

Fiscal Year 2022 Environment Social Governance (ESG) Material Topic Definitions

Stakeholders provided input on the list of topics defined below. These topics were informed by peer, industry and leading practices and sustainability reporting standards such as the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB).

PEOPLE

Health, safety & well-being	Protecting and promoting the psychological and physical health and safety of workers, contractors, and subcontractors.
Community investment	Engaging communities in which Empire works through programs that involve outreach and investment to create a societal impact.
Employee development & experiences	Providing employee education, and training and development opportunities to build talent and improve employee retention. Creating a workplace of choice with competitive wages, high-quality benefits, and a company culture that fosters engagement, advancement opportunities, and purpose.
Diversity, equity & inclusion	Building a diverse and inclusive workplace and supply chain to provide equal opportunities while leveraging diversity to achieve a competitive business advantage.
Customer experience & engagement	Providing our customers with sustainable food choices that meet their needs, while raising awareness and educating them through in-store and digital platforms.

PLANET

Climate change	Managing greenhouse gas (GHG) emissions associated with Empire's owned or controlled assets and operations; implementing solutions to address climate change and mitigate its impacts.
Energy management	Reducing energy consumption and intensity of Empire's operations and supply chain.
Food waste	Working across the Empire's value chain to avoid, reduce, and recover food waste in stores and supply chain while also engaging customers to reduce waste at home.
Plastics & packaging	Adopting packaging practices that reduce unnecessary materials, encourage reuse, and improve recyclability and circularity.

PRODUCTS

Product quality & safety	Ensuring that products manufactured and sold in stores are safe for customers and meets the highest safety and legal requirements.
Health & nutrition	Making it easier for customers and employees to make healthier and more nutritious choices.
Responsible sourcing	Developing and following procurement practices (e.g., traceability and transparency) that mitigate environmental and social risks and maximize positive impact in the supply chain.
Human rights	Upholding human rights and protecting against forced labor and human trafficking within operations and across the value chain.
Animal welfare	Supporting the respectful treatment of all livestock animals within our supply chain in line with industry policies and standards.

GOVERNANCE

Responsible governance	Ensuring strong and effective governance practices and accountability.
Business ethics	Operating in an ethical way and in compliance with applicable regulations.
Data security	Ensuring security, privacy and protection of data, including of personally identifiable information of customers.
Risk & crisis management	Evaluating and managing risks and crises with the potential to affect business operations or ability to achieve corporate objectives.