



Environmental Management Governance

Board Oversight



Corporate Governance and Social Responsibility Committee

Provides oversight over material environmental issues

→ **Frequency:** Quarterly updates from the Senior Vice President, Innovation, Sustainability and Strategy

Management Oversight



Executive Committee

Provides strategic input, oversight and approval on material environmental issues, including climate change, food waste, animal welfare, etc.

→ **Frequency:** Updates from the Senior Vice President, Innovation, Sustainability and Strategy, as needed

Enablers

Sustainability Team: All our teammates have a role to play in helping to protect the environment, managing the impacts of our work on the air, water, soil and on biodiversity. As a functional area, environmental management is under the responsibility of the national Sustainability team, which is part of a broader department led by our SVP Innovation, Sustainability and Strategy. The sustainability team works cross-functionally across our business to implement an environmental management system, which includes:

- Ensuring compliance to environmental regulations
- Implementing programs and processes to execute the commitments in our Environmental Policy
- Overseeing audits to ensure compliance to the policy
- Taking action to address breaches
- Ensuring continuous improvement to minimize environmental impacts

Initiative based working groups:

- **Sustainability Committee (Quebec):** Quarterly meetings with merchants
- **Climate Action:** Climate Action Workstream (as part of the Sustainable Business Council to be established in FY 2023)
- **Food Waste:** Second Harvest and Sustainability Committee (weekly)
- **Plastics & Packaging:** Plastics Action Committee (established in FY 2023)
- **Animal Welfare:** Animal Welfare Working Group (as needed)
- **Ethical and Sustainable Sourcing:** Own Brands – Sustainability Working Group (monthly)

Functional teams:

- Operations
- Sourcing & Merchandising
- Strategic Sourcing

Partners

