



# **Environmental, Social and Governance Data Sheets**

**Loblaw Companies Limited**





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Created on: September 1, 2023  
Updated on: October 27, 2023 to incorporate Workforce Disclosure Initiative (WDI) and Bloomberg Gender Equality Index (GEI) information - see “Diversity, Equity, Inclusion” and “Supporting our Colleague” tabs



# How to read this document

## Reading and Understanding this Document

Our reporting and data measurement methods relate specifically to our corporate operations, which include our corporate-owned retail stores, distribution centres and offices. Where appropriate and available, we also indicate the inclusion of information relating to grocery franchisees and Shoppers Drug Mart®/Pharmaprix® associate-owned locations. Loblaw Companies Limited and its subsidiaries own a number of trademarks. These trademarks are the exclusive property of Loblaw Companies Limited or one of its subsidiaries. Unless otherwise noted, all monetary figures in this report are presented in Canadian dollars. This document references and is aligned to select disclosures from the Global Reporting Initiative (GRI) Standards 2016, as well as the Sustainability Accounting Standards Board (SASB) Food Retailers Standard, Drug Retailers Standard, Consumer Finance Standard, and Apparel, Accessories and Footwear Standard. It takes additional reporting guidance from the UN Sustainable Development Goals (UN SDG's) and the Task Force on Climate Related Financial Disclosures (TCFD). We continue to monitor the changing regulatory landscape related to ESG disclosures and we anticipate that our existing and planned programs will align with the International Sustainability Standards Board (ISSB). We will adjust our disclosures in the coming years accordingly. For the latest updates regarding our progress, follow us on Twitter, Facebook, Instagram and LinkedIn.

## About Forward-Looking Statements

This document may contain forward-looking information within the meaning of applicable securities legislation which reflects Loblaw Companies Limited's (the "Company") current expectations regarding future events, including environmental, social and governance ("ESG") matters disclosed in this document. Although the Company believes that the expectations reflected in such forward-looking information are reasonable, assessing forward-looking ESG metrics and risks, and climate metrics and risks in particular, is more complex and longer-term in nature than traditional business metrics and risks. Many forward-looking methodologies are new and evolving, and there is limited guidance from methodology providers on the calculation or comparability of these measures. In particular, uncertainty around future climate-related policy can contribute to greater variation in transition pathway models. Future updates to factors such as changes in global emissions, available technologies or economic conditions may result in changes to the Company's net-zero path, resulting in changes to the Company's targets. A number of additional factors, including improvements to the coverage, quality, and availability of the Company's data and methodologies, may also necessitate changes to the Company's 2020 baseline or net-zero targets. This document is informed by the Global Reporting Initiative ("GRI"), the Sustainable Accounting Standards Board ("SASB") and the Task Force on Climate-Related Financial Disclosures ("TCFD"). The Company regularly monitors the development of provincial and international ESG reporting regulations, standards and frameworks for their relevance and usability, as well as stakeholder expectations regarding these standards. The Company will periodically assess the comparability and appropriateness of its metrics and targets, and, where appropriate, incorporate new insights, data, models and tools into the Company's ongoing assessment of ESG matters, including climate change. The Company expects its ESG disclosures to continue to evolve as reporting regulations, standards and frameworks mature.

The information in this document reflects what the Company believes is its best available data and, in the case of climate change disclosures, best available scenario projections, which are based on the most current emissions information available to the Company. Where appropriate, including in setting its greenhouse gas reduction targets and making climate disclosures, the Company has made reasonable and good faith approximations and assumptions. However, there are many factors that the Company may not foresee or that it may be unable to predict accurately. The Company's ability to achieve its ESG goals, including ESG matter(s) disclosed in this document, is based on a number of assumptions and is subject to a number of risks and uncertainties, many of which are beyond the Company's control, that could cause actual results and events to differ materially from those that are disclosed in or implied by such forward-looking information and may require the Company to adjust its ESG initiatives, activities or plans to reflect a changing landscape. Such risks and uncertainties include, but are not limited to, the Company's ability to meet its greenhouse gas reductions targets; the availability, accessibility and suitability of comprehensive and high-quality data; the need for active and continued participation of the Company's stakeholders; the development of consistent, robust and comparable ESG metrics and methodologies, in particular in respect of climate change; the development and deployment of new technologies and industry-specific solutions; international cooperation; the development of provincial, national and international laws, policies and regulations in respect of ESG matters; and the factors discussed in the Company's current Annual Information Form and most recent Management, Discussion & Analysis. The forward-looking statements in this Report are presented for the purpose of assisting investors and other stakeholders in understanding the Company's ESG priorities, strategies and objectives, and may not be appropriate for other purposes. Undue reliance should not be placed on the forward-looking information in this Report. The Company does not undertake any obligation to update such forward-looking information, whether as a result of new information, future events or otherwise, except as expressly required by applicable law. All forward-looking statements contained in this Report are made as of the date hereof and are qualified by these cautionary statements.

We regularly update reports and statements on our website <https://www.loblaw.ca/en/responsibility/>.

Please direct inquiries to [esg@loblaw.ca](mailto:esg@loblaw.ca)

## Overview

### General information and other publicly available reporting

[Corporate Website](#)  
[Annual Information Form](#)  
[Annual Report](#)  
[Management Proxy Circular](#)

### ESG related information

[Corporate website](#)  
[Taskforce Climate Related Financial Disclosure \(TCFD\) Report](#)  
[Biodiversity](#)

[Animal Welfare](#)  
[Water Use Statement](#)  
[Position on Human Rights](#)

[Colleague Code of Conduct](#)  
[Supplier Code of Conduct](#)  
[Corporate governance](#)

# General Company Information

	FY2022	FY2021	Applicable Framework
Total number of stores and pharmacies	2,400	2,503	FB-FR-000.A
Total amount of retail space in square feet	72,200,000	70,800,000	FB-FR-000.B
Total number of pharmacies	1,800	1,800	HC-DR-000.A
Total number of optical centers	181	184	
Total number of distribution centers	25	25	FB-FR-000.A GRI 102-9
Total number of vehicles in commercial fleet - class 8 trucks	294	253	FB-FR-000.C
Total number of colleagues	221,000	200,000	GRI 102-8
Total number board members	12	12	
Total number of independent Board members	10	10	
Total number of pharmacists	8,600	8,700	HC-DR-000.D
Total number of pharmacy assistants, technicians, registered nurses and registered dieticians	16,600	16,500	
Total number of opticians	300	300	
Number of prescriptions filled	169,100,000	165,800,000	HC-DR-000.C
Percentage of prescriptions for controlled substances	6.60%	7.00%	HC-DR-000.C
Number of flu shots	2,300,000	1,850,000	
Number of medication reviews for medication adherence	1,300,000	900,000	
Number of pharmacist-led clinic offering a range of healthcare services	4	Not applicable	
Number of Home Healthcare retailer (Wellwise) locations to provide support to aging community	43	Not disclosed	
Number of retail store (Medisystem) locations to providing pharmacy care to aging community	10	Not disclosed	
Number of PC Optimum members	15,500,000	15,000,000	
Number of unique consumers with an active credit card account	2,100,000	2,075,823	FN-CF-000.A
Number of unique consumers with an active pre-paid debit card account	200,000	173,829	FN-CF-000.A
Number of credit card accounts	5,400,000	5,084,201	FN-CF-000.B
Number of pre-paid debit card accounts	500,000	341,889	FN-CF-000.B

# Climate Action - Greenhouse Gas Emissions

## Targets to Achieve Net-Zero

- Reduce our enterprise operation (Scope 1 and 2) footprint by 50% from a 2020 baseline by 2030
- Operate a net-zero short-haul outbound corporately owned and operated truck fleet by 2030
- Achieve net-zero for our enterprise operating (Scope 1 and 2) footprint by 2040
- Achieve net-zero for scope 3 emissions by 2050

Scope 1 & 2 GHG Emissions <sup>1,2</sup>	Unit of Measure	FY2022	FY2021	FY2020 Baseline	Applicable Framework
Scope 1 <sup>3</sup> (Direct) – Fleet and building fuel consumptions, refrigerant releases, and corporate travel	Metric tonnes of CO2e	623,613 <sup>4</sup>	629,662	691,679 <sup>4</sup>	GRI 305-1
Scope 2 <sup>3</sup> (Indirect) – Electricity	Metric tonnes of CO2e	407,217 <sup>4</sup>	427,857	429,413 <sup>4</sup>	GRI 305-2
<b>Total</b>		<b>1,030,830</b>	<b>1,057,519</b>	<b>1,121,092</b>	GRI 305-4
Change as a % compared to prior year		-3%	-6%	-	GRI 305-5
Change % against baseline year (2020)		-8%	-6%	-	GRI 305-5
Change % against baseline compared to prior year		-2%	-	-	GRI 305-5

Scope 1 by Greenhouse Gas Type	Unit of Measure	FY2022	FY2021	Applicable Framework
CO2	Metric tonnes of CO2e	332,427	Not disclosed	GRI 305-1
CH4	Metric tonnes of CO2e	220	Not disclosed	GRI 305-1
N2O	Metric tonnes of CO2e	4,165	Not disclosed	GRI 305-1
HFCs	Metric tonnes of CO2e	279,964	Not disclosed	GRI 305-1
Other	Metric tonnes of CO2e	6,837	Not disclosed	GRI 305-1
<b>Total</b>		<b>623,613</b>	<b>Not disclosed</b>	GRI 305-1

Scope 3 GHG Emissions <sup>1,2</sup>	Unit of Measure	FY2022	FY2021	Applicable Framework
Scope 3 – Corporate waste and corporate travel <sup>5</sup>	Metric tonnes of CO2e	90,871	97,820	GRI 305-3

Progress through Projects	Unit of Measure	FY2022	FY2021
Carbon reduction projects	Count	250	Not disclosed
Number of corporate owned electric trucks	Count	-	-

Fleet Fuel Management	Unit of Measure	FY2022	FY2021	Applicable Framework
Fleet Fuel consumed	GJ	1,479,804	1,327,632	FB-FR-110a.1
Percentage Renewable	%	11%	5%	FB-FR-110a.1

1 Emissions are calculated by The Delphi Group following the Greenhouse Gas Reporting Protocol and emission factors defined by the National Inventory Report (NIR), although, for Scope 1 and 2 emission factors, Management used 2018 NIR for 2020 figures, 2019 NIR for 2021 figures, 2020 NIR for 2022 figures, and Management has included emissions from HCFC refrigerant leaks in Scope 1.

2 Numbers in the GHG inventory table may fluctuate as more accurate information becomes available such as updates to the emission factors as defined by the NIR.

3 Includes enterprise operations (corporate, franchise, and associated-owned).

4 This symbol identifies that third party assurance was obtained for this data point. Refer to the final Appendix on page 89 of the 2022 ESG Report for the Limited Assurance report.

5 Includes corporate and T&T operations only

# Climate Action - Greenhouse Gas Emissions Continued

Air Emissions from Refrigeration	Unit of Measure	FY2022	FY2021	Applicable Framework
Gross Global Scope 1 emissions from refrigerants <sup>6</sup>	Metric tonnes of CO <sub>2</sub> e	286,806	189,855	FB-FR-110b.1
Percentage of refrigerants consumed with zero ozone depleting potential	%	97%	96%	FB-FR-110b.2
Average refrigerant emissions rate	%	Not available	Not available	FB-FR-110b.3

Energy Management	Unit of Measure	FY2022	FY2021	Applicable Framework
Operational Energy Consumed	GJ	15,556,293	7,459,066	FB-FR-130a.1 GRI 302-1
Percentage grid electricity	%	71.33%	72.61%	FB-FR-130a.1
Percentage Renewable	%	0.001%	0.006%	FB-FR-130a.1
Renewable Energy Projects	Number of solar installations	62	60	
Self Generated Renewable Electricity	Number of turbines	1	1	

Energy Breakdown	Unit of Measure	FY2022	FY2021	Applicable Framework
Natural Gas	MWh	1,198,190	Not disclosed	
Heating Oil	MWh	3,567	Not disclosed	
Propane	MWh	34,549	Not disclosed	
Diesel	MWh	360,611	Not disclosed	
Biodiesel	MWh	30,851	Not disclosed	
Gasoline	MWh	40,095	Not disclosed	
Jet Fuel	MWh	1,988	Not disclosed	
Coal	MWh	0	Not disclosed	

CDP	Unit of Measure	FY2022	FY2021	
CDP Climate	CDP Score	Expected early 2024	C	

<sup>6</sup> Reporting for FY2021 is only inclusive of corporate stores, reporting for FY2022 is expanded to include Franchise and SDM operations.

# Food Waste

## Target:

- Send zero food to landfill by 2030
- Each of our eligible stores will achieve food waste reductions by the end of 2023

Loblaw Food Loss and Waste Diversion Destinations	Measurement Type	FY2022	FY2021
Redistribution of food surplus	Metric Tonnes	6,667	2,064
Feeding animals	Metric Tonnes	21,623	17,203
Bio-based materials / biochemical processing	Metric Tonnes	3,261	3,883
Anaerobic digestion	Metric Tonnes	32,936	34,296
Composting / aerobic processes	Metric Tonnes	379	343
<b>Total Diverted</b>		<b>64,866</b>	<b>57,789</b>

Food Diversion Partnerships	Measurement Type	FY2022	FY2021
Flashfood	Kilograms of food	9,400,000	8,100,000
	Number of stores	720	600
ZooShare	Kilograms of food	951,000	688,000
Food to Farm	Kilograms of food	17,700	7,900
Bakery Waste	Kilograms of food	3,800	4,200
Food banks and food rescue agencies	Kilograms of food	6,700	5,500
	% of eligible stores	100%	Not disclosed

Loblaw's 10x20x30 Initiative Partners	Measurement Type	FY2022	FY2021
In 2020, Loblaw joined the Consumer Goods Forum's global Food Waste Coalition of Action. A key effort of the coalition is the 10x20x30 program, which encourages members to recruit their suppliers to sign on for the UN SDG Target 12.3 to halve global food waste by 2030.	Number of Partners	15	12

# Reducing Plastic Waste

## Target:

- Reduce plastic waste by making all control brand and in-store plastic packaging is recyclable or reusable by 2025.

Compliance with Golden Design Rules	Measurement Type	FY2022	FY2021
Compliance with Golden Design Rules as defined by Consumer Goods Forum for control brand and in-store plastic packaging <sup>1</sup>	% completed	35%	N/A

Partnerships	Measurement Type	FY2022	FY2021
Offer refillable hand soap, laundry detergent, and dish soap through partnership with EcoBorne™	Number of stores	16	14
	Number of refills	9,000	5,000
Closed-loop recycling pilot where customers were offered the option to have take-out meals packaged in a reusable container for a small deposit to eliminate single-use plastics with Friendlier	Number of units	2,300	N/A
Funding to the pELAstic Project for long-term study into the effects of microplastics in freshwater ecosystems is carried out at the world-renowned International Institute for Sustainable Development's Experimental Lakes Area (IISDELA).	Dollar amount	\$50,000	Not disclosed

<sup>1</sup> By the end of 2022, using the Golden Design rules we assessed more than 10,000 products plastic packaging details, the percentage of completion is assessed against this set of products



# Biodiversity

Biodiversity Partnerships and Programs		Measurement Type	FY2022	FY2021
World Wildlife Fund (WWF) Canada	For more than a decade we have supported World Wildlife Fund Canada, as they work to protect and regenerate Canada's biodiversity. As one of their largest Canadian corporate partners, we have provided nearly \$14 million in direct funding, covering a myriad of programs and projects, since 2009. In 2022, we provided \$450,000 to support WWF's Regenerate Canada program, an effort to reverse the devastating effects of climate change on biodiversity loss.	Dollar funding	\$450,000	\$450,000
One Planet Business for Biodiversity (OP2B)	We have been supporting the work of One Planet Business for Biodiversity (OP2B) since 2019. OP2B is an initiative designed to meaningfully protect and restore biodiversity around the world, in alignment with the Convention on Biological Diversity (CBD) COP 15 framework. Focus areas of OP2B include scaling up regenerative agricultural practices, boosting cultivated biodiversity and diets through product portfolios, eliminating deforestation, and enhancing the management, restoration and protection of high-value natural ecosystems.	Dollar funding	\$80,000	\$80,000
Canadian Alliance for Net-Zero Agriculture (CANZA)	CANZA promotes the adoption of regenerative agriculture and carbon farming practices, offering an opportunity to transform the sector and create a circular, net-zero agri-food supply value. By collaborating with farmers to achieve nature-positive outcomes, the alliance is committed to building a more sustainable future for agriculture.	Dollar funding	-	N/A
Arrell Food Institute at the University of Guelph	Arrell Food Institute at the University of Guelph, to launch the Loblaw Net-Zero Food Systems Challenge – a 10-month experiential learning program that will bring together graduate students from across Canada to investigate strategic levers to drive demand and adoption for net-zero agriculture products.	Dollar funding	-	-
Nature United	Our donation to Nature United supports Indigenous-led conservation, sustainable economic development, science, and is funding the acceleration of natural climate solutions at national and regional scales. Our contribution helps support Nature United's agricultural work in the prairies conducting leading scientific research, supporting farming communities, and working with food companies and their supply chains to implement practices that reduce greenhouse gas emissions, strengthen biodiversity, and improve water quality and availability.	Dollar funding	\$80,000	N/A

Water Consumption	Measurement Type	FY2022	FY2021
Water Consumed	Megalitres	2,743	Not disclosed

Environmental Affairs and Regulations	Measurement Type	FY2022	FY2021
Number of breaches of any environmental regulation	Number of incidents	0	0

# Responsible Sourcing

Product Sustainability					
Product Offering	Product Detail	Measurement Type	FY2022	FY2021	Applicable Framework
PC® Planet First™	Launched in 2021, PC® Planet First™ products are compostable and disposable picnic products including bamboo plates, birch wood cutlery, and wheat stalk straws. The product range will expand into other non-food categories, with a focus on products made from renewable resources, containing recycled content, and without the use of certain chemicals of concern.	Number of control brand products	10	9	
		Revenue growth	310%	N/A	
PC® Plant Based	Our PC® Plant Based products are third-party certified vegan and contain no animal by-products. They are also merchandised adjacent to their animal-based counterparts, making it convenient for our customers to find plant-based alternatives. We continue to increase our offering of plant-based products, to meet growing consumer interest and appetite for alternatives to animal-based products.	Number of control brand products	95	81	
PC® Organics	We have heard from many of our customers that they want products made with a reduced environmental impact and without any synthetic pesticides, fertilizers or genetically modified organisms (GMOs). All PC® Organics products are third-party certified and meet Canadian Organic Standards, which emphasizes sustainability and a holistic approach to agriculture.	Number of control brand products	650	640	FB-FR-270a.3
		Revenue growth	1%	6%	FB-FR-270a.3
Sourcing sustainable beef	"As members of the Canadian Roundtable for Sustainable Beef (CRSB) council we believe producing Canadian beef in a sustainable, responsible way stores carbon, supports biodiversity and provides habitat for over 1,000 plants and animals.  In 2020, we committed to purchase one million pounds of CRSB-certified beef. In 2021, we extended that commitment to three million pounds by 2023, and we achieved that goal a year early, in 2022."	Pounds	3,000,000	1,000,000	
Sustainable Seafood	Loblaw is committed to sourcing all seafood from sustainable sources. This commitment cuts across our business and includes our control brands and national brands, in our canned, frozen and fresh wild and farmed seafood categories.	Number of products	200	200	
	We are proud to offer Marine Stewardship Council (MSC), Aquaculture Stewardship Council (ASC), and Best Aquatic Practices (BAP) products across our stores.	Number of control brand products	80	80	
Products labeled and/or marketed to promote health and nutrition attributes	The company offers products designed to meet customer nutritional and health concerns and preferences regarding ingredients, additives and potential allergens. Products in this category include but are not limited to organic, gluten-free, plant based, peanut-free, and lactose-free products.	Number of control brand products	2,200	2,500	FB-FR-260a.1
	These products are available at stores across multiple grocery and drug retail divisions, making healthier alternatives available to our customers no matter where they shop with us.	Revenue growth	16%	5%	FB-FR-260a.1
Coffee, tea and cocoa	Sourcing Rainforest Alliance certified cocoa addresses concerns like aging tree stocks, improper use of chemicals, uncontrolled deforestation, labour conditions and low farmer incomes.	Number of Rainforest Alliance products	50	50	
	By sourcing Fairtrade Certified ingredients, we support fairness for workers and farmers, while also investing in sustainable farming practices, community development projects, and social and physical infrastructure to empower the next generation of farmers.	Number of Fairtrade certified products	35	15	
Third-party certified to environmental or social sustainability sourcing standard	The company offers control brand products labelled with third-party certification related to environmental and/or social sustainability sourcing standards.	Number of control brand products	950	975	FB-FR-430a.1



# Responsible Sourcing Continued

Sustainable Apparel					
Apparel Offering	Product Detail	Measurement Type	FY2022	FY2021	Applicable Framework
Global Organic Textile Standard (GOTS)	Joe Fresh® is committed to converting 100% of its cotton-rich products to more sustainable cotton by 2025. This includes converting such products to GOTS organic cotton.	Percentage of products that is GOTS	8%	Not applicable	CG-AA-440a.2
		Metric tonnes	416	Not applicable	CG-AA-440a.2
Better Cotton	In 2021, we became a member of Better Cotton, which has a clear mission: "Help cotton communities survive and thrive, while protecting and restoring the environment."	Percentage of products that are Better Cotton	25%	Not applicable	CG-AA-440a.2
	Joe Fresh® is committed to converting 100% of its cotton-rich products to more sustainable cotton by 2025. This includes converting such products to Better Cotton.	Metric tonnes	778	Not applicable	CG-AA-440a.2
Global Recycle Standard (GRS) Certified Repeve recycled fiber	Raw materials that are third-party certified as Global Recycle Standard (GRS) Certified Repeve recycled fiber	Metric tonnes	67	93	CG-AA-440a.2
GRS Certified recycled polyester	"Raw material that are third party certified as GRS Certified recycled polyester. GRS Certified recycled polyester is calculated using an estimated total fabric used in production yards."	Metric tonnes	284	49	CG-AA-440a.2
Joe Fresh® sample downcycling	In 2022, Joe Fresh® began diverting textile samples, wherever possible, from landfills in partnership with CSR Eco Solutions. These samples would not be suitable for consumer use and so it was important that a sustainable end-of-life solution was found. CSR Eco Solutions works with textile recyclers to downcycle discarded apparel samples into building and automotive insulation.	Metric tonnes of textile	140	N/A	
		Metric tonnes of CO2e	412	N/A	
PrimaLoft®	"In 2019, we began using PrimaLoft® thermal insulation for our Joe Fresh® insulated apparel. PrimaLoft® insulation is partially manufactured with post-consumer recycled (PCR) content including plastic water bottles."	Kilograms	79,000	66,000	
Zero Blue Water denim	In 2021, Joe Fresh® launched a core denim program called Zero Blue Water, with fabric that uses no fresh groundwater in the manufacturing process.	Yards of fabric	350,000	300,000	
		Litres of water	8,800,000	7,900,000	

Chemical Management					
Product Offering	Product Detail	Measurement Type	FY2022	FY2021	Applicable Framework
PC® Free From®	We launched PC® Free From® more than a decade ago. Our PC® Free From® animals are strictly raised without the use of antibiotics and, like all poultry and pork in Canada, are raised without the use of added hormones. If an animal within our PC® Free From® program does become sick, the animal is treated and simply moved into a conventional animal rearing program that does not supply our PC® Free From® line of products.	Number of products	200	235	
President's Choice® Baby product portfolio	With growing concerns about Bisphenol A (BPA) and Bisphenol S (BPS), we have been sourcing packaging alternatives, including glass containers and plastic pouches. Our President's Choice® Baby product portfolio across multiple food and non-food categories is entirely BPA-free.	Number of products	200	200	
no name® Simple Check™	no name® Simple Check™ products are formulated based on our commitment to eliminate ingredients of concern from our products. The Simple Check™ symbol identifies no name® products made without these 10 ingredients: synthetic colours, artificial flavours, monosodium glutamate <sup>2</sup> , butylated hydroxyanisole (BHA)/butylated hydroxytoluene (BHT)/tert-butylhydroquinone (TBHQ), hydrogenated oils, artificial sweeteners, sugar alcohols, azodicarbonamide, polydextrose and brominated vegetable oil.	Number of products	1,000	1,050	

# Responsible Sourcing Continued

Local Sourcing					
Initiative	Initiative Detail	Measurement Type	FY2022	FY2021	Applicable Framework
Local Sourcing	We take great pride in offering an expansive array of fresh fruits and vegetables, where possible, we source from Canadian owned and/or operated businesses.	Dollars purchased	\$1,000,000,000	Not disclosed	

CDP Forest					
Category		Measurement Type	FY2022	FY2021	Applicable Framework
Palm Oil		CDP Score	Expected early 2024	C	CDP Forest
Timber		CDP Score	Expected early 2024	D	CDP Forest
Soy		CDP Score	Expected early 2024	D	CDP Forest
Cattle		CDP Score	Expected early 2024	D	CDP Forest



# Diversity, Equity and Inclusion

## Targets for Representation

- Maintain at least 40% women in Board of Directors
- 40% women in Executive positions in 2024
- 43% women in Management positions in 2024
- 25% members of visible minorities in Board of Directors in 2024
- 25% members of visible minorities in Executive positions in 2024
- 30% members of visible minorities in Management positions in 2024

## Targets for DEI Training

- Over 200,000 of our colleagues will have access to complete two courses covering fundamental DEI topics by 2024

Representation Goals <sup>1,2</sup>	FY2022	FY2021	Applicable Framework
Percentage of women in Board of Directors	45%	42%	GRI 405-1
Percentage of women in Executive positions	39%	38%	GRI 405-1
Percentage of women in Management <sup>3</sup> positions	45%	44%	GRI 405-1
Percentage members of visible minorities in Board of Directors	18%	17%	GRI 405-1
Percentage members of visible minorities in Executive positions	28%	24%	GRI 405-1
Percentage members of visible minorities in Management <sup>3</sup> positions	29%	26%	GRI 405-1
Total corporate workforce identified as women	52%	53%	GRI 405-1
Total corporate workforce identifies as black, Indigenous or people of colour	23%	Not disclosed	GRI 405-1
Corporate workforce identifies as 2SLGBTQIA+	1%	6%	GRI 405-1
Corporate workforce identifies as disabled	1%	6%	GRI 405-1

Learning and Development Goals for Colleagues	FY2022 <sup>4</sup>	FY2021 <sup>4</sup>
Number of colleagues that have completed two courses covering fundamental DEI topics	82,600	Not disclosed

Gender Pay Parity	FY2022	FY2021
Gender equity and advancing women through monitoring of pay gaps between genders	5.73%	7.86%

Additional Metrics for Advancing Women	FY2022	FY2021
Does the company have a Chief Diversity Officer <sup>5</sup>	Yes <sup>5</sup>	Not disclosed
Does the company have resource groups for women	Yes	Not disclosed
Percentage of women in senior management <sup>6</sup>	42%	Not disclosed
Percentage of women in middle management <sup>6</sup>	48%	Not disclosed
Percentage of women in non-managerial positions <sup>6</sup>	52%	Not disclosed
Percentage of women promoted <sup>6</sup>	47%	47%
Percentage of women new hires <sup>6</sup>	43%	46%
Percentage of women attrition <sup>6</sup>	45%	47%
Parental leave retention rate of women <sup>6,7</sup>	86%	59%

1 The Statistics Canada 2021 Census reports women representing 50% and members of visible minorities representing 26% of the Canadian population.

2 Self-identification data is collected through our HR Information System throughout the year, with race/ethnicity information being collected on a voluntary basis. In 2022, 57% of management and 90% of executives voluntarily disclosed their race or ethnicity.

3 Management includes corporate colleagues as defined by the methodology established in 2020.

4 This percentage is based on corporate retail, distribution centre and offices only. Franchise and Associate colleagues will be offered this training in 2023.

5 At Loblaw this role is assumed by the Vice President of Talent who reports directly to a member of the Management Board

6 This percentage is based on corporate retail, distribution centre and store support only. Franchise and Associate colleagues are not included.

7 This is the percentage of women employees that remained employed by the company 12 months after their return from parental leave out of all women employees that used parental leave during the previous fiscal year

# Supporting our Colleagues

<b>Learning and Development</b>	<b>FY2022</b>	<b>FY2021</b>	<b>Applicable Framework</b>
Number of courses offered (voluntary and mandatory)	3,000	3,000	
Number of courses completed by colleagues	2,000,000	3,000,000	

<b>Talent Recruitment</b>	<b>FY2022</b>	<b>FY2021</b>	<b>Applicable Framework</b>
Number of corporate colleague new hires	99,000	80,000	GRI 401-1
Talent recruitment ratio	1.02	1.01	

<b>Turnover</b>	<b>FY2022</b>	<b>FY2021</b>	<b>Applicable Framework</b>
Involuntary Turnover <sup>1</sup>	7%	5%	
Voluntary Turnover <sup>1</sup>	83%	51%	

<b>Labour Relations</b>	<b>FY2022</b>	<b>FY2021</b>	<b>Applicable Framework</b>
Number of collective bargaining agreements	360	350	GRI 102-41
Percentage of colleagues covered by collective bargaining agreements	79%	80%	FB-FR-310a.2
Average hourly rate for full-time and part-time corporate store and distribution centre colleagues	\$18.88	\$18.35	FB-FR-310a.1
Average hourly wage including fringe benefits for full-time and part-time corporate store and distribution centre colleagues	\$24.82	\$24.77	FB-FR-310a.1
Average hourly rate for full-time corporate store and distribution centre colleagues	\$25.70	\$25.34	FB-FR-310a.1
Average hourly wage including fringe benefits for full-time corporate store and distribution centre colleagues	\$36.76	\$36.13	FB-FR-310a.1
Percentage of in-store and distribution centre corporate colleagues earning in excess of the provincial minimum wage	80%	83%	FB-FR-310a.1
Number of work stoppages	1	0	FB-FR-310a.3
Total days idle	148	0	FB-FR-310a.1

<b>Health and Safety<sup>2</sup></b>	<b>FY2022</b>	<b>FY2021</b>	<b>Applicable Framework</b>
Total injury claims	3,434	3,610	
Total number of deaths	0	1	
Accident frequency	6.15	6.58	
Lost time frequency	2.97	3.15	

<b>Flexible Working Conditions</b>	<b>FY2022</b>	<b>FY2021</b>	<b>Applicable Framework</b>
The company offers options that allow flexibility over work hours	Yes	Yes	

<sup>1</sup> This percentage is based on corporate retail, distribution centre and store support only. Franchise and Associate colleagues are not included.

<sup>2</sup> Accident Frequency - an industry measurement that represents the number of total accidents per 100 full time employees

Lost Time Frequency - an industry measurement that represents the number of lost time accidents per 100 full time employees

Note: Prior year metrics are subject to change slightly from prior year reporting due to resolution of ongoing appeal processes.



# Community Investment

## Targets

- Presidents Choice Children's Charity™ (PCCC) will feed one million children annually by 2025
- Shoppers Drug Mart Foundation for Women's Health™ will support initiatives that improve women's access to care through providing \$50 million by 2026
- Presidents Choice Children's Charity™ (PCCC) will raise and donate \$150 million cumulatively to support and address childhood hunger and improve food skills by 2027
- Feed More Families™ will provide one billion pounds of food to community based charities by 2028

Progress Against Targets	FY2022	FY2021	Applicable Framework
Number of children fed by Presidents Choice Children's Charity™ (PCCC)	840,000	800,000	GRI 416-1
Funds provided by Shoppers Drug Mart Foundation for Women's Health™ to support initiatives that improve women's access to care	\$10,380,000	\$8,500,000	GRI 416-1
Amount cumulatively raised by Presidents Choice Children's Charity™ (PCCC) to support and address childhood hunger and improve food skills	\$89,000,000	\$66,000,000	GRI 416-1
Pounds of food provided through Feed More Families™	Not applicable	Not applicable	GRI 416-1

Investing in our Communities	FY2022	FY2021	Applicable Framework
Amount raised and donated by Presidents Choice Children's Charity™ (PCCC)	\$23,343,961	\$18,360,218	GRI 416-1
Amount raised and donated by Shoppers Drug Mart Life Foundation™	\$12,909,091	\$8,546,371	GRI 416-1
Amount donated to World Wildlife Fund (WWF) - Canada	\$450,000	\$450,000	GRI 416-1
Amount provided through the Loblaw Scholarship Fund	\$300,986	Not disclosed	GRI 416-1
Amount raised and donated to Food Banks and Food Recovery Agencies	\$61,333,006	\$43,608,164	GRI 416-1
Amount raised and donated to Disaster Relief & Humanitarian Response	\$2,245,073	\$606,159	GRI 416-1
Amount raised and donated to The Salvation Army	\$3,857,731	\$3,850,322	GRI 416-1
Amount raised and donated to Give a Little, Help a Lot	\$1,404,310	\$1,543,756	GRI 416-1
Amount raised and donated through store fundraising	\$1,087,259	\$709,000	GRI 416-1
Amount raised and donated through gift card discounts	\$6,047,209	\$6,342,987	GRI 416-1
Amount raised and donated through other fundraising	\$897,458	\$488,026	GRI 416-1
<b>Total</b>	<b>\$113,876,084</b>	<b>\$84,505,003</b>	

# Product Safety

Food Safety	Measurement Type	FY2022	FY2021	Framework
High-risk food safety violation rate	Number of incidents	0	0	FB-FR-250a.1 GRI 416-2
Number of food safety inspections performed by Provincial and Federal regulators	Number of incidents	768	719	FB-FR-250a.1 GRI 416-2
Percentage of violations that resulted in successful and timely resolutions	%	100%	100%	FB-FR-250a.1 GRI 416-2

Food Safety Recalls	Measurement Type	FY2022	FY2021	
1. Number of recalls	Number of units	28	22	FB-FR-250a.2 GRI 416-2
2. Number of units recalled	Number of units	Not applicable	Not applicable	FB-FR-250a.2 GRI 416-2
3. Percentage of units recalled that are private-label products	%	11%	9%	FB-FR-250a.2 GRI 416-2

Drug Safety Recalls	Measurement Type	FY2022	FY2021	
1. Number of drug recalls issued	Number of units	27	53	HC-DR-250a.2 GRI 416-2
2. Total units recalled	Number of units	Not disclosed	Not disclosed	HC-DR-250a.2 GRI 416-2
3. Percentage for private-label products	%	0	Not disclosed	HC-DR-250a.2 GRI 416-2

Medication and Sharps Returns	Measurement Type	FY2022	FY2021	Framework
Unused or expired medication returned	Kilograms	279,000	266,000	
Biomedical sharps returned	Kilograms	245,000	242,000	

Apparel and Footwear Safety Recalls	Measurement Type	FY2022	FY2021	Framework
1. Number of recalls issued	Number of units	0	Not disclosed	
2. Total units recalled	Number of units	Not applicable	Not disclosed	

Product Labeling & Marketing	Measurement Type	FY2022	FY2021	Framework
Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes	Number of incidents	0	0	FB-FR-270a.1 GRI 417-2
Total amount of monetary losses, as a result of legal proceedings associated with marketing and/or labeling practices	Dollar amount	0	0	FB-FR-270a.2 GRI 417-3

# Privacy and Data Security

Number of Data Security Breaches	FY2022	FY2021	Framework
Food Retail	0	0	FB-FR-230a.1 GRI 418-1
Drug Retail	0	0	HC-DR-230a.2 GRI 418-1
Consumer Finance	0	0	FN-CF-230a.1 GRI 418-1
Apparel, Accessories and Footwear	0	0	GRI 418-1

Percentage of Data Security Breaches Involving Personally Identifiable Information	FY2022	FY2021	Framework
Food Retail	Not applicable	Not applicable	FB-FR-230a.1
Drug Retail	Not applicable	Not applicable	HC-DR-230a.2
Consumer Finance	Not applicable	Not applicable	FN-CF-230a.1
Apparel, Accessories and Footwear	Not applicable	Not applicable	

Number of Customers Affected by Data Security Breaches	FY2022	FY2021	Framework
Food Retail	Not applicable	Not applicable	FB-FR-230a.1
Drug Retail	Not applicable	Not applicable	HC-DR-230a.2
Consumer Finance	Not applicable	Not applicable	FN-CF-230a.1
Apparel, Accessories and Footwear	Not applicable	Not applicable	



# Supply Chain Compliance Program

Factory Compliance Audits	FY2022	FY2021
Number of suppliers	700	800
Number of facilities <sup>1</sup>	1,400	2,000
Number of audits conducted	1,200	1,000
Percentage of facilities audited	86%	50%
Number of permanent delistings	10 <sup>2</sup>	3 <sup>3</sup>

Our Salient Human Rights Risks	
Forced labour	Situations in which persons are coerced to work using violence or intimidation, or by more subtle means such as accumulated debt, retention of identity papers, or threats of denunciation to immigration authorities.
Child labour	Work that is mentally, physically, socially, or morally dangerous and harmful to children; and/or interferes with their schooling by depriving them of the opportunity to attend school, obliging them to leave school prematurely or requiring them to attempt to combine school attendance with excessively long and difficult work. The International Labour Organization Convention establishes minimum age requirements for many jurisdictions, which varies by local regulations.
Discrimination, Harassment, and Abuse	Unequal treatment, directly or indirectly, on various grounds including race, ethnicity, sex, language, religion, political or other opinion, national or social origin, property, and birth or other status (such as sexual orientation or health status, for example having HIV/AIDS). Harassment and abuse include but are not limited to violence, corporal punishment, harsh or degrading treatment, sexual or physical harassment or mental, physical, verbal, or sexual abuse.
Livelihoods	This includes conditions related to maximum working hours, days off, fair wages, job security, social security, and benefits. The right to an adequate standard of living requires, at a minimum, that everyone shall enjoy the right to necessary subsistence, including the following: adequate food and nutrition, clothing, housing, and necessary conditions of care when required.
Occupational Health and Safety (OHS)	The protection of workers from exposure to short- and long-term risks at work to reduce workplace injuries and illness and promote worker wellbeing.

Apparel, Accessories and Footwear Supplier Activity Metrics	FY2022	FY2021	Applicable Framework
Number of (1) Tier 1 suppliers	83	92	CG-AA-000.A
Number of (2) suppliers beyond Tier 1	27	30	CG-AA-000.A

<sup>1</sup> As part of ongoing efficiency work related to our supply chain processes, in 2022, we rationalized the reporting of audits. As a result, we removed from the definition of Facilities, those facilities that had been inactive or blocked for a period of 3 years or more. The figures in the table above reflect this changed approach.

<sup>2</sup> Delistings were due to one or more of suspected child labour, attempted bribery, and building structural/fire safety concerns.

<sup>3</sup> Delistings were due to one or more of unauthorized contracting and/or attempted bribery.