



## Responsible Sourcing Standards - Frequently Asked Questions

### 1. What is the difference between the Responsible Sourcing Policy and the Responsible Sourcing Standards?

The Responsible Sourcing Policy and the Responsible Sourcing Standards are the two key documents of Woolworths' new Responsible Sourcing Program. The Responsible Sourcing Policy outlines our overarching commitment and approach to human rights in our upstream supply chain. The Responsible Sourcing Standards are a key way that we implement the Policy commitments. They include comprehensive criteria on business integrity, labour rights, fair and safe working conditions and environmental compliance.

### 2. Who is in scope of the Responsible Sourcing Policy?

All suppliers that have a direct relationship with any Woolworths Group business for goods or services are in scope of the Responsible Sourcing Policy. It is a part of doing business with the Woolworths Group.

### 3. Who is in scope of the Responsible Sourcing Standards?

The Responsible Sourcing Standards apply to all suppliers that have a direct relationship with any Woolworths Group business for goods or services (other than suppliers of branded goods or services).

### 4. If I am a supplier in scope of the Standards, what do I need to do to comply?

There are a number of different actions suppliers may be required to complete in order to verify compliance with the Standards. Woolworths will advise suppliers of their compliance requirements. These include, but are not limited to:

- Attending training & education
- Completing a supplier self -assessment questionnaire
- Submitting an audit under our third party social compliance 'mutual recognition' scheme
- Agreeing to and implementing a corrective action plan / demonstrating continuous improvement

### 5. If I am a supplier in scope of the Standards, when do I have to comply by?

All in scope suppliers will have a phase in period to demonstrate compliance with the Standards. This period varies from 6-18 months according to the suppliers' categorisation. Suppliers will receive further communication from their Woolworths business partner.

### 6. What is a 'mutual recognition' audit scheme?

There are many responsible sourcing audit schemes in operation throughout the world. In order to reduce duplication for suppliers and align with key international best practice standards, Woolworths will not issue specific audits against the Woolworths Responsible Sourcing Standard. Instead, Woolworths now accepts six well recognised industry schemes as part of our compliance checks against our Standards. These are:

- Amfori Business Social Compliance Initiative (BSCI)
- Supplier Ethical Data Exchange (Sedex) and SMETA
- Social Accountability (SA) 8000
- International Councils of Toy Industries (ICTI) Ethical Toy Program
- Worldwide Responsible Accredited Production (WRAP)
- Global Good Agricultural Practices (GAP) G.R.A.S.P