2) GHG Emissions
- ▶ GRI 305-5: Reduction of GHG emissions
- ▶ GRI 306-3: Waste generated
- ▶ GRI 401-1: New employee hires and employee turnover
- ▶ GRI 403-9: Work-related injuries
- ▶ GRI 403-10: Work-related ill health
- ▶ GRI 405-1: Diversity of governance bodies and employees
- ▶ GRI 408-1: Operations and suppliers at significant risk for incidents of child labour
- ▶ GRI 409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labour
- ▶ GRI 414-1: New suppliers that were screened using social criteria
- ▶ GRI 416-2: Incidents of non-compliance concerning the health and safety impacts of products and services
- ▶ GRI 418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data.

The Subject Matter did not include Management's forward-looking statements.

### Criteria

In preparing the Sustainability Report, Data, Indices, and selected indicators, SRG applied the following criteria:

- ▶ Definitions as per the Global Reporting Initiative's (GRI) Sustainability Reporting Standards
- ▶ SRG's own publicly disclosed criteria
- ▶ National Greenhouse Accounts (NGA) Factors.

### Key responsibilities

#### SRG's responsibilities

SRG's management is responsible for selecting the Criteria, and for preparing and presenting the Sustainability Report, Data, Indices, and selected indicators in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the subject matter, such that it is free from material misstatement, whether due to fraud or error.

#### EY's responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the *Australian Standard for Assurance Engagements ASAE 3000 Other Than Audits or reviews of Historical Financial Information* ('ASAE 3000'), and the terms of reference for this engagement as agreed with SRG on 15 July 2022. Those standards require that we plan and perform our engagement to obtain limited assurance about whether, in all material respects, the Subject Matter is presented in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

#### Our Independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, and have the required competencies and experience to conduct this assurance engagement.

EY also applies International Standard on Quality Control 1, *Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance 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.

#### Description of procedures performed

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 a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the Sustainability Report and supporting Sustainability Report, Data, Indices, and selected indicators and related information, and applying analytical and other appropriate procedures. Our procedures included:

- ▶ Conducting interviews with SRG personnel to understand the business and reporting processes
- ▶ Conducting interviews with key personnel to understand the process for collecting, collating, and reporting the subject matter during the reporting period
- ▶ Checking that the data collection process and calculation criteria has been appropriately applied in accordance with the methodologies outlined in SRG's Criteria
- ▶ Undertaking analytical review procedures to support the reasonableness of the data
- ▶ Checking the accuracy of calculations performed, and identifying and testing assumptions supporting calculations
- ▶ Obtaining and reviewing evidence to support key assumptions in calculations and other data or statements
- ▶ Testing, on a sample basis, to underlying source information to check the accuracy of the data
- ▶ Checking whether data and statements had been correctly transcribed from corporate systems and/or supporting evidence into the Sustainability Report, Data, Indices, and selected indicators.
- ▶ Checking the presentation of information within SRG's 2022 Modern Slavery Statement for the year ended 30 June 2022 where it is referenced in the Sustainability Report, Data, Indices, and selected indicators for GRI 408-1, GRI 409-1 and GRI 414-1 for consistency of representation.

We also performed such other procedures as we considered necessary in the circumstances.

#### **Restricted use**

This report is intended solely for the information and use of SRG and is not intended to be and should not be used by anyone other than those specified parties.

In addition to SRG's Sustainability Report, the extent of our review included the information in the supporting FY22 Sustainability Data and Indices as at 16 August 2022, which is published in SRG's website on the Reports & Publications section. We provide no assurance over changes to the content of this web-based information after the date of this assurance statement, nor over any information available through web-links that are beyond the boundary of Sustainability Report, Data, Indices, and selected indicators.



Terence Jeyaretnam FIEAust EngExec  
Partner  
Melbourne, Australia  
16 August 2022



## Corporate directory

SUPER RETAIL GROUP LIMITED  
ABN: 81 108 676 204

[www.superretailgroup.com.au](http://www.superretailgroup.com.au)

### Registered Office

6 Coulthards Avenue  
STRATHPINE QLD 4500 Australia  
Telephone: +61 7 3482 7900  
Facsimile: +61 7 3205 8522

### Company Secretary

Rebecca Farrell

### Share Registry

Link Market Services  
Level 12, 680 George Street  
SYDNEY NSW 2000 Australia

### Telephone

1300 554 474 (within Australia)  
+61 2 8280 7100 (outside Australia)  
[www.linkmarketservices.com.au](http://www.linkmarketservices.com.au)

### Assurance Provider

EY

## FY22 Corporate reporting suite



### FY22 Annual Report

Click here to download from our website



### FY22 Sustainability Report

Click here to download from our website



### FY21 Modern Slavery Statement

Click here to download from our website



### FY21 Corporate Governance Statement

Click here to download from our website

We welcome your feedback and comments.  
Please contact our team via:

Group Sustainability, Super Retail Group  
email: [communications@superretailgroup.com](mailto:communications@superretailgroup.com)  
Phone: +61 (0)7 3482 7900

Super Retail  
Group 

**SUPERCHEAP**  
AUTO

**rebel**

**BCF**

 **macpac**

ABN: 81 108 676 204  
[www.superretailgroup.com.au](http://www.superretailgroup.com.au)

Super Retail  
Group



## Appendix A: Data and Indices





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Environmental risk metrics

Workplace metrics

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Global Reporting Initiative

Sustainability Accounting Standards Board (SASB) Index

United Nations Global Compact

Governance

Reporting and disclosure frameworks

Glossary

*Unless otherwise stated, the data contained in this appendix covers all our operations in Australia and New Zealand for the 2022 financial year – 1 July 2021 to 30 June 2022 (F22). Workforce data (excluding safety) includes our global sourcing office in China. Photos within the report may have been taken before social distancing restrictions were in place. All amounts are expressed in Australian dollars unless another currency is indicated.*



*CommBank Matildas player and new rebel ambassador Mary Fowler enjoying the new football experience zone in the refurbished rebel Penrith store.*



## An introduction to our Data

This year we participated in several mandatory and voluntary disclosure frameworks set out in this document. As part of the refresh of our 2030 Sustainability Framework, we reviewed our existing reporting commitments. On the road to 2030, we plan to rationalise our disclosure frameworks, focusing on those that help us create sustainable value for our shareholders and inform their investment decisions.

### The future of reporting

The reporting landscape is changing. At COP26, sustainability disclosure organisations committed to consolidate and develop comprehensive global sustainability disclosure standards to meet shareholders' needs. International Financial Reporting Standards (IFRS) Foundation formed the International Sustainability Standards Board (ISSB) to consolidate and build on existing frameworks and standards.

The ISSB is developing two new convergence frameworks which will:

- harmonise the broader sustainability disclosure frameworks into one; and
- build on the TCFD framework for climate disclosures, creating a new climate standard.

In addition to the above climate standard, a new nature-related standard (the Taskforce on Nature-related Financial Disclosures) is being developed. In FY23 and onwards, we will begin work with our advisers to align our reporting with these new standards. (See [Task Force on Climate-related Disclosures](#) in this report and in our [FY22 Annual Report](#)).



GRI 2-9  
GRI 2-23  
GRI 2-24

# Our 2030 Sustainability Framework— playing the long game

Our new framework outlines our commitment, driven by our vision and connected to our stakeholders. It has five focus areas: Team, Community, Responsible Sourcing, Circular Economy and Climate. These focus areas have 12 goals, linked to measurable targets. Given the evolving nature of the sustainability landscape we expect to update these as we mature and the external environment changes.





## Our approach to Materiality

Our work has an impact on many people and we want to ensure that the way we build our business reflects what’s important to them. Our stakeholders – team members, customers, shareholders, trade partners, community partners as well as governments and regulators – are diverse. Super Retail Group impacts and is impacted by our stakeholders in different ways. To understand what matters most to them, we considered their priorities, concerns and aspirations for our business.

“What are our key impacts on our people and our planet?” – was the guiding principle when conducting our Materiality Assessment. We identified and prioritised five material topics and 12 goals, which gave us clarity on our strategic focus through to 2030:

- Team
- Community
- Responsible Sourcing
- Circular Economy
- Climate

We – and our stakeholders – also recognise that strong governance guides our corporate strategy and helps us to steward Super Retail Group in a way that creates sustainable value. Thus, Governance is integral to our Sustainability Framework and included as a Material Topic in our reporting.

### Market Research

When refining our material topics, we also reviewed of a range of information sources including:

- research by industry bodies and other organisations on sustainability challenges, trends and consumer preferences in the retail industry
- external benchmarking by market analysts, proxy advisors and media
- commentary on emerging regulatory and reporting changes.

### International Frameworks

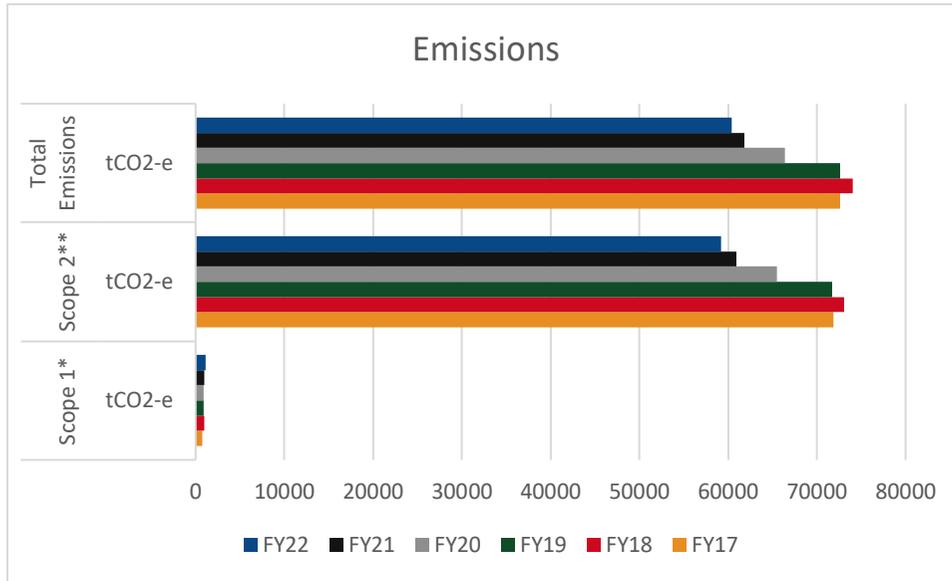
We have reported on our material topics and our wider ESG-related impacts using various international frameworks. In 2015, the United Nations set 17 Sustainable Development Goals (SDGs), defining global sustainable development priorities and aspirations for our planet. We believe our material topics and goals are aligned to contribute meaningfully to the progression of these important issues and we have linked our goals, where appropriate, to relevant SDGs. We have also analysed our material topics with respect to the Global Reporting Initiative Standards (GRIs) and the Sustainability Accounting Standards Board (SASB) and aligned them to relevant reporting requirements within these frameworks. Finally, we are committed to the United Nations Global Compact (UNGC) and its ten principles on human rights, labour, environment and anti-corruption, which have informed our reporting.

The table below maps the material topics identified in our Materiality Assessment, which form the five focus areas of our new Sustainability Framework and our 12 goals and targets, to the relevant SDGs, GRIs and SASBs. We have also cross-referenced the relevant section in our Sustainability Report, to these reporting requirements. Please note that a comprehensive list of relevant GRI and SASB disclosures can be found in the GRI Index and the SASB Index of this report.

Material Topics	Our Goals	Our Targets	Section Reference	SDGs	GRI	SASB
<b>Team</b>	Invest in the health, safety and wellbeing of our team	<ul style="list-style-type: none"> <li>▪ Implementing a holistic wellbeing program - participation rates</li> <li>▪ Health &amp; Safety TRIFR, 1st quartile performer in retail</li> </ul>	<a href="#">Goal 1</a>	3.4	2-7	<b>CG-MR-310a.1</b>
			<a href="#">This appendix</a>	3.9	2-24 403 416-2	<b>CG-MR-310a.2</b> <b>CG-MR-310a.3</b>
	Create an inclusive and diverse team	<ul style="list-style-type: none"> <li>▪ Develop Reconciliation Action Plan</li> <li>▪ Program development for greater diversity and inclusion inc. LGTBIQ+</li> <li>▪ Develop Disability Action Plan</li> </ul>	<a href="#">Goal 2</a>	5.1 5.5 10.2 10.3	405-1 2-23 2-24 401-3 405-1 405-2 407-1 2-30	<b>CG-MR-330a.1</b> <b>CG-MR-330a.2</b>
Support our team with purpose-led career development	<ul style="list-style-type: none"> <li>▪ 40:40:20 - Board, Executive and Senior Leadership</li> </ul>	<a href="#">Goal 3</a>	5.5	404-1 404-2 405-1 405-2 2-24 2-29		
<b>Community</b>	Invest in community programs that support our customers' and team's passions	<ul style="list-style-type: none"> <li>▪ Identify key purpose-aligned community partnerships and agree a strategy for each Brand</li> <li>▪ Contribute to conservation and regeneration programs</li> </ul>	<a href="#">Goal 4</a>	14.1 14.4 15.2	201-1 2-23 2-24	
			<a href="#">This appendix</a>			
<b>Responsible Sourcing</b>	Improve transparency and disclosure of high-risk supply chains	<ul style="list-style-type: none"> <li>▪ Collaborate with and support strategic trade partners to improve their supply chains</li> </ul>	<a href="#">Goal 5</a>	8.7 8.8 17.16	2-6 2-23 2-27	<b>CG-MR-410a.2</b>
			<a href="#">Goal 6</a>	12.8 17.16	3-3 203-2	
	Invest in sustainable supply chains through strategic partnering	<ul style="list-style-type: none"> <li>▪ Contribute to industry level change</li> </ul>	<a href="#">Goal 6</a>	12.8 17.16	407-1 408-1 409-1 414-1 414-2	<b>CG-MR-410a.1</b>
	Source materials and products more responsibly and sustainably	<ul style="list-style-type: none"> <li>▪ Embed responsible purchasing practices in decision making across our business</li> </ul>	<a href="#">Goal 7</a>	12.6		

<b>Circular Economy</b>	Design and procure durable products, with a circular mindset	<ul style="list-style-type: none"> <li>Adopt the Australasian Recycling Label for private brand packaging</li> </ul>	<a href="#">Goal 8</a>	12.5	2-27 306-2a	<b>CG-MR-410a.3</b>
	Reduce waste and unnecessary packaging	<ul style="list-style-type: none"> <li>100% of private brand packaging is reusable or recyclable by 2025</li> <li>Problematic and unnecessary single-use private brand plastic packaging must be phased out by 2025</li> <li>Increase waste diverted from landfills to 90% by 2030</li> </ul>	<a href="#">Goal 9</a> <a href="#">This appendix</a>	12.5	306-2a 306-3a 306-3 2-27 2-28	<b>CG-MR-410a.3</b>
	Repair, reuse or recycle our products	<ul style="list-style-type: none"> <li>50% average recycled content must be included in private brand packaging by 2025</li> </ul>	<a href="#">Goal 10</a>	12.5	306-2a 2-27	<b>CG-MR-410a.3</b>
<b>Climate</b>	Develop a decarbonisation roadmap for our operations and customer offering	<ul style="list-style-type: none"> <li>Zero Emissions – Scopes 1 and 2 by 2030</li> </ul>	<a href="#">Goal 11</a> <a href="#">This Appendix</a>	13.2	2-22 2-23 2-24 2-27 302-1 302-3 305-1 305-2 305-5	<b>CG-MR-130a.1</b>
<b>Governance</b>	Enhance climate-related disclosures	<ul style="list-style-type: none"> <li>Align climate-related reporting to Task Force on Climate-related Disclosures</li> </ul>	<a href="#">Goal 12</a> <a href="#">This appendix</a>	13.2	2-9 2-22 2-23 2-24 2-27 201-2	<b>CG-MR-230a.1</b>

**ENVIRONMENTAL RISK METRICS**



Carbon Emissions	Unit	FY17	FY18	FY19	FY20	FY21	FY22
Scope 1*	tCO <sub>2</sub> e	738	961	932	900	945	<b>1,161</b>
Scope 2**	tCO <sub>2</sub> e	71,882	73,106	71,700	65,534	60,914	<b>59,213</b>
<b>Total Emissions (scopes 1 &amp; 2)</b>	tCO <sub>2</sub> e	72,620	74,067	72,632	66,434	61,859	<b>60,374</b>
<b>Carbon Emissions Intensity (total tCO<sub>2</sub>e/\$1 million revenue)</b>	tCO <sub>2</sub> e	32.5	30.5	26.8	23.5	17.93	<b>17.25</b>

\*Scope 1 emissions are direct emissions from owned or controlled sources e.g. emissions from the use of natural gas in DCs and LPG in stores, fuel from the company fleet and refrigerants. This is the first year we are including refrigerants in our Scope 1 calculations for our Sustainability Report. This means that our reported emissions here will differ from our NGERs reporting (as our refrigerant use does not meet the current threshold for NGERs and is therefore not included in that report).

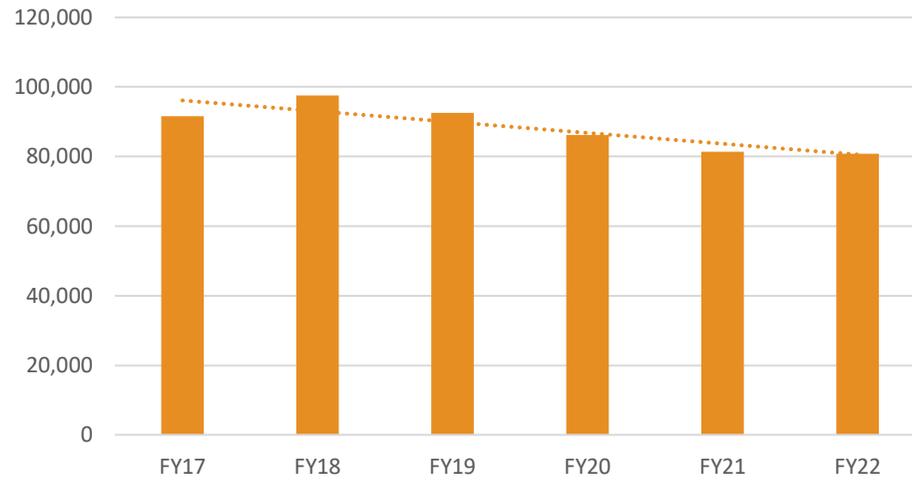
\*\*Scope 2 emissions are indirect emissions from the generation of purchased energy.

All data refers to emissions from our Australia and New Zealand stores, distribution centres, offices and operations within our direct control.

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**ELECTRICITY**

Electricity Usage MWh



Energy Use	Unit	FY17	FY18	FY19	FY20	FY21	FY22
Electricity	MWh	91,609	97,487	92,642	86,167	81,470	<b>80,723</b>

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**WASTE**

Financial Year	Australia		New Zealand	
	FY21	FY22	FY21	FY22
Waste to landfill	3939	4403	280	315
Recycled waste	6896	6034	460	484
Total waste (in tonnes)	10835	10437	740	799
Variance total waste	-3.67%		+7.91%	
Total recycled	63.65%	57.81%	62.16%	60.64%
Variance in recycling rates	-5.84%		-1.53%	

*Our waste figures are calculated using vendor data on an invoice date basis. Where services at the end of each financial year are not invoiced prior to June 30, these services are captured in the following financial year.*

*In FY21, we incorrectly included recycled oil in the Australian recycled waste figure and the total waste statistics – this means that our recycled waste tonnage in Australia was overstated. The table above and the infographic included in the main section of our Sustainability Report (page 46) have been updated to reflect the corrected figures, which means that they will look different to last year’s report. We always endeavour to be transparent and accurate about our data, and we apologise for this reporting error.*

**WORKPLACE METRICS**

**Total workforce by region and gender – GRI 2-7a;**

	Australia	NZ	China	Total	%
<b>Female</b>	6612	439	41	7092	47.61%
<b>Male</b>	7348	433	24	7805	52.39%
<b>Total</b>	<b>13960</b>	<b>872</b>	<b>65</b>	<b>14897</b>	

**Board composition by gender – GRI 405-1**

Female	3	42.86%
Male	4	57.14%

**Board composition by age - GRI 405-1**

<b>Under 30</b>	0	<b>0.00%</b>
<b>30-50 years</b>	1	<b>14.29%</b>
<b>Over 50</b>	6	<b>85.71%</b>

**Total workforce by age – GRI 405-1b**

	Under 30	30 - 50	Over 50
<b>Casual</b>	36.54%	4.93%	1.39%
<b>Permanent full time</b>	8.44%	15.07%	3.46%
<b>Permanent part time</b>	20.10%	6.83%	2.44%
<b>Temporary full time</b>	0.06%	0.15%	0.05%
<b>Temporary part time</b>	0.04%	0.05%	0.01%
<b>Other*</b>	0.07%	0.35%	0.02%
<b>Total</b>	<b>65.25%</b>	<b>27.38%</b>	<b>7.37%</b>

\* Other relates to team members in China or the SRG Directors whose employment contracts are recorded in a separate system or do not fall into the prescribed categories.

## WORKPLACE METRICS

### Total workforce by employment type, employment contract and gender – GRI 2-7a; 2-7b; 405-1b

	Female	% Female	Male	% Male
<b>Casual</b>	2864	19.22%	3521	23.64%
<b>Full time</b>	1811	12.16%	2207	14.82%
<b>Part time</b>	2347	15.75%	2028	13.61%
<b>Temporary full time</b>	21	0.14%	17	0.11%
<b>Temporary part time</b>	8	0.05%	6	0.04%
<b>Other*</b>	41	0.28%	26	0.17%
<b>Total Group</b>	<b>7092</b>	<b>47.60%</b>	<b>7805</b>	<b>52.40%</b>

\* Other relates to team members in China or the SRG Directors whose employment contracts are recorded in a separate system or do not fall into the prescribed categories.

### New team members by gender – GRI 401-1a

<b>Female</b>	3199	43.61%
<b>Male</b>	4136	56.39%

### New team members by age group – GRI 401-1a

<b>Under 30</b>	5911	80.59%
<b>30 - 50 years</b>	1148	15.65%
<b>Over 50</b>	276	3.76%

### New team members by region – GRI 401-1a

<b>Australia</b>	6756	92.11%
<b>New Zealand</b>	573	7.81%
<b>China</b>	6	0.08%

### Total turnover by region – GRI 401-1b

FY	Australia and New Zealand	China	Australia and New Zealand	China
<b>2018</b>	26.10%	12.90%	3070	10
<b>2019</b>	24.10%	9.10%	2823	8
<b>2020</b>	24.30%	0.00%	4133	0
<b>2021</b>	36.46%	40.31%	5198	26
<b>2022</b>	42.48%	12.57%	6774	8
<b>YOY change</b>	+6.02%	-27.74%	+1576	-18

Total turnover includes seasonal team members engaged by the Group during FY22, as per GRI requirements.

Team member turnover is calculated based on total terminations for the sample period divided by the average number of active team members (including seasonal) over the 12-month period.

## WORKPLACE METRICS

### Team member turnover by gender – GRI 401-1b

<b>Female</b>	2958	39.37%
<b>Male</b>	3824	45.01%

Total turnover includes seasonal team members engaged by the Group during FY22, as per GRI requirements.

Team member turnover is calculated based on total terminations for the sample period divided by the average number of active team members (including seasonal) over the 12-month period.

### Team member turnover by age group – GRI 401-1b

<b>Under 30</b>	5048	47.81%
<b>30 - 50 Years</b>	1371	31.81%
<b>Over 50 Years</b>	363	31.79%

Total turnover includes seasonal team members engaged by the Group during FY22, as per GRI requirements.

Team member turnover is calculated based on total terminations for the sample period divided by the average number of active team members (including seasonal) over the 12-month period.

### Team member turnover by region – GRI 401-1b

<b>Australia</b>	6232	41.20%
<b>NZ</b>	542	66.12%
<b>China</b>	8	12.57%

Total turnover includes seasonal team members engaged by the Group during FY22, as per GRI requirements.

Team member turnover is calculated based on total terminations for the sample period divided by the average number of active team members (including seasonal) over the 12-month period.

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## WORKPLACE METRICS

### Enterprise Agreements GRI 2-30

Super Retail Group currently operates two enterprise agreements in Australia.

Agreement Type	Team Member Coverage	
<b>2019 Enterprise Agreement</b>	<b>2.0%</b>	The Super Retail Group Supply Chain Enterprise Agreement 2019 (2019 EA) covers team members working in our distribution centres. The nominal expiry for the 2019 EA is December 2022.*
<b>2018 Enterprise Agreement</b>	<b>77.2%</b>	The Super Retail Group Enterprise Agreement 2018 (2018 EA) covers our retail and administrative team members. The 2018 EA has a nominal expiry of January 2024.
<b>Individual Employment Agreements</b>	<b>20.8%</b>	<p>These team members may be covered by a relevant modern award or are otherwise Award/Agreement free.</p> <p>Award Coverage within the Group currently includes:</p> <ul style="list-style-type: none"> <li>a) General Retail Industry Award (GRIA);</li> <li>b) Clerks Private Sector Award (CPSA);</li> <li>c) Storage Services and Wholesale Award (SSWA); and</li> <li>d) Graphic Arts, Publishing and Printing Award (GAPPA)</li> </ul>

As at FY22, our 872 New Zealand team members and 65 China team members are engaged on individual employment agreements underpinned by national and local government legislation

*\*Super Retail Group commenced bargaining in July 2022 with the Shop, Distributive and Allied Employees Association (SDA), and the United Workers Union (UWU), for a new SRG Group Supply Chain Enterprise Agreement.*

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## HEALTH AND SAFETY DATA

The Group's Health and Safety Management System is based on the Group Health and Safety Standards and ISO45001:2018.

Some examples of how we comply with these standards are detailed under the relevant section below. Other instances are included in the main body of this report.

1. Leadership Governance and Resources;
2. Legal Requirements and Document Management;
  - a. Respect@Work – In response to the Australian Human Rights Commission's Sexual Harassment National Inquiry Report (2020) we adopted a risk assessment-based approach to the prevention and response to sexual harassment in the workplace. We introduced a new Harassment-free Workplace Policy to replace an existing policy with the view to providing clear expectations on individuals and leaders within the business. This new policy is supported by a detailed Guide to provide deeper understanding and practical learning of the risks, prevent and response to not only sexual harassment, but non-sexual harassment, bullying and discrimination. Sexual harassment was also added to the SRG Code of Conduct under its own heading, and the Diversity and Inclusion Policy was combined with the Equal Employment Opportunity Policy, also supported by a Guide, to better address these expectations throughout all activity across the Group. These changes are embedded in updated and renewed online learning to be released in Q1 FY23.
3. Consultation and Engagement;
4. Training and Behaviour;
  - a. Training is covered under four main themes: Induction, Safe Moves, Safety at Work and Health and Safety Leadership
5. Hazard and Risk Management;
  - a. The Group Health and Safety function conducts 'bowtie' analysis for high consequence risks to identify critical controls. Regular reviews are undertaken to address risks and identify improvements. Assurance results, hazard reports, near hits and incident data are analysed to develop safety action plans. Senior management monitors progress on a regular basis.
  - b. ladder safety – We assessed ladder usage across our network of stores and standardised a 1.5-metre platform ladder. Ladders that did not fit the standard were disposed of responsibly through our recycling partners.

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## HEALTH AND SAFETY DATA

6. Contractors and Suppliers;
7. Health and Wellness;
  - a. Our health and wellbeing program provides support for mental, financial, physical and social wellbeing for all team members, including:
    - i. Free flu vaccines offered annually to team members, regardless of employment status or location.
    - ii. Recovery at work opportunities provided for team members with either work or non-work related injury/illness.
    - iii. Onsite physiotherapist trial conducted at our Brendale distribution centre to further support wellness at work.
    - iv. Voluntary health promotion services and programs such as healthy eating options, fitness, free confidential counselling (Employee Assistance Program), health insurance, optical and dental services are also offered to our team members and their families.
8. Incident and Emergency Management;
  - a. Where we identify improvement in how a task is being completed, a safety conversation is recorded in our online reporting platform. We raise awareness of correct completion of tasks or improvement initiatives through safety conversations promoted on Workplace or via the company recognition system
9. Injury Management and Recovery; and
10. Monitoring and Assurance

## HEALTH AND SAFETY DATA

### Team members covered by the health and safety system by region and gender – GRI 403-8

	Australia	NZ	China	Total	% of Total Workforce
<b>Female</b>	6628	423	0	7051	47%
<b>Male</b>	7362	420	0	7782	52%
<b>Total (members covered)</b>	13990	843	0	14833	99%
<b>Total Workforce</b>	<b>13990</b>	<b>843</b>	<b>65</b>	<b>14898</b>	

Note: Our safety management systems are internally and externally audited across the Group. Figures exclude operations in China (<1% of the workforce) who comply with local legislation.

### Number and rate of recordable work-related injuries - TRI and TRIFR results – GRI 403-9

Business area	Team members		Non-team members*	
	TRI	TRIFR	TRI	TRIFR
<b>Supercheap Auto</b>	56	11.7	0	0
<b>rebel</b>	43	9.0	0	0
<b>BCF</b>	28	10.8	0	0
<b>Macpac</b>	13	14.7	0	0
<b>Supply Chain</b>	13	16.3	7	15.3
<b>Corporate</b>	1	1.3	0	0
<b>SRG Group**</b>	154	10.5	7	15.1

Rates have been calculated for 1,000,000 hours worked.

\*\*The TRIFR for non-team members is higher than for team members. Generally, the work profile of the non-team members includes a higher proportion of manual tasks where there is an increased risk of injury per hours worked. These injuries are predominantly from sprains and strains. We continue to work on safety programs and technology to improve our manual tasks.

Data covers the period of 27 June 2021 – 2 July 2022.

## HEALTH AND SAFETY DATA

Number of hours worked - GRI 403-9		
Business area	Hours	
	Team members	Non-team members*
Supercheap Auto	4,786,137	0
rebel	4,796,322	0
BCF	2,584,439	0
Macpac	885,814	8,451
Supply Chain	799,856	456,528
Corporate	771,078	0
SRG Group	14,623,646	464,979

\* Non-team members relate to labour hire.

Data covers the period of 27 June 2021 – 2 July 2022

Main types of work-related injury - GRI 403-9		
Top 4 Injury Types Mechanism	Number of work-related injuries	
	Team members	Non-team members*
Hitting objects with body	766	27
Body Stressing	555	43
Being hit by moving objects	226	6
Slips trips & falls	194	14

\*Non-team members relate to labour hire who support our supply chain during peak load periods in manual task roles.

Data covers the period of 27 June 2021 – 2 July 2022.

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**HEALTH AND SAFETY DATA**

<b>Number of cases of recordable ill health – GRI 403-10</b>		
<b>Business Area</b>	<b>Musculoskeletal</b>	<b>Mental &amp; Behavioural Disorders</b>
<b>Supercheap Auto</b>	0	2
<b>rebel</b>	0	0
<b>BCF</b>	0	1
<b>Macpac</b>	0	0
<b>Supply Chain</b>	0	0
<b>Corporate</b>	0	0
<b>SRG Group</b>	0	3

*Data covers the period of 27 June 2021 – 2 July 2022*

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**PRODUCT RECALLS DATA**

<b>Description</b>	<b>FY18</b>	<b>FY19</b>	<b>FY20</b>	<b>FY21</b>	<b>FY22</b>
<b>No. of products recalled</b>	1	1	5	2	1
<b>Recall costs</b>	<b>\$51,500</b>	<b>\$72,200</b>	<b>\$131,200</b>	<b>\$160,240</b>	<b>\$ 549,682*</b>

*\*Cost reported reflects total amounts refunded to customers less trade partner credits.*

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**PHILANTHROPY DATA**

<b>Macpac Grants Activity (NZD to AUD conversion)</b>		
<b>Type</b>	<b>Amount (NZD)</b>	<b>Amount (AUD)</b>
Australian Cash Grants	n/a	\$61,745.00
New Zealand Cash Grants	\$49,052.93	\$46,106.71
Australian Gear (in kind)	n/a	\$52,680.00
New Zealand Gear (in kind)	\$98,858.00	\$92,920.39
<b>Total</b>	<b>\$147,910.93</b>	<b>\$253,452.10</b>

*\*Conversion Rate AUD\$1/NZD\$1.0639 (annual average) source: SRG Group Finance*

## GLOBAL REPORTING INITIATIVE

Super Retail Group uses the globally recognised reporting framework developed by the Global Reporting Initiative (GRI). The GRI framework sets out the principles and indicators through which organisations can measure and report on their economic, environmental, and social performance. Our FY22 Sustainability Report has been prepared in accordance with the GRI Standards – Core Option. The following is an index of all relevant GRIs and their locations within our Sustainability Report, on our website or through the links provided.

**Super Retail Group Ltd has reported in accordance with the GRI Standards for the period 1 July 2021 – 30 June 2022.**

GRI Standard	Disclosure	Page in FY22 Report	Section	Notes	Omission
<b>GRI 2: General Disclosures 2021</b>					
<b>1. The organisation and its reporting practices</b>					
<b>2-1 Organisational Details</b> The organisation shall:	a) Report its legal Name	74	This index	Super Retail Group Limited	
	b) Report its nature of ownership and legal form	-	This index	Super Retail Group Limited is an ASX listed company	
	c) Report the location of its headquarters	74	This index	Strathpine, Qld, Australia	
	d) Report its countries of operation	5	This index	Australia, New Zealand & China	
<b>2-2 Entities included in the Organisation's sustainability reporting</b> The organisation shall:	a) List all its entities included in its sustainability reporting	-	This index	All entities in the Group's financial reporting are also included in sustainability reporting. A list of all entities can be found in the 2022 Annual report.	
	b) If the organisation has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting;	-	This index	As above. Contained within our FY22 Annual Report	
	c) if the organisation consists of multiple entities, explain the approach used for consolidating the information, including: <ul style="list-style-type: none"> <li>i. whether the approach involves adjustments to information for minority interests;</li> </ul>	-	This index	The Group reports at a consolidated level. The head entity, Super Retail Group Limited, and the controlled entities in the tax consolidated group account for current and deferred tax amounts under the "separate taxpayer within group" approach in accordance with AASB Interpretation 1052, Tax Consolidation Accounting.	

GRI Standard	Disclosure	Page in FY22 Report	Section	Notes	Omission
	<ul style="list-style-type: none"> <li>ii. how the approach takes into account mergers, acquisitions, and disposal of entities or parts of entities;</li> <li>iii. whether and how the approach differs across the disclosures in this Standard and across material topics.</li> </ul>			Further information regarding consolidated financial reporting is available in the Annual Report.	
<b>2-3 Reporting period, frequency and contact point</b> The organisation shall:	a) specify the reporting period for, and the frequency of, its sustainability reporting;	5	This index	1 July 2021 to 30 June 2022. Financial and Health and Safety data covers the period of 27/06/21 to 02/07/22 (unless noted otherwise) Reporting is on an annual basis.	
	b) Specify the reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this;	-	This index	Financial year is 27/06/21 to 02/07/22. Sustainability activities and data provided by our partners is for the standard Australian financial year, so we have continued reporting in this period.	
	c) Report the publication date of the report or reported information	-	This index	14 August 2022	
	d) Specify the contact point for questions about the report or reported information	74	This index	Group Sustainability email: <a href="mailto:communications@superretailgroup.com">communications@superretailgroup.com</a> Phone: +61 (0)7 3482 7900	
<b>2-4 Restatements of information</b> The organisation shall:	a) Report restatements of information made from previous reporting periods and explain: <ul style="list-style-type: none"> <li>i) The reason for the restatements;</li> <li>ii) The effect of the restatements</li> </ul>	85	This appendix	See <a href="#">note</a> regarding amendments to FY21 Waste data.	
<b>2-5 External Assurance</b> The organisation shall:	a) Describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executive are involved;	-	This appendix	Please refer to our <a href="#">Policy</a> on External Auditor Independence	
	b) If the organisation's sustainability reporting has been externally assured: <ul style="list-style-type: none"> <li>i. Provide a link or reference to the external assurance report(s) or assurance statement(s)</li> <li>ii. Describe what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process;</li> </ul>	73	<a href="#">EY Assurance Statement</a>	Details regarding the scope of assurance and its limitations are described in the Assurance Statement.	

GRI Standard	Disclosure	Page in FY22 Report	Section	Notes	Omission
	iii. Describe the relationship between the organisation and the assurance provider				
<b>2. Activities and Workers</b>					
<b>2-6 Activities, value chain and other business relationships</b>	a) Report the sector(s) in which it is active	71-72	<a href="#">About Us</a>		
The organisation shall:					
	b) Describe the value chain, including:	71-72	This Index	We do not sell products or services that are banned or that are the subject of public debate.	
	i. The organisation's activities, products, services, and markets served;	33	<a href="#">About us</a> <a href="#">Responsible Sourcing</a>		
	ii. The organisation's supply chain;				
	iii. The entities downstream from the organisation and their activities				
	c) Report other relevant business relationships	-		Details of business relationships are available in our Annual Report	
	d) Describe significant changes in 2-6a, 2-6b and 2-6c compared to the previous reporting period	-	This index	No significant changes from previous period.	
<b>2-7 Employees</b>	a) report the total number of employees and a breakdown of this total by gender and by region	71 & 86	<a href="#">About Us &amp; Workplace Metrics</a>		
The organisation shall:					
	b) Report the total number (And a breakdown by gender and region) of:	86	<a href="#">Workplace Metrics</a>		
	i. Permanent employees;				
	ii. Temporary employees;				
	iii. Non-guaranteed hours employees;				
	iv. Full time employees;				
	v. Part-time employees;				
	c) Describe the methodologies and assumptions used to compile the data, including whether the numbers are reported:	86	<a href="#">Workplace Metrics</a>		
	i. In head count, FTE or another methodology;				
	ii. At the end of the reporting period, as an average across the				

GRI Standard	Disclosure	Page in FY22 Report	Section	Notes	Omission
	reporting period or another methodology				
	d) Report contextual information necessary to understand the data reported under 2-7a and 2-7b	86	<a href="#">Workplace Metrics</a>		
	e) Describe significant fluctuations in the number of employees during the reporting period and between reporting periods	22	<a href="#">Goal 3</a>	No significant fluctuations. Our retention rate for FY22 was 72%.	
<b>3. Governance</b>					
<b>2-9 Governance Structure and Composition</b>	a) Describe its governance structure, including committees of the highest governance body;	63	This Index <a href="#">Governance</a>	Contained within our FY22 Corporate Governance Statement and our FY22 Annual Report, available on our <a href="#">website</a>	
The organisation shall:	b) List the committees of the highest governance body that are responsible for decision making on and overseeing the management of the organisation's impacts on the economy, environment and people;	-	This Index	Contained within our FY22 Corporate Governance Statement and our FY22 Annual Report, available on our <a href="#">website</a>	
	c) Describe the composition of the highest governance body and its committees	-	This Index	Contained within our FY22 Corporate Governance Statement and our FY22 Annual Report, available on our <a href="#">website</a>	
<b>4. Strategy, policies and practices</b>					
<b>2-22 Statement on sustainable development strategy</b>	a) Report a statement from the highest governance body or most senior executive of the organisation about the relevance of sustainable development to the organisation and its strategy for contributing to sustainable development.	6-7	<a href="#">CEO's message</a> <a href="#">Chair's message</a>		
The organisation shall:	a) describe its policy commitments for responsible business conduct;	63	This Index <a href="#">Governance</a>	The Group applies the precautionary approach by analysing, monitoring and taking actions to reduce its environmental impacts. Further information is contained in our <a href="#">FY22 Corporate Governance Statement</a> , <a href="#">FY22 Annual Report</a> and our <a href="#">Code of Conduct</a> .	
	b) describe its specific policy commitment to respect human rights;	33-36	This Index <a href="#">Responsible Sourcing</a>	Further information can be found in our Modern Slavery Statement available on our <a href="#">website</a> .	
	c) provide links to the policy commitments if publicly available;	33-36	This Index <a href="#">Responsible Sourcing</a>	Further information can be found in our Modern Slavery Statement available on our <a href="#">website</a> .	
	d) report the level at which each of the policy commitments was approved within the	-		Further information can be found in our Modern Slavery Statement available on our <a href="#">website</a> .	

GRI Standard	Disclosure	Page in FY22 Report	Section	Notes	Omission
	organisation including whether this is the most senior level;				
	e) report the extent to which policy commitments apply to the organisation's activities and to its business relationships;	33-36 & 63	This Index <a href="#">Responsible Sourcing Governance</a>	Further information can be found in our Modern Slavery Statement available on our <a href="#">website</a> .	
	f) describe how the policy commitments are communicated to workers, business partners and other relevant parties	63	<a href="#">Governance</a>		
<b>2-24 Embedding Policy Commitments</b>	a) describe how it embeds each of its policy commitments for responsible business conduct through its activities and business relationships, including: <ul style="list-style-type: none"> <li>i. how it allocates responsibility to implement the commitments across different levels within the organisation</li> <li>ii. how it integrates the commitments into organisational strategies, operational policies and operational procedures;</li> <li>iii. how it implements its commitments with and through its business relationships;</li> <li>iv. training that the organisation provides on implementing the commitments</li> </ul>	80	<a href="#">Our approach to Materiality</a>	Our policy commitments and the related activities are discussed throughout the Sustainability report. Each of our goals is underpinned with planned business activities measured by KPIs.  A summary of our approach is described in Our approach to Materiality section.	
<b>2-27 Compliance with laws and regulations</b>	a) report the total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by: <ul style="list-style-type: none"> <li>i. instances for which fines were incurred;</li> <li>ii. instances for which non-monetary sanctions were incurred;</li> </ul>	-	This index	We are not aware of any incidents related to non-compliance with environmental laws and regulations resulting in significant fines and non-monetary sanctions during the reporting period	
	b) report the total number and the monetary value of fines for instances of noncompliance with laws and regulations that were paid during the reporting period, and a breakdown of this total by:	-	This index	See above	

GRI Standard	Disclosure	Page in FY22 Report	Section	Notes	Omission
	<ul style="list-style-type: none"> <li>i. fines for instances of non-compliance with laws and regulations that occurred in the current reporting period;</li> <li>ii. fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods;</li> </ul>				
	c) describe the significant instances of non-compliance	-		See above	
	d) describe how it has determined significant instances of non-compliance	-		See above	
<b>2-28 Membership Associations</b> The organisation shall:	a) report industry associations, other membership associations, and national or international advocacy organisations in which it participates in a significant role.	68	This index <a href="#">Our Partners</a>	The Group maintains memberships with several associations and organisations, including the Australian Packaging Covenant, the United Nations (UN) Global Compact, the Australian Sporting Goods Association and the Australian Retailers Association	
<b>5. Stakeholder Engagement</b>					
<b>2-29 Approach to stakeholder engagement</b> The organisation shall:	<ul style="list-style-type: none"> <li>a) describe its approach to engaging with stakeholders, including: <ul style="list-style-type: none"> <li>i. the categories of stakeholders it engages with, and how they are identified;</li> <li>ii. the purpose of the stakeholder engagement;</li> <li>iii. how the organisation seeks to ensure meaningful engagement with stakeholders</li> </ul> </li> </ul>	5 & 11	<a href="#">How we report our performance</a>  <a href="#">Working out what matters</a>		
<b>2-30 Collective Bargaining Agreements</b> The organisation shall:	<ul style="list-style-type: none"> <li>a) report the percentage of total employees covered by collective bargaining agreements;</li> <li>b) for employees not covered by collective bargaining agreements, report whether the organisation determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organisations.</li> </ul>	21 & 89	This index <a href="#">Goal 2</a> <a href="#">Workplace Metrics</a>		

GRI Standard	Disclosure	Page in FY22 Report	Section	Notes	Omission
<b>GRI 3: Material Topics 2021</b>					
<b>3-1 Process to determine material topics</b>	a) describe the process it has followed to determine its material topics, including: i. how it has identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships; ii. how it has prioritized the impacts for reporting based on their significance;	80 & 11	<a href="#">Our Approach to Materiality</a> <a href="#">Working out what Matters</a>		
The organisation shall:	b) specify the stakeholders and experts whose views have informed the process of determining its material topics.				
<b>3-2 List of material topics</b>	a) list its material topics	81 & 11	<a href="#">Our Approach to Materiality</a> <a href="#">Working out what Matters</a>		
The organisation shall:	b) report changes to the list of material topics compared to the previous reporting period.				
<b>Specific Standard Disclosures</b>					
<b>200 (Economic Topics)</b>					
<b>GRI 201: Economic Performance 2016</b>					
GRI 201-1	Direct economic value generated and distributed	10, 25 & 71	This index <a href="#">Our highlights</a> <a href="#">Goal 4</a> <a href="#">About us</a> <a href="#">Our brands</a>	Contained within our FY22 Annual Report, available on our corporate website The Group supports the economy through taxes, job creation (directly and indirectly), and support to the community and local trade partners. For detailed information about our economic performance and materiality issues please refer to our FY22 Annual Report.	
GRI 201-2	Financial implications and other risks and opportunities due to climate	58	<a href="#">Goal 11</a>		
<b>GRI 203: Indirect Economic Impacts 2016</b>					
GRI 203-2	Significant indirect economic impacts	39	This index <a href="#">Goal 6</a>	We contribute to job creation and wages through our supply chain	
<b>300 (Environmental topics)</b>					
<b>GRI 302: Energy 2016</b>					
GRI302-1	Energy consumption within the organisation	60 & 83	<a href="#">Goal 11</a> <a href="#">Environmental Risk</a> <a href="#">Metrics</a>		

GRI Standard	Disclosure	Page in FY22 Report	Section	Notes	Omission
GRI302-3	Energy intensity	60 & 83	<a href="#">Goal 11</a> <a href="#">Environmental Risk</a> <a href="#">Metrics</a>		
<b>GRI 305: Emissions 2016</b>					
GRI 305-1	Direct (Scope 1) GHG emissions	60 & 83	<a href="#">Goal 11</a> <a href="#">Environmental Risk</a> <a href="#">Metrics</a>	We report our Scope 1 and Scope 2 emissions from our Australian operations to the Clean Energy Regulator annually, under the National Greenhouse and Energy Reporting (NGER) scheme, established by the National Greenhouse and Energy Reporting Act 2007 (NGER Act). Reports are publicly available on our website and the Clean Energy Regulator website (NGER). Emissions in NZ calculated using the emission factors in the Measuring Emissions: A Guide for Organisations, 2020 Detailed Guide (NZ)	
GRI 305-2	Energy indirect (scope 2) GHG Emissions	60 & 83	<a href="#">Goal 11</a> <a href="#">Environmental Risk</a> <a href="#">Metrics</a>	Contained within the <a href="#">Environmental Risk Metrics</a> section of this document. We report our Scope 1 and Scope 2 emissions from our Australian operations to the Clean Energy Regulator annually, under the National Greenhouse and Energy Reporting (NGER) scheme, established by the National Greenhouse and Energy Reporting Act 2007 (NGER Act). Reports are publicly available on our website and the Clean Energy Regulator website (NGER). Emissions in NZ calculated using the emission factors in the Measuring Emissions: A Guide for Organisations, 2020 Detailed Guide (NZ)	
GRI 305-5	Reduction of GHG emissions	60 & 83	<a href="#">Goal 11</a> <a href="#">Environmental Risk</a> <a href="#">Metrics</a>		
<b>GRI 306: Waste 2020</b>					
GRI 306-2	Management of significant waste-related impacts	60 & 83	<a href="#">Goal 11</a> <a href="#">Environmental Risk</a> <a href="#">Metrics</a>	SRG has contracts in place with waste providers in Australia and NZ to manage our waste in accordance with legal requirements. Waste-related data is captured by our waste providers and reported monthly to the Group	
GRI 306-3	Waste generated	60 & 83	<a href="#">Goal 11</a> <a href="#">Environmental Risk</a> <a href="#">Metrics</a>		

400 (Social topics)					
Labour Practices and Decent Work					
GRI 401: Employment 2016					
GRI 401-1	New employees hires and employee turnover	86	<a href="#">Workplace Metrics</a>		
GRI 401-3	Parental Leave	20	<a href="#">Goal 2</a>		
GRI 403: Occupational Health and Safety 2018					
GRI 403-1	Occupational health and safety management system	17 & 90	<a href="#">Goal 1</a> <a href="#">Health &amp; Safety Data</a>	See further information in our <a href="#">Health and Safety Policy</a> available on our website.	
GRI 403-2	Hazard identification, risk assessment and incident investigation	17 & 90	<a href="#">Goal 1</a> <a href="#">Health &amp; Safety Data</a>		
GRI 403-3	Occupational health services	17 & 90	<a href="#">Goal 1</a> <a href="#">Health &amp; Safety Data</a>		
GRI 403-5	Worker training on occupational health and safety	17 & 90	<a href="#">Goal 1</a> <a href="#">Health &amp; Safety Data</a>		
GRI 403-6	Promotion of worker health	17 & 90	<a href="#">Goal 1</a> <a href="#">Health &amp; Safety Data</a>		
GRI 403-8	Workers covered by an occupational health and safety management system	17 & 90	<a href="#">Health &amp; Safety Data</a>		
GRI 403-9	Work-related injuries	90	<a href="#">Health &amp; Safety Data</a>	1. There were no fatalities as a result of work-related employee injury in FY22. 2. Number and rate of high-consequence work-related injuries (excluding fatalities). We don't have this information due to the complexity of the definition. We are investigating how to capture and accurately report against this definition. Data excludes China operations	Quantitative data for high-consequence work-related injuries.
GRI 403-10	Work-related ill health	90	<a href="#">Health &amp; Safety Data</a>	There were no fatalities as a result of team member and non-team work-related ill health in FY22. There were 3 recordable work-related cases of ill health for team members in FY22. They related to mental and behavioural disorders (3). Recordable work-related ill health data is not available for non-employees. Based on SRG's risk themes work-related hazards that pose a risk of ill health includes mental health and fitness for work; overexertion / repetitive Strain; exposure to biological hazards; and exposure to chemicals and hazardous substances. Mental health and	

					fitness for work; and overexertion / repetitive strain have caused or contributed to cases of ill health during FY22. Data excludes China operations
<b>GRI 404: Training and Education 2016</b>					
<b>GRI 404-2</b>	Programs for upgrading employee skills and transition assistance programs	22 & 17	<a href="#">Goal 3</a> <a href="#">Goal 1</a>		
<b>GRI 405: Diversity and Equal Opportunity 2016</b>					
<b>GRI 405-1</b>	Diversity of governance bodies and employees	86 & 20	<a href="#">Workplace Metrics</a> <a href="#">Goal 2</a>		
<b>GRI 405-2</b>	Ratio of basic salary and remuneration of women to men	21	<a href="#">Goal 2</a>		This calculation is based on our WGEA submission as at 31 March 2021.
<b>Human Rights</b>					
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>					
<b>GRI 407-1</b>	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	35-40	<a href="#">Goal 5</a> <a href="#">Goal 6</a> <a href="#">Goal 7</a>		Further information can be found within our <a href="#">Modern Slavery Statement</a> , available on our website
<b>GRI 408: Child Labour 2016</b>					
<b>GRI 408-1</b>	Operations and suppliers at significant risk for incidents of child labour	35-40	<a href="#">Goal 5</a> <a href="#">Goal 6</a> <a href="#">Goal 7</a>		Further information can be found within our <a href="#">Modern Slavery Statement</a> , available on our website
<b>GRI 409: Forced or Compulsory Labour 2016</b>					
<b>GRI 409-1</b>	Operations and suppliers at significant risk for incidents of forced or compulsory labour	35-40	<a href="#">Goal 5</a> <a href="#">Goal 6</a> <a href="#">Goal 7</a>		Further information can be found within our <a href="#">Modern Slavery Statement</a> , available on our website
<b>GRI 414: Supplier Social Assessment 2016</b>					
<b>GRI 414-1</b>	New suppliers that were screened using social criteria	35-40	<a href="#">Goal 5</a> <a href="#">Goal 6</a> <a href="#">Goal 7</a>		Further information can be found within our <a href="#">Modern Slavery Statement</a> , available on our website
<b>GRI 414-2</b>	Negative social impacts in the supply chain and actions taken	35-40	<a href="#">Goal 5</a> <a href="#">Goal 6</a> <a href="#">Goal 7</a>		Further information can be found within our <a href="#">Modern Slavery Statement</a> , available on our website
<b>Society</b>					
<b>Product Responsibility</b>					
<b>GRI 416: Customer Health and Safety 2016</b>					
<b>GRI 416-2</b>	Incidents of non-compliance concerning the health and safety impacts of products and services	94 & 63-64	<a href="#">Product safety</a> <a href="#">Governance</a>		
<b>GRI 417: Marketing and Labelling 2016</b>					
<b>GRI 417-3</b>	Incidents of non-compliance concerning marketing communications	-	This index		Our fundamental marketing communication principle is to advertise our products fairly and to describe features and benefits truthfully. This applies to all marketing platforms, whether digital or print. We aim to take all necessary steps

			to comply with the law and the expectations of our customers and have clear processes and guidelines in place to support compliant marketing initiatives. We did not receive any fines, penalties or warnings relating to how we advertise our products during FY22.
<b>GRI 418: Customer Privacy 2016</b>			
<b>GRI 418-1</b>	Substantiated complaints concerning breaches of customer privacy and losses of customer data	65	<u>Goal 12</u> During FY22, we are pleased to report that Super Retail Group was not subject to the notifiable data breach scheme notwithstanding the global trend of increasing malicious attacks by sophisticated groups. However, we are aware of the need to continue to uplift our team member understanding of their privacy obligations. As a result, we have committed to, and implemented, a range of tools and manuals to enhance privacy and cyber awareness across the business.

## SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

The SASB Standards guide the disclosure of financially material sustainability information by companies to their investors. The Standards identify the subset of ESG issues most relevant to financial performance in each industry. Our FY22 Sustainability Report uses the SASB Standard – Consumer Goods Sector - Multiline and Specialty Retailers & Distributors. The following is an index of all relevant SASBs and their locations within our Sustainability Report, on our website or through the links provided.

Code	Topic	Accounting/ Activity Metric	Document Reference	Section Reference	Page Number	Notes
CG-MR-130a.1	Energy Management in Retail & Distribution	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	FY22 Sustainability Report	<a href="#">Goal 11; Environmental Risk Metrics</a>	60 & 83	(1) Total electricity usage reported in MWh; (2) We use 100% grid electricity
CG-MR-230a.1	Data Security	Description of approach to identifying and addressing data security risks	FY22 Annual Report 2022 Corporate Governance Statement	<a href="#">Governance of ESG-Related Risks</a>	63	Data security risks are managed in accordance with the Group's Risk Management Framework
CG-MR-230a.2		1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	FY22 Sustainability Report Appendix	<a href="#">GRI Index 418-1</a>	106	
CG-MR-310a.1	Labour Practices	(1) Average hourly wage and (2) percentage of in-store employees earning minimum wage, by region	This index	This table	-	(1) Average hourly wage not currently disclosed; (2) 100% of in-store employees earn minimum wage, in accordance with legal requirements in Australia & NZ
CG-MR-310a.2		(1) Voluntary and (2) involuntary turnover rate for in-store employees	This appendix	<a href="#">Workplace Metrics</a>	87	Total turnover includes seasonal team members engaged by the Group during FY22
CG-MR-310a.3		Total amount of monetary losses as a result of legal proceedings	This table		-	The Group did not have monetary losses as a result of

Code	Topic	Accounting/ Activity Metric	Document Reference	Section Reference	Page Number	Notes
		associated with labour law violations				legal proceedings associated with labour law violations
<b>CG-MR-330a.1</b>	Workforce Diversity & Inclusion	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees	This index	<u>Workplace Metrics</u>	87	Total percentage of gender group representation disclosed for all employees; Information related to racial/ethnic group representation not disclosed
<b>CG-MR-330a.2</b>		Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	This index	This table	-	The Group did not have monetary losses as a result of legal proceedings associated with employment discrimination.
<b>CG-MR-410a.1</b>	Product Sourcing, Packaging & Marketing	Revenue from products third-party certified to environmental and/or social sustainability standards	This index	This table	-	Information not currently disclosed
<b>CG-MR-410a.2</b>		Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	FY22 Sustainability Report	<u>Product safety</u>	64	Risks and and/or hazards associated with chemicals in products are managed through our product compliance process.
<b>CG-MR-410a.3</b>		Discussion of strategies to reduce the environmental impact of packaging	FY22 Sustainability Report	<u>Goal 9</u>	45	
<b>CG-MR-000.A</b>	Activity	Number of: (1) retail locations and (2) distribution centres	FY22 Sustainability Report	<u>About us</u>	71	
<b>CG-MR-000.B</b>	Activity	Total area of: (1) retail space and (2) distribution centres	This index	This table	-	Total area of (1) retail space: 760,992.50 sqm; (2) distribution centres: 178,693.30 sqm

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## UNITED NATIONS GLOBAL COMPACT

The UN Global Compact (UNGC) is a principle-based framework for businesses, stating ten principles in the areas of human rights, labour, the environment and anti-corruption. We are incorporating the Ten Principles of the UN Global Compact into our strategies, policies and procedures and we report to the UNGC each year through a Communication of Progress (CoP).

Principles	Document Reference	Section Reference	Page Number
<b>Human Rights</b>			
Principle 1 Protection of Human Rights	2022 Sustainability Report <a href="#">2021 Modern Slavery Statement</a> <a href="#">Responsible Sourcing Policy</a> <a href="#">Responsible Sourcing Code</a>	<a href="#">Responsible sourcing</a>	33-40
Principle 2 No Complicity in Human Rights Abuses	2022 Sustainability Report <a href="#">2021 Modern Slavery Statement</a> <a href="#">Responsible Sourcing Policy</a> <a href="#">Responsible Sourcing Code</a>	<a href="#">Responsible sourcing</a>	33-40
<b>Labour</b>			
Principle 3 Freedom of Association and Collective Bargaining	2022 Sustainability Report <a href="#">Responsible Sourcing Policy</a> <a href="#">Responsible Sourcing Code</a>	<a href="#">Workplace Metrics</a>	89
Principle 4 Elimination of Forced and Compulsory Labour	2022 Sustainability Report <a href="#">2021 Modern Slavery Statement</a> <a href="#">Responsible Sourcing Policy</a> <a href="#">Responsible Sourcing Code</a>	<a href="#">Responsible sourcing</a>	33-40
Principle 5 Abolition of Child Labour	2022 Sustainability Report <a href="#">2021 Modern Slavery Statement</a> <a href="#">Responsible Sourcing Policy</a> <a href="#">Responsible Sourcing Code</a>	<a href="#">Responsible sourcing</a>	33-40

Principles	Document Reference	Section Reference	Page Number
Principle 6 Elimination of Discrimination	2022 Sustainability Report <a href="#">Responsible Sourcing Policy</a> <a href="#">Responsible Sourcing Code</a> <a href="#">Code of Conduct</a> <a href="#">Diversity, Equity and Inclusion Policy</a>	<a href="#">Goal 2: Create an Inclusive and diverse team</a>	20
<b>Environment</b>			
Principle 7 Precautionary Approach	This table	The Group applies the precautionary approach by analysing, monitoring and taking actions to reduce its environmental impacts	-
Principle 8 Environmental Responsibility	2022 Sustainability Report <a href="#">Responsible Sourcing Policy</a> <a href="#">Responsible Sourcing Code</a>	<a href="#">Goal 8</a> <a href="#">Goal 9</a> <a href="#">Goal 10</a>	42
Principle 9 Environmentally Friendly Technologies	2022 Sustainability Report	<a href="#">Goal 11</a>	58
<b>Anti-Corruption</b>			
Principle 10 Work against Corruption	<a href="#">Anti-corrupt Practices Policy</a> <a href="#">Whistleblower Policy</a> <a href="#">Responsible Sourcing Policy</a> <a href="#">Responsible Sourcing Code</a>	<a href="#">Governance</a>	63

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## GOVERNANCE

Corporate governance is about the systems, policies and practices that enable us to embed responsible decision-making in everything we do as an organisation. Our approach to corporate governance helps us to steward Super Retail Group in a way that is sustainable, creating value for our stakeholders. For information specifically about our approach to governance of ESG-related risks, please see our chapter on Governance in the Sustainability Report.

This section sets out more information about our wider approach to Governance and includes a full set of policies and other key governance documents that are publicly available on our [website](#).

- 2022 Corporate Governance Statement
- Anti-Corrupt Practices Policy
- Audit & Risk Committee Charter
- Audit and Risk Committee Charter
- Board Charter
- Code of Conduct
- Compliance Policy
- Continuous Disclosure Policy
- Diversity, Equity and Inclusion Policy
- Health and Safety Policy
- Human Resources and Remuneration Committee Charter
- Minimum Securities Holding Policy
- [2021 Modern Slavery Statement](#)
- Nomination Committee Charter
- Policy on External Auditor Independence
- Policy on Selection, Appointment and Re-Election of Directors
- Responsible Sourcing Code
- Responsible Sourcing Policy
- Risk Management Policy
- Securities Trading Policy
- Securities Trading Policy
- Shareholder Communications Policy
- Super Retail Group Limited Constitution
- Whistleblower Policy

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## REPORTING AND DISCLOSURE FRAMEWORKS

Performance against ESG criteria are key indicators of sustainable value creation for shareholders. This year we participated in several mandatory and voluntary disclosure frameworks.

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### Mandatory

Australian Packaging Covenant Organisation (APCO)

The APCO is the organisation that administers the APC, a national regulatory framework under the National Environment Protection (Used Packaging Materials) Measure 2011 (NEPM). The NEPM sets out how governments and businesses across Australia share the responsibility for managing the environmental impacts of packaging.

Battery Stewardship Council (BSC)

The BSC is the organisation that administers the Battery Stewardship Scheme (BSS). The BSS is a national battery collection network designed to increase the recovery and recycling of end-of-life hand-held batteries in Australia.

Higg Index

The Higg Index is a suite of tools developed by the Sustainable Apparel Coalition (**SAC**). It enables brands to measure and score their company's and product's sustainability performance

Modern Slavery Statement

The Modern Slavery Statement is a national reporting requirement under the Modern Slavery Act (Cth) 2018

National Greenhouse and Energy Reporting Scheme (NGER)

The NGER scheme is a single national framework for reporting and disseminating company information about greenhouse gas emissions, energy production, energy consumption and other information specified under NGER legislation

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### Voluntary

Baptist World Aid (BWA)/Tearfund NZ

The BWA assesses and rates the information provided based on the strength of the company's systems to mitigate against the risks of forced labour, child labour, and exploitation in their supply chains. Ratings are publicly disclosed in the BWA's annual Ethical Fashion Report.

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Dow Jones Sustainability Index (DJSI)	The DJSI evaluates the sustainability performance of thousands of companies trading publicly, through its annual S&P Corporate Sustainability Assessment
Global Reporting Initiative (GRI)	<a href="#">Link to GRI Index</a>
Sustainability Accounting Standards Board (SASB)	<a href="#">Link to SASB Index</a>
United Nations Global Compact (UNGC)	<a href="#">Link to UNGC Index</a>
<b>Rating Agencies – Voluntary Disclosure</b>	
FTSE Russell	FTSE Russell provides clients with sustainable investment data models, ratings, and indexes covering thousands of companies across developed and emerging markets globally
ISS ESG	ISS ESG is the responsible investment arm of Institutional Shareholder Services Inc., the world’s leading provider of environmental, social, and governance solutions for asset owners, asset managers, hedge funds, and asset servicing providers
MSCI	MSCI is a provider of critical decision support tools and services for the global investment community
Sustainalytics	Sustainalytics is an independent ESG and corporate governance research, ratings and analytics firm that supports investors around the world with the development and implementation of responsible investment strategies

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# Glossary

<b>Active factories</b>	First-tier factories that the Group has a working relationship with.
<b>Carbon dioxide equivalent (CO<sub>2</sub> e)</b>	A universal standard measure used to compare the emissions from various greenhouse gases based on their global warming potential. For example, one tonne of methane emission is equivalent to 21 tonnes of carbon dioxide emissions.
<b>Carbon Offset</b>	An action intended to compensate for the emission of carbon dioxide into the atmosphere as a result of industrial or other human activity, especially when quantified and traded as part of a commercial scheme.
<b>Due Diligence process</b>	The process by which we evaluate and address risks.
<b>ESG</b>	ESG stands for Environmental, Social, and Governance. Investor Groups commonly utilise ESG performance indicators when assessing investment opportunities.
<b>Executive Leadership Team</b>	The Group's CEO and his direct reports.
<b>First-tier factories</b>	Factories supplying finished goods directly to the Group or through our trade partners
<b>Group</b>	The Company and its related bodies corporate
<b>Global Reporting Initiative (GRI)</b>	GRI (Global Reporting Initiative) is the independent, international organisation that helps businesses and other organisations take responsibility for their impacts, by providing them with the global common language to communicate those impacts.
<b>Lost Time Injury (LTI) and Lost Time Injury Frequency Rate (LTIFR)</b>	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). LTIFR refers to Lost Time Injury Frequency Rate, the number of lost time injuries occurring in a workplace per one million hours worked in a 12-month period
<b>Materiality Assessment</b>	Materiality Assessment is the process of identifying, and assessing potential Environmental, Social and Governance (ESG) issues that impact our business, and stakeholders.
<b>Material Topics (derived from the Global Reporting Initiative)</b>	Topics that represent the organisation's most significant impacts on the economy, environment and people, including impacts on their human rights.

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<b>Modern Slavery</b>	A term used to describe serious exploitation, including forced labour, debt bondage, deceptive recruitment and the worst forms of child labour.
<b>Modern Slavery Act 2018 (Cth)</b>	The Act established a national Modern Slavery Reporting Requirement for certain large businesses and other entities in the Australian market.
<b>Modern Slavery Statement</b>	A Modern Slavery Statement must set out the reporting entity's actions to assess and address modern slavery risks in their global operations and supply chains. The Australian Government publishes these statements through its <a href="#">online register</a> .
<b>MWh</b>	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.
<b>National Greenhouse and Energy Reporting Act 2007 (NGER)</b>	NGER establishes a national framework for Australian corporations to report greenhouse gas emissions, reductions, removals and offsets, and energy consumption and production. Refer to <a href="http://climatechange.gov.au/reporting/publications">climatechange.gov.au/reporting/publications</a>
<b>Private brand</b>	Products manufactured specifically for our Brands, using product brand names owned or licensed by the Group.
<b>Responsible Sourcing Conformance Status</b>	<p>Ratings that we give to factories after assessing their audit reports. These ratings determine whether we can do business with a factory. There are four ratings: Approved, Conditionally Approved, On Probation and Not Approved.</p> <ul style="list-style-type: none"> <li>▪ Approved – the factory has no critical non-conformances (NCs). We can place orders with the factory.</li> <li>▪ Conditionally Approved – the factory has some critical NCs (excluding child and forced labour). Orders can be placed provided that issues are closed within the timeframe in the Corrective Action Plan.</li> <li>▪ On Probation – the factory either has critical or overdue NCs or overdue renewal audits. Existing orders can be completed but no new orders should be placed until outstanding issues are addressed.</li> <li>▪ Not Approved – the factory is unable to comply with our Responsible Sourcing requirements. No new orders can be placed in the factory. Audit/re-audit is required before placing any orders to verify compliance.</li> </ul>

<b>S&amp;P Global Sustainability Yearbook</b>	The S&P Global Sustainability Yearbook is a comprehensive publication on corporate sustainability, based on the results of the S&P Global's Corporate Sustainability Assessment, which enables companies to benchmark their performance on a wide range of industry- specific economic, environmental and social criteria relevant to sustainability focused investors.
<b>Scope 1,2 and 3 emissions</b>	<p><u>GHG Protocol Corporate Standard</u> classifies a company's Greenhouse Gas emissions into three 'scopes'.</p> <p>Scope 1 emissions are direct emissions from owned or controlled sources. Scope 2 emissions are indirect emissions from the generation of purchased energy.</p> <p>Scope 3 emissions are all indirect emissions (not included in Scope 2) that occur in the value chain of the reporting company, including both upstream and downstream emissions.</p>
<b>Senior Management</b>	The Group's senior management team including Bands 1-3.
<b>Sustainability</b>	Sustainability can be defined as meeting our economic, social and environmental needs today without compromising our future. It refers to an approach to creating sustainable value for all stakeholders, not just shareholders.
<b>Sustainability Accounting Standards Board (SASB) Standards</b>	SASB Standards guide the disclosure of financially material sustainability information by companies to their investors. The Standards identify the subset of environmental, social, and governance (ESG) issues most relevant to financial performance in each industry.
<b>Sustainable Development Goals (SDGs)</b>	17 global goals set by the United Nations in 2015 to define global sustainable development priorities and aspirations for the planet.
<b>TCFD</b>	Financial Stability Board's Task Force on Climate-related Financial Disclosures
<b>Team members</b>	All employees of the Group.
<b>Total Recordable Injury (TRI) and Total Recordable Injury Frequency Rate (TRIFR)</b>	A Total Recordable Injury Frequency Rate (TRIFR) is the sum of the total number of employee fatalities, lost time injuries, restricted work injuries or medical treatment injuries per million hours worked.

Super Retail  
Group



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[www.superretailgroup.com.au](http://www.superretailgroup.com.au)