








# Fiscal Year 2022 Environmental Social Governance (ESG) Metrics Table


Our ESG Metrics Table provides an overview of our progress during fiscal 2022 against key goals across our three sustainable business pillars: People, Planet and Products. Fiscal 2022 metrics shown do not include Farm Boy or Longo's, unless otherwise noted.

Our Focus	Goal	Measured By	Fiscal 2021	Fiscal 2022
<b>GOVERNANCE</b>				
 <p><b>Cyber Security &amp; Data Protection</b></p>	<p><b>Provide teammates with the knowledge to make informed decisions to protect our business from cyber-related threats</b></p>	<p>Percentage of corporate office teammates (employees) trained on data security and/or data protection related risks and procedures</p>	<p>Not disclosed in FY 2021</p>	<ul style="list-style-type: none"> <li>• 86% – completion of annual Security Awareness Fundamentals Program</li> <li>• 96% – completion of Supplementary Phishing Training</li> </ul>
<b>PEOPLE</b>				
 <p><b>Diversity, Equity &amp; Inclusion (DE&amp;I)</b></p>	<p><b>Attract, grow, and retain diversity of teams</b></p>	<p>a. Percentage of women at director and senior leadership (vice president and senior vice president) levels</p>	<p>a. Director: 36.5% VP and SVP: 34.2%</p>	<p>a. Director: 38.4% VP and SVP: 37.3%</p>
		<p>b. Percentage of women at corporate store manager, assistant store manager and department manager levels</p>	<p>b. Store Manager: 25.0% Assistant Store Manager: 34% Department Manager: 55.0%</p>	<p>b. Store Manager: 25.0% Assistant Store Manager: 35.0% Department Manager: 56.0%</p>
		<p>c. Percentage of women in store management in training program</p>	<p>c. Not disclosed in FY 2021</p>	<p>c. 54%</p>
		<p>d. Percentage of women on executive succession slate</p>	<p>d. Not disclosed in FY 2021</p>	<p>d. 41.0%</p>


Our Focus	Goal	Measured By	Fiscal 2021	Fiscal 2022
 <p><b>Diversity, Equity &amp; Inclusion (DE&amp;I)</b></p>		<p>Percentage of visible minorities and Indigenous Peoples at senior leadership (vice president and senior vice president) levels</p>	<p>Not disclosed in FY 2021</p>	<ul style="list-style-type: none"> <li>• <b>Representation of visible minorities at:</b> <ul style="list-style-type: none"> <li>• Director level: 9.5%</li> <li>• SVP and VP levels: 14.3%</li> </ul> </li> <li>• Representation of Indigenous Peoples at: <ul style="list-style-type: none"> <li>• Director level: 0.6%</li> <li>• SVP and VP levels: 1.30%</li> </ul> </li> </ul>
	<p><b>Strengthen our communities</b></p>	<p>Strategic partnerships with Black, Indigenous, and other marginalized communities to promote opportunities</p>	<p><b>Seven strategic partnerships:</b></p> <ul style="list-style-type: none"> <li>• The BlackNorth Initiative</li> <li>• The Canadian Council for Aboriginal Business (CCAB)</li> <li>• The Canadian Aboriginal and Minority Supplier Council (CAMSC)</li> <li>• Catalyst Canada</li> <li>• Holland Bloorview Dear Everybody Campaign</li> <li>• Pride at Work Canada</li> <li>• Canadian Centre for Diversity and Inclusion (CCDI)</li> </ul>	<p><b>Ten strategic partnerships:</b></p> <ul style="list-style-type: none"> <li>• The BlackNorth Initiative</li> <li>• The Canadian Council for Aboriginal Business (CCAB)</li> <li>• The Canadian Aboriginal and Minority Supplier Council (CAMSC)</li> <li>• Catalyst Canada</li> <li>• Holland Bloorview Dear Everybody Campaign</li> <li>• Pride at Work Canada</li> <li>• Canadian Centre for Diversity and Inclusion (CCDI)</li> <li>• Women Business Enterprises Canada (WBE Canada) – <b>NEW</b></li> <li>• Canadian Gay and Lesbian Chamber of Commerce (CGLCC) – <b>NEW</b></li> <li>• Kids Help Phone – <b>NEW</b> ‘Family of Support’ partnership, supporting two mental health programs designed with and for Black and Indigenous communities across Canada: RiseUp and Finding Hope</li> </ul> <p><b>Five NEW employment partnerships:</b></p> <ul style="list-style-type: none"> <li>• Indigenous Professionals Association of Canada</li> <li>• TENT Partnerships</li> <li>• BCRC – Black Community Resource Centre</li> <li>• JVS Toronto</li> <li>• ONYX Initiative</li> </ul>



Our Focus	Goal	Measured By	Fiscal 2021	Fiscal 2022
 <p><b>Diversity, Equity &amp; Inclusion (DE&amp;I)</b></p>	<p><b>Advance a culture of inclusion</b></p>	<p>a. Number of DE&amp;I education and awareness events</p>	<p>a. 7 events with 1,989 teammates registered</p>	<p>a. 15 events with 10,173 teammates registered</p>
		<p>b. Number of teammates participating in Women's Inclusion Network</p>	<p>b. 1,089 members</p>	<p>b. 1153 members</p>
		<p>c. DE&amp;I index measurement<sup>1</sup></p>	<p>c. Not disclosed in FY 202</p>	<p>c. 79% positive rate for DE&amp;I index (+4% YoY)</p>
		<p>d. Percentage of directors and above completing DE&amp;I training</p>	<p>d. Not disclosed in FY 2021</p>	<p>d. 93%</p>
	<p><b>Accelerate DE&amp;I into business outcomes to improve equity and better serve customers</b></p>	<p>a. Percentage of corporate retail store teammates that have completed <i>Serving all in Canada: A course on addressing and preventing consumer racial profiling</i></p>	<p>a. 58%</p>	<p>a. 81%</p>
		<p>b. Percentage of directors and above with DE&amp;I goals</p>	<p>b. Not applicable</p>	<p>b. 93% (NEW metric introduced in fiscal 2022)</p>
 <p><b>Community Investment</b></p>	<p><b>Foster 'Healthier Tomorrows' by nourishing 'Healthy Bodies' and nurturing 'Healthy Minds'</b></p>	<p>Total amount raised and donated to support 'Healthier Tomorrows'</p>	<p>Nearly \$18 million</p>	<p>Nearly \$19 million</p> <ul style="list-style-type: none"> <li>• Corporate contribution: \$6 million</li> <li>• Fundraising: \$13 million</li> </ul>
	<p><b>'Healthy Bodies': Remove barriers to help Canadians access healthy and affordable food</b></p>	<p>Total dollars raised to support 'Healthy Bodies.' Campaigns include:</p> <ul style="list-style-type: none"> <li>• Support more than 400 food banks</li> <li>• Toonies for Tummies – school breakfast meal programs</li> <li>• Special Olympics</li> <li>• La Tablée des Chefs</li> <li>• Fondation Charles-Bruneau</li> </ul>	<ul style="list-style-type: none"> <li>• Corporate contributions: \$1,123,500</li> <li>• Fundraising: \$8,756,200</li> </ul>	<ul style="list-style-type: none"> <li>• Corporate contributions: \$1,287,200</li> <li>• Fundraising: \$9,191,100</li> </ul>



Our Focus	Goal	Measured By	Fiscal 2021	Fiscal 2022
 <p><b>Community Investment</b></p>	<p><b>'Healthy Minds': Increase early interventions of child &amp; youth mental health</b></p>	<p>Total dollars to support 'Healthy Minds': Family of Support Child &amp; Youth Mental Health Initiative. Partners include:</p> <ul style="list-style-type: none"> <li>• Kids Help Phone</li> <li>• Canada's Children's Hospital Foundations</li> </ul>	<ul style="list-style-type: none"> <li>• Corporate contributions: \$347,200</li> <li>• Fundraising: \$2,083,100</li> </ul>	<ul style="list-style-type: none"> <li>• Corporate contributions: \$734,400</li> <li>• Fundraising: \$2,915,500</li> </ul>
	<p><b>Empower store teams to make a local impact</b></p>	<p>Total donations from the Community Action Fund</p>	<p>\$1,268,300 donated to support more than 140 community organizations</p>	<p>\$673,000 donated to support nearly 150 community organizations, directly benefitting over 159,000 people</p>
		<p>Total donations from stores<sup>2</sup></p>	<p>\$1,291,000</p>	<p>Corporate contributions: \$1,149,100<sup>3</sup></p>
		<p>Disaster Response</p>	<p>Corporate contributions: \$47,000</p>	<p>Corporate contributions: \$150,000</p> <ul style="list-style-type: none"> <li>• Donations to the Canadian Red Cross in support for India COVID Relief, British Columbia Flood Relief, and Ukraine Humanitarian Crisis Appeal</li> </ul>
	<p><b>Other fundraising</b></p>	<p>Total dollars raised to support other programs and campaigns, including:</p> <ul style="list-style-type: none"> <li>• Charity Golf Classic</li> <li>• Employee Payroll Campaign</li> <li>• Regional Donations</li> </ul>	<ul style="list-style-type: none"> <li>• Corporate contributions: \$1,498,700</li> <li>• Fundraising: \$1,934,300</li> </ul>	<ul style="list-style-type: none"> <li>• Corporate contributions: \$921,100<sup>4</sup></li> <li>• Fundraising: \$588,900</li> </ul>
		<p>Bulk gift card program</p>	<p>Not disclosed in F'21</p>	<ul style="list-style-type: none"> <li>• Corporate contributions: \$1,300,000</li> </ul>
 <p><b>Employee Health, Safety &amp; Wellness</b></p>	<p><b>Ensure a safe workplace and minimize or eliminate all workplace incidents</b></p>	<p>Total Incident Frequency Rate per 200,000 hours</p>	<p>7.0</p>	<p>7.4</p>
		<p>Number of employee fatalities resulting from operational accidents</p>	<p>0</p>	<p>0</p>
		<p>Number of contractor fatalities resulting from operational accidents</p>	<p>0</p>	<p>0</p>

Our Focus	Goal	Measured By	Fiscal 2021	Fiscal 2022
		Lost Time Frequency Rate per 200,000 hours	2.5	2.4
 <b>Labour Practices</b>	<b>Report on quantitative performance</b>	Percentage of corporate employees earning above minimum wage	Not disclosed in FY 2021	83.6%
		Percentage of corporate employees eligible for performance-based incentive pay	Not disclosed in FY 2021	35.3%
		ESG performance linked to compensation for members of the executive management team	Not disclosed in FY 2021	In fiscal 2022, all Named Executive Officers (NEOs) had 10 per cent of their Profit-Sharing Plan (PSP) target award associated with specific goals tied to ESG performance.
		Corporate employee turnover rate <sup>5</sup>	Not externally disclosed in FY 2021	48.2%

## PLANET


 <b>Climate Action<sup>6</sup></b>	<b>Annually report on greenhouse gas (GHG) emissions</b>	<b>Total Scope 1 Emissions</b> Boundary: Retail sites, Distribution Centers, offices, fuel in generators, company owned vehicles	CY 2020: 499,679 tonnes CO <sub>2</sub> e	CY 2021: 411,362 tonnes CO <sub>2</sub> e
		<b>Total Scope 2 Emissions (market-based)</b> • Boundary: Retail sites, Distribution Centers, offices	CY 2020: 277,014 tonnes CO <sub>2</sub> e	CY 2021: 262,956 tonnes CO <sub>2</sub> e
		<b>Carbon Intensity</b> • Combined Scope 1 and 2 emissions per square foot	CY 2020: 31.82 kg/CO <sub>2</sub> e/sqft	CY 2021: 28.38 kgCO <sub>2</sub> e/sqft (-16.5% compared to CY 2019 base year);

Our Focus	Goal	Measured By	Fiscal 2021	Fiscal 2022
 <p><b>Climate Action<sup>6</sup></b></p>		<p><b>Total Scope 3 Emissions</b></p> <ul style="list-style-type: none"> <li>Boundary: Purchased goods &amp; services, Use of sold products, Other Scope 3 categories</li> </ul>	CY 2020: 25,023,023 tonnes CO <sub>2</sub> e	CY 2021: 25,782,665 tonnes CO <sub>2</sub> e
	<p><b>Set science based GHG targets</b></p>	<p><b>Scope 1 and 2 Emissions</b>  <b>Near-term target:</b> Reduce absolute Scope 1 and Scope 2 GHG emissions by a minimum of 55% by 2030 from 2019 base year</p> <p><b>Net-zero target:</b> Achieve net-zero in Scope 1 and Scope 2 emissions by 2040</p>	Not applicable	NEW targets developed in FY 2022
		<p><b>Scope 3 Emissions</b>  <b>Near-term target:</b></p> <ul style="list-style-type: none"> <li>a. 62% of our suppliers, by spend, will set science-based reduction targets on their Scope 1 and 2 emissions in five years (by 2027);</li> <li>b. Reduce emissions from fuel sold by 28% by 2030 from 2019 base year</li> </ul> <p><b>Net-zero target:</b> Achieve net-zero in Scope 3 emissions by 2050</p>	Not applicable	NEW targets developed in FY 2022
 <p><b>Food Waste</b></p>	<p><b>50% reduction in food waste sent to landfill by 2025</b></p>	<p>Percentage of target achieved based on 2016 base year (corporate and franchise stores)</p>	CY 2020: 23.4%	CY 2021: 21.6% <sup>7</sup>
		<p>Percentage decrease in surplus food generated per square foot in our retail stores (corporate and franchise stores)</p>	CY 2020: 24.07%	CY 2021: 23.7%



Our Focus	Goal	Measured By	Fiscal 2021	Fiscal 2022
 <b>Food Waste</b>	<b>Prevent food loss and waste in our stores</b>	<b>FoodHero App (Quebec stores only)</b>		
		Number of stores	203	217
		Number of items posted	1,570,219	3,113,048
		Number of items sold	956,330	1,892,880
		Total weight of items	309,019 kg	612,686 kg
	<b>Food Loss and Waste Destinations:</b> <b>a. Redistribute surplus food to feed people</b> <b>b. Composting/ aerobic processes</b>	a. Tonnage of donations <sup>8</sup> of surplus food to local charities	a. Not applicable <sup>9</sup>	a. 7,511 tonnes <sup>10</sup>
b. Tonnage of waste from corporate stores sent to organics composting		b. Data not available	b. Corporate Retail Stores: 88,626 tonnes <sup>11</sup>	
 <b>Environmental Management</b>	<b>Improve waste diversion in our stores</b>	Total number of participating stores with an active certification in the Action Reduction Program (Quebec stores only)	247 participating stores <ul style="list-style-type: none"> <li>• 13% of participating stores have a waste recovery rate of 80% or higher</li> </ul>	235 participating stores <ul style="list-style-type: none"> <li>• 16% of participating stores have a waste recovery rate of 80% or higher</li> </ul>
		Percentage of corporate stores that have organics program	<ul style="list-style-type: none"> <li>• Corporate stores outside Quebec<sup>12</sup>: 40%</li> <li>• Quebec corporate stores<sup>13</sup>: 68%</li> </ul>	<ul style="list-style-type: none"> <li>• Corporate stores outside Quebec<sup>14</sup>: 37%</li> <li>• Quebec corporate stores<sup>15</sup>: 77%</li> </ul>
		Percentage of total waste from corporate stores that is diverted from landfill (organics & recycling)	<ul style="list-style-type: none"> <li>• Corporate stores outside Quebec<sup>7</sup>: 31%</li> <li>• Quebec corporate stores<sup>8</sup>: 63%</li> </ul>	<ul style="list-style-type: none"> <li>• Corporate stores outside Quebec<sup>9</sup>: 44%</li> <li>• Quebec corporate stores<sup>10</sup>: 67%</li> </ul>

Our Focus	Goal	Measured By	Fiscal 2021	Fiscal 2022
	<b>Champion innovative partnerships</b>	Total amount donated in partnership with Earth Day Canada to support environmental initiatives since 2008	\$12 million	\$13 million

## PRODUCTS

 <p><b>Ethical and Sustainable Sourcing</b></p>	<b>Offer sustainable and ethical product choices for our customers</b>	Number of Own Brands Organics SKUs	227	187
		Number of Own Brands Naturally Simple SKUs	162	185
		Percentage of Own Brands suppliers that supply products that have third-party environmental or social certification	Not disclosed in FY 2021	27%
	<b>By 2020, completely transition to the use of Certified Sustainable Palm Oil (CSPO)</b>	Percentage of palm oil usage in Own Brands products that is certified sustainable by physical trace & credits	98.6%. Credits were purchased to cover the remaining 1.4%.	98.9%. Credits to be purchased to cover the remaining 1.06%.
	<b>Source 100% physical trace palm oil (as defined by the Roundtable on Sustainable Palm Oil) by Dec 31, 2025.</b>	Percentage of palm oil usage in products that is certified sustainable by physical trace & credits (Own Brands and private label products)	Not applicable	NEW target developed in FY 2022
	<b>100% of Own Brands seafood sustainably sourced</b>	Percentage of Own Brand fresh and frozen fish and seafood by weight that is certified sustainable and/or recommended by Ocean Wise	96.0%	95.3%



Our Focus	Goal	Measured By	Fiscal 2021	Fiscal 2022
 <b>Ethical and Sustainable Sourcing</b>	<b>Source only cage-free eggs by the end of 2025</b>	Percentage of total shell eggs sales that are cage-free (i.e., free run, free range and organic)	17.5%	18.3%
	<b>Source all fresh pork products from producers using gestation crate-free housing systems by the end of 2022</b>	Percentage of Own Brands fresh pork sales that comes from sows raised in loose housing systems <sup>16</sup>	More than 30% of Own Brands lean ground pork	52% of Own Brands lean ground pork
 <b>Local Sourcing<sup>17</sup></b>	<b>Be a leader in supporting and investing in local suppliers and producers</b>	Number of local product SKUs added	2,686	3126 (16% YoY)
	<b>Champion supplier diversity</b>	Number of women entrepreneurs	225	360
	<b>Champion innovative partnerships</b>	Number of local suppliers partners engaged through R-Purpose Program (a business education program for local suppliers focused on sustainability and innovation)	15	47 entrepreneurs from 28 companies

<sup>1</sup> The DE&I index is comprised of four DE&I items asked on our bi-annual Employee Experience survey. The index is the average percent favorable (a combination of strongly agree & agree responses).

<sup>2</sup> Includes store donations from Sobeys, Safeway, Foodland, IGA, Thrifty Foods, FreshCo and Chalo! FreshCo

<sup>3</sup> Does not include Community Action Fund donations.

<sup>4</sup> Does not include donations to bulk gift card program

<sup>5</sup> Based on corporate employees in retail, distribution, administration and Ocado, excluding corporately owned franchise locations and those on salary continuance

<sup>6</sup> All greenhouse gas (GHG) related data includes Farm Boy and Longo's.

<sup>7</sup> In calendar year 2019, we had achieved a 14% reduction in surplus food generated in our grocery stores (our target is to reduce food waste by 50% by 2025). In calendar year 2020, as a result of the COVID-19 pandemic, we saw a shift in consumer behaviour and the demand was such that surplus food in our stores was greatly reduced. As COVID-related restrictions lifted in 2021, food purchasing behaviours began to stabilize and return towards pre-pandemic levels.

<sup>8</sup> Represents donations confirmed by receiving organizations.

<sup>9</sup> National food rescue program deployment began in FY 2022

<sup>10</sup> Includes retail stores across Canada (both corporate and franchise), Longo's, and select retail support centres and Voila's Customer Fulfillment Centre in Ontario. Does not include Farm Boy.

<sup>11</sup> Represents data from 68% of corporate stores outside Quebec and 92% of corporate stores in Quebec

<sup>12</sup> Represents data from 75% of corporate stores outside Quebec

<sup>13</sup> Represents data from 64% of corporate stores in Quebec participating in the Action Reduction Program

<sup>14</sup> Represents data from 68% of corporate stores outside Quebec

<sup>15</sup> Represents data from 92% of corporate stores in Quebec participating in the Action Reduction Program

<sup>16</sup> Loose housing is defined as systems that allow for the housing of sows in group pens during their gestation period. For the safety of the animals and caregivers, sows are housed in stalls during their nursing and breeding stages.

<sup>17</sup> Excludes produce and SKUs listed in Quebec only

<sup>18</sup> Number of local suppliers registered and participated in the R-Purpose program