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Responsible Sourcing Guidelines

1. Our Commitment to Human Rights

As part of the Woolworths Group, Woolworths MarketPlus has a deep commitment to uphold respect for human rights in alignment with the Woolworths Group **Human Rights Policy**. People are the core of our business - our customers, team members, suppliers, and the workers in our global supply chains.

Woolworths Group's Human Rights Policy applies to Woolworths Group's operations, businesses, sellers and all suppliers. This Policy forms part of the terms of engagement for doing business with Woolworths Group, including a requirement to do all things required and necessary to mitigate or reduce modern slavery risks in suppliers' own operations and supply chains. In doing all things required and necessary, we expect suppliers to communicate this Policy to their own suppliers and/or contractors and extend the principles of this Policy throughout their operations and supply chain.

If we become aware of any seller in breach of this Policy, they may face suspension or the removal of their store from our platforms.

Woolworths Group is committed to respecting the human rights of our own team members, workers in our supply chain, the communities where we operate, and others affected by our activities and business relationships in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs).

We are committed to respecting internationally recognised human rights including those set out in the International Bill of Human Rights consisting of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights. We are also committed to respecting the fundamental rights set out in the International Labour Organisation's (ILO) Declaration on the Fundamental Principles and Rights at Work and its related core conventions. These include: the right to a safe and healthy working environment, the right not to be subject to forced labour, child labour or discrimination in respect of employment and occupations, and freedom of association and the right to collective bargaining.

We are committed to respecting all internationally recognised human rights through our operations and supply chain, while placing specific efforts on the rights that are most relevant to our activities and business relationships.

2. Reporting and Investigation

We are committed to providing avenues for affected individuals, workers or communities to raise human rights grievances without fear of retaliation, intimidation, harassment, discrimination or victimisation. We provide a Speak Up service for our team members and our suppliers (and their workers) as a mechanism by which human rights concerns can be raised confidentially and, if desired, anonymously. Our supplier Speak Up service can be accessed by workers in a number of different languages, with supporting materials available to communicate this service to workers.

We expect sellers to have their own effective grievance mechanism, which embeds the UNGP's eight effectiveness criteria for company grievance mechanisms. Sellers are expected to have policies and mechanisms to protect whistleblowers who report violations. All complainants should be protected from retaliation and every grievance should be investigated.

3. Seller Responsible Sourcing Principles

3.1 Introduction

We expect all sellers to conduct business ethically and responsibly. The below principles outline our expectations of sellers, fostering a commitment to fair and socially and environmentally responsible business practices. We expect sellers to communicate these principles to their own operations and supply chains.

3.2 Key Principles

3.2 (a) Compliance with Local Laws

Sellers are required to comply with all applicable workplace health and safety laws. This includes providing a safe and healthy working environment, implementing safety protocols, and regularly reviewing and improving workplace safety measures.

Sellers must have processes in place to make sure that workers are paid all salaries and wages in compliance with applicable workplace laws, including workplace health and safety laws. Additionally, workers cannot work excessive hours, and seller's must comply with relevant labour laws regarding working hours and overtime.

Sellers must not engage in any form of bribery or corruption. This includes but is not limited to offering, giving, receiving, or soliciting any form of bribes, kickbacks, or inappropriate payments.

Sellers must comply with all sanctions laws including all import, export and re-export that may apply to goods or services.

3.2 (b) Management Systems and Training

We believe that robust management systems, including hiring, disciplinary and termination practices, are important for suppliers to build and develop in order to support compliance requirements and sustainability goals. Sellers are responsible for establishing these management systems to support their operations.

3.2 (c) Social and Labour Standards

All workers must be treated with respect and dignity. Sellers must uphold workers' human rights including the promotion of workers' rights to freedom of association.

Sellers shall not engage in or support the use of child labour, forced labour, involuntary workers, human trafficking, or any form of modern slavery (including but not limited to specific modern slavery indicators of debt bondage, passport or identity document retentions or excessive overtime). All workers must be employed voluntarily, including overtime, and sellers must take steps to ensure that their supply chain is free from such practices.

Sellers are expected to follow anti-discrimination practices in all aspects of their operations. Discrimination based on race, gender, religion, age, disability, or any other protected status is strictly prohibited.

3.2 (d) Environmental Standards

Sellers must comply with all applicable environmental protection laws. This includes sustainable sourcing practices, waste reduction, and adherence to regulations aimed at minimising the environmental impact of business operations.

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