

# Fiscal Year 2023 Sustainability Accounting Standards Board (SASB) Food Retailers & Distributors Index

Below is our 2023 SASB Index for the Food Retailers and Distributors Standard (Version 2018-10). Unless otherwise noted, all metrics in our SASB Index are based on the fiscal year 2023 for our corporate stores across retail grocery banners and distribution centers, excluding pharmacy sites.

Topic	Accounting Metric	Codes	2023		
			Sobeys Inc.	Longo's	Farm Boy
Fleet Fuel Management	Fleet fuel consumed, percent renewable	FB-FR-110a.1	859,290 GJ, 0% renewable (CY 2022)	42,050 GJ, 0% renewable (CY 2022)	64,110 GJ, 0% Renewable (CY 2022)
Air Emissions from Refrigeration	(1) Gross global Scope 1 emissions from refrigerants (MtCO2e)	FB-FR-110b.1	145,640 tCO2e (CY 2022)	2,870 tCO2e (CY 2022)	65,490 tCO2e (CY 2022)
	(2) Percentage refrigerants consumed with zero ozone depleting potential	FB-FR-110b.2	93% (CY 2022)	97% (CY 2022)	Data not available at this time
	(3) Average refrigerant emissions rate	FB-FR-110b.3	7% (CY 2022)	13% <sup>1</sup>	Data not available at this time
Energy Management	(1) Operational energy consumed (GJ)	FB-FR-130a.1	5,508,010 GJ (CY 2022)	430,160 GJ (CY2022)	337,240 GJ (CY 2022)
	(2) Percentage grid electricity		61% (CY 2022)	57% (CY 2022)	59% (CY 2022)
	(3) Percentage renewable		0% renewable energy	1% renewable energy	0% renewable energy

<sup>1</sup> This number excludes a system leak at one location due to damage by a contractor. Including the leak of the entire system, the average refrigerant emissions rate for CY 2022 is 15%

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<b>Food Waste Management</b>	Amount (MT) of food waste generated percentage diverted from the waste stream	<b>FB-FR-150a.1</b>	Since 2016, we have reduced the amount of surplus food generated per square foot by 27% across our corporate stores (as of December 2022). <sup>2</sup>	Almost 7000 tonnes of organic waste were diverted from landfill and used as feed for animals.	Data not available at this time.
<b>Data Security</b>	(1) Number of data breaches	<b>FB-FR-230a.1</b>	Please see the Cyber Security & Data Protection section in our 2023 Sustainable Business Report.	In fiscal 2023, we did not experience any material internal data breach.	In fiscal 2023, we did not experience any material internal data breach.
	(2) Percentage involving personally identifiable information (PII)				
	(3) Number of customers affected				
	Description of approach to identifying and addressing data security risks	<b>FB-FR-230a.2</b>	We have multiple controls in place to protect data, including access control, encryption, endpoint detection and response, antivirus systems, multifactor authentication, application security and 24/7 event log monitoring. Our cyber security awareness program equips employees to make informed decisions to protect our business from cyber threats. This includes monthly office-wide phishing campaigns and regular cyber security	We have various controls and practices in place to minimize cyber security risks. To date, we have implemented endpoint detection and response tools, antivirus software, application security and 24/7 event monitoring. We also have a cyber security awareness program in place that shares best practices with our team members, so they know how to make informed decisions to protect our organization from any threats as well as to report	We have access control with role-based access restrictions, encryption, endpoint detection and response, antivirus systems, multifactor authentication for offsite virtual private network (VPN) access, application security and 24/7 event log monitoring. We are investing in a number of initiatives to continue strengthening our data protection. We also have a cyber security awareness program in place that shares best practices with

<sup>2</sup> Please note that the reported value for CY 2022 includes an estimate to account for the weeks impacted by the cyber security event we experienced in 2022.

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			articles highlighting new and prevalent threats on our company's SharePoint news site (The Market), weekly yammer community posts, desktop screen savers and digital signage. We also provide cyber security quarterly updates and mandatory annual security awareness training. Remedial phishing awareness training is enforced for those who fail simulated phishing tests.	suspicious activity. In addition, we run targeted phishing campaigns throughout the fiscal year.	our team members, so they know how to make informed decisions to protect our organization from any threats as well as to report a suspicious activity. On a regular basis we send security awareness communications to our employees and will be integrating this knowledge into our new learning management system.
Food Safety	High-risk food safety violation rate	<b>FB-FR-250a.1</b>	Of the 2336-food safety grocery store audits performed in fiscal 2023, 99.7% passed without exception and the remaining were addressed promptly. Out of 54 retail support centre (RSC) audits, 94% passed without exception and the remaining were addressed promptly.	All stores receive two audits throughout the fiscal year, including a detailed compliance assessment of security, health and safety, and food safety. Out of a total of 72 audits, 100% passed and were classified as "low risk".	Of the 89 food safety retail audits performance in fiscal 2023, 88 passed without exception. One store received an auto-fail result, which was addressed promptly.
	(1) Number of recalls	<b>FB-FR-250a.2</b>	There were 69 national and Own Brands recalls in fiscal 2023.	There were 12 national recalls in fiscal 2023.	There were 26 national and Private Label brand recalls in fiscal 2023.
	(2) Number of units recalled		Data not available at this time.	Data not available at this time.	Data not available at this time.

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	(3) Percentage of units recalled that are private-label		4% of the total recalls were for Own Brands products.	0% of total recalls were for Private Label products.	24% of the total recalls were for Private Label products.
<b>Product Health &amp; Nutrition</b>	Revenue from products labeled and/or marketed to promote health and nutrition attributes	<b>FB-FR-260a.1</b>	Our Own Brands, primarily within the Compliments brand, offer more than 573 products that address our customers' specific health and nutritional requirements and choices, including: gluten-free, plant-based, organic, raised without antibiotics, Naturally Simple, no artificial colours or flavours, vegan and vegetarian. While we do not disclose revenue amounts, there was growth in revenue for this product type of over 15% in fiscal 2023 compared to the previous fiscal year.	We have 100+ Private Label products that promote health and nutrition attributes including no artificial colours, no artificial flavours, vegan, gluten-free, organic, raised without antibiotics and vegetarian offerings. While we do not disclose revenue amounts, there was growth in revenue for our Private Label brands of over 16% in fiscal 2023 compared to previous fiscal year.	Data not available at this time.
	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	<b>FB-FR-260a.2</b>	New product development is guided by research, science, and trends in the marketplace. Nutrition and health claims are validated through third-party accredited laboratory analysis. Organic, gluten-free and plant-based products are third-party audited	We use market and consumer trends, validated by research and data to identify new product development opportunities. All our packaging copy, including nutritional and health claims, are certified through third-party lab analysis.	Nutrition and health claims are validated through third-party accredited laboratory analysis.  Organic,gluten-free, and plant-based products are third-party audited to an accredited certification scheme if claiming certified.

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			to an accredited certification scheme.	We also rely on our supplier partners to identify new trends and assist in the management of our customers' nutritional health concerns.	
Product Labeling & Marketing	Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes	FB-FR-270a.1	Zero reported incidents (i.e. no findings of non-compliance with regulatory labelling and marketing practices per the Canadian Code of Advertising Standards because of adverse rulings by the Advertising Standards Council of Canada (ASC)).	Zero reported incidents (i.e. no findings of non-compliance with regulatory labelling and marketing practices per the Canadian Code of Advertising Standards because of adverse rulings by the Advertising Standards Council of Canada (ASC)).	Data is under investigation.
	Total amount of monetary losses from legal proceeding related to marketing / labelling practices	FB-FR-270a.2	Zero monetary losses as a result of court judgements associated with marketing and/or labelling practices	Zero monetary loses as a result of court judgements associated with marketing and/or labelling practices.	Zero monetary losses as a result of court judgements associated with marketing and/or labelling practices.
	Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	FB-FR-270a.3	Our Own Brands offer 174 SKUs that are third-party certified to Canadian organic standards. As certified organic products, these products are non-GMO. While we do not disclose revenue amounts, there was growth in revenue for this product type of over 11.6% in fiscal 2023 compared to the previous fiscal year.	As per organic standards, our Longo's organic private brands products are non-GMO and third-party certified. While we do not disclose revenue amounts, there was growth in revenue in our Longo's organic Private Labe; brands products just shy of 1% in fiscal 2023 compared to the previous fiscal year.	Data not available at this time.

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Labor Practices	Average hourly wage	FB-FR-310a.1	Our average national hourly wage for all corporate, part-time, full-time and casual employees in both our retail stores and distribution centres is \$20.70. Including benefits, our average hourly rate is \$23.80.	The average hourly wage for all corporate, retail, distribution centre, grocery gateway and central kitchen employees is \$17.60 including students, part-time and full-time. Excluding students and including benefits, the average hourly rate is \$22.90.	The average hourly wage is \$18.10 for hourly employees (as of 18 May 2023).
	Percentage of in-store and distribution center employees earning minimum wage, by region		More than 82% of in-store and distribution centre employees earn more than minimum wage.	100% of active hourly employees in retail and distribution centres are earning at least minimum wage.	87% of the total company hourly employees earn more than the minimum wage.
	Percentage of active workforce covered under collective bargaining agreements	FB-FR-310a.2	National average of workforce covered by collective bargaining agreement is 36%.	National average of workforce covered by collective bargaining agreement is 0%.	National average of workforce covered by collective bargaining agreement is 0%.
	1) Number of work stoppages 2) Total days idle	FB-FR-310a.3	During fiscal 2023, we had no work stoppages.	Not applicable.	Not applicable.
	Total monetary losses from legal proceedings associated with (1) labour law violations, (2) employment discrimination	FB-FR-310a.4	Zero monetary losses as a result of labour board or human rights tribunal judgements associated with labour law violations or employment discrimination.	Zero monetary losses as a result of labour board or human rights tribunal judgements associated with labour law violations or employment discrimination.	\$6000 paid as a result of a wrongful dismissal claim that was settled.

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Management of Environmental and Social Impacts in Supply Chain	Revenue from products third-party certified to environmental or social sustainability sourcing standard	FB-FR-430a.1	Sobeys Own Brands offer 267 SKUs that are third-party certified to an environmental and/or social standard. While we do not disclose revenue amounts, there was growth in revenue for this product category of over 14.3% in fiscal 2023 compared to the previous fiscal year.	Longo's Private Label offers 33 SKUs of fresh and frozen seafood that are third-party certified to an environmental and/or social standard. While we do not disclose revenue amounts, there was a decline in revenue for this product category by 19.3% in fiscal 2023 compared to the previous fiscal year.	Data not available at this time.
	Percentage of revenue from (1) eggs that originated from a cage-free environment, (2) pork produced without the use of gestation crates	FB-FR-430a.2	(1) We offer over 75 cage-free egg options from our 100% Canadian suppliers. In the past year, our Sobeys and Safeway brands have expanded our presence of cage-free eggs on shelves to represent 33% of our egg space. We also offer an expanded variety of eggs from enriched housing and are working with our suppliers to expand this future industry minimum standard. In fiscal 2023, our cage-free eggs represented 17% of total egg sales. Including enriched housing, this increases to 19% of sales.	(1) We have 30 SKUs in Dairy with egg sales (this includes the egg whites). In just shelled eggs, we have 14 SKUs. 36% of sales are Enriched Coop and 34% of sales are Free Range. In total we have 70% of sales of free range or enriched coop, with 69% of space dedicated to these as well.	Data not available at this time.

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			<p>(2) As part of our broad commitment to animal welfare, we are making progress on our goal to source pork from producers using gestation crate-free housing systems. Our supplier partners are aligned with and currently implementing Canadian industry animal welfare standards, which includes requirements for sows to be accommodated in loose housing systems<sup>3</sup> during gestation. Raw materials for our Own Brands lean ground pork come from different sources who are at different points in their transition to these systems. Our suppliers estimate that by the end of CY 2023, between 62%-67% of the sows for our Own Brands lean ground pork will be raised in fully or partially compliant loose housing systems.</p>	<p>(2) Our supplier partners are aligned with and currently implementing Canadian industry animal welfare standards, which includes requirements for sows to be accommodated in loose housing systems during gestation. Our pork is provided by three Canadian producers. One producer raises 100% of pork without the use of gestation crates. The remaining two producers estimate that about 60% of the sows for our pork are raised in loose housing systems.</p>	

<sup>3</sup> Loose housing is defined as systems that allow for the housing of sows in group pens during their gestation period. For the safety of the animals and caregivers, sows are housed in stalls during their nursing and breeding stages.



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	Discussion of strategy to manage environmental and social risks within the supply chain, including animal welfare	<b>FB-FR-430a.3</b>	Please see the Ethical and Sustainable Sourcing section in our 2023 Sustainable Business Report.		
	Discussion of strategies to reduce the environmental impact of packaging	<b>FB-FR-430a.4</b>	<p>Our approach to reduce the environmental impact of packaging is aligned with the Government of Canada's Action Plan on Zero Plastic Waste. We support the federal government's mandate to reduce plastic waste and improve reuse and value recovery. To this end, we are committed to reducing plastic waste in our Own Brands and in our operations. We are leaders in plastics reduction. Since our elimination of single-use plastic checkout bags in fiscal 2021, we have eliminated additional single-use plastic categories including plastic straws, stir sticks and cutlery from our supply chain in fiscal 2023, ahead of the federal ban on these products. Building on this momentum, we are pursuing a multi-year Plastic Action Plan.</p>	<p>Our approach to reducing the environmental impact of packing is aligned with the Government of Canada's Action Plan on Zero Plastic Waste. We have taken steps to reduce plastic in stores (e.g. we eliminated single-use plastics checkout bags at the end of 2022). Building on this momentum, we are committed to reducing plastic waste in our Private Label products. We are also focused on reducing unnecessary and hard-to-recycle single-use plastics beyond our Private Label range, increasing the use of post-consumer recycled (PCR) plastic material in our packing and researching and exploring compostable materials for packaging.</p>	<p>Our approach to reducing the environmental impact of packing is aligned with the Government of Canada's Action Plan on Zero Plastic Waste. We have taken steps to reduce plastic in stores (e.g. we eliminated single-use plastics checkout bags in 2021). We continue to seek ways to reduce our carbon footprint and environmental impacts, including ongoing work to reduce hard-to-recycle single-use plastics, transitioning to sustainable packaging solutions and increasing recycling opportunities and processes in our operations. In fiscal 2024 we are focused on transitioning away from the use of polystyrene trays.</p>

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			We are working towards setting targets in key action areas of our Plastics Action Plan. These targets will focus on reducing unnecessary and hard-to-recycle single-use plastics within our Own Brands and operations, increasing the use of post-consumer recycled (PCR) plastic material in our packaging, leading on circularity in our stores and e-commerce and engaging with customers to reduce plastic waste at home.		
Activity Metrics	Number of retail locations and distribution centers	FB-FR-000.A	Retail sites: 1,982 Distribution centers: 24	Retail sites: 37 E-commerce (Grocery Gateway): 1 Distribution Centres: 1	Retail Sites: 47 Distribution Centres: 3
	Total area of retail space and distribution centers	FB-FR-000.B	Retail sites: 41,921,413 sq. ft	Retail sites: 1,565,229 sq. ft.	Retail Sites: 1,079,613 sq. ft.
	Number of vehicles in commercial fleet	FB-FR-000.C	Tractors: 388 Trailers: 1635 Voila Delivery Vans: 433	Tractors: 6 Trailers: 47 Straight Trucks: 2 Grocery Gateway: 31 vehicles	Logistics is all third party.
	Ton miles travelled	FB-FR-000.D	Data not available at this time.	Data not available at this time.	Data not available at this time.

# Fiscal Year 2023 Sustainability Accounting Standards Board (SASB) Drug Retailers Index

Below is our 2023 SASB Index for the Drug Retailers (Version 2018-10). All metrics in our SASB Index are based on the fiscal year 2023 for Sobeys Inc. pharmacy stores.

Topic	Codes	Accounting Metrics	FY 2023
Energy Management in Retail	HC-DR-130a.1	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	(1) 77,462 GJ for all Lawtons Drugs locations' (2) 88% grid electricity (3) 0% renewable
Data Security & Privacy	HC-DR-230a.1	Description of policies and practices to secure customers' protected health information (PHI) records and other personally identifiable information (PII)	<p>Our pharmacy teams meet legislated and professional responsibilities for informed consent from clients for collection, use and disclosure of their PHI and PII. Unnecessary information is not collected.</p> <p>Appropriate physical, technical, administrative and personnel security controls are in place to protect PHI and PII . Pharmacies are restricted access areas, limited to authorized personnel, with physical barriers, alarms and security monitoring. Systems are protected by IT security processes. System access is restricted, logged and audited. Activities are role-based and undertaken under the oversight of the pharmacy manager (licensee) and other registered staff—individuals with professional obligations to uphold confidentiality and security of patient information.</p> <p>Robust operational standards are in place to implement our privacy policy as well as requirements set forth in privacy and professional legislation. These operational standards are reviewed regularly (annually, following changes to privacy legislation and when required following incident analysis). Updates are approved by in-house counsel and the pharmacy operations team and communicated electronically to all pharmacy staff.</p> <p>All pharmacy employees complete privacy training upon hire and undertake an annual policy review and acknowledgement process. Procedures are in place and monitored to ensure policy compliance and to ensure that complaints or incidents are reported, investigated and responded to effectively. Document retention standards are in place, including direction on secure destruction at the end of the retention period.</p>
	HC-DR-230a.2	Number of data breaches	Please refer to Sustainable Business Report (SBR) 2023, Cyber Security & Data Protection section

*The in-store pharmacy location energy consumption is captured in SASB Food Retailers – Energy management section*

Topic	Codes	Accounting Metrics	FY 2023
	HC-DR-230a.2	Percentage involving (a) personally identifiable information (PII) only and (b) protected health information (PHI)	Please refer to SBR 2023, Cyber Security & Data Protection section
		Number of customers affected in each category, (a) PII only and (b) PHI	Please refer to SBR 2023, Cyber Security & Data Protection section
	HC-DR-230a.3	Total amount of monetary losses because of legal proceedings associated with data security and privacy	Please refer to SBR 2023, Cyber Security & Data Protection section
Drug Supply Chain Integrity	HC-DR-250a.1	Description of efforts to reduce the occurrence of compromised drugs within the supply chain	<p><b>Pharmaceuticals:</b> Our pharmacies only purchase pharmaceuticals through authorized channels—primarily through licensed wholesaler partners and rarely through such initiatives as the Health Canada Special Access Program. When there is a recall, manufacturers/wholesalers directly notify pharmacies with purchase history and the pharmacy team undertakes the required steps as directed by the manufacturer and wholesaler based on the type and depth of the recall. We also take extra steps as a company to advise our pharmacies about recalls and to confirm recall action is taken. We may direct our pharmacies to take additional actions beyond what is strictly required by the issued recall based on assessment of the available recall information and optimal patient management. Each pharmacies' physical environment, including its cold chain where applicable, is maintained and monitored to ensure product integrity. Procedures are available to manage inventory during emergencies including power outages and natural disasters (e.g. fires, floods), as well as during cold chain breaks.</p> <p>Product complaint and adverse reaction reporting procedures follow aligned processes regardless of product source/category.</p> <p><b>Private Label OTC:</b> Sobey's Own Brand team only purchase over the counter (OTC) non-prescription products from Market Authorization Holders (MAHs) licensed by Health Canada.</p> <p>A Pharmacovigilance Agreement (PV) between Sobey's and our suppliers is in place which outlines the management and handling of adverse drug reaction complaints.</p>

Topic	Codes	Accounting Metrics	FY 2023
			<p>When a complaint is received, Sobeys Customer Care will collect the complaint details and notify our Own Brands Quality Assurance (QA) Team. A QA team member will forward the complaint information and, where applicable, customer consent and a product sample, to the supplier for investigation and follow-up.</p> <p>The supplier will contact the customer to obtain additional complaint details needed for a medical review and determine if the complaint is a serious adverse drug reaction or if there is an unusual failure in efficacy. The supplier then reports serious adverse drug reactions or if there is an unusual failure in efficacy complaints to Health Canada and ensures adverse reaction reporting requirements are met. Suppliers also provides details of their findings to Sobeys. Sobeys and the supplier will both agree on a resolution and, where applicable, will follow up with customer and close the complaint.</p> <p>As per the PV agreement, Sobeys will send a quarterly summary of the complaints that Sobeys had forwarded to the supplier during that quarter and the supplier will reconcile this list against its files. If applicable, the supplier will notify Sobeys of any discrepancies and vice-versa.</p>
	HC-DR-250a.2	Number of drug recalls issued	As we do not manufacture or wholesale prescription drugs, we do not issue recalls. In 2022, our pharmacies were notified of/responded to 20 pharmaceutical recalls received via wholesalers. Two Own Brands OTC withdrawal/recalls were enacted in 2022 due to product stability and labeling.
		Total units recalled	We are not prepared to disclose at this time.
	Percentage for private-label products		
Management of Controlled Substances	HC-DR-260a.1	Percentage of controlled substance prescriptions dispensed for which a prescription drug monitoring program (PDMP) database was queried	We will provide commentary on this question. Most provinces have some form of provincial electronic health record/drug information system that serves as a record of all the medications received by a patient. In some jurisdictions, automated drug utilization review occurs against this record during the dispensing process. As regulated professionals, pharmacists are responsible to ensure that any medication dispensed to a patient (including but not limited to controlled substances) is appropriate and are thus responsible to take steps to obtain the information needed to make this assessment.

Topic	Codes	Accounting Metrics	FY 2023
	HC-DR-260a.2	Total amount of monetary losses as a result of legal proceedings associated with controlled substances	We are not prepared to disclose at this time.
Patient Health Outcomes	HC-DR-260b.1	First fill adherence rate	We will provide commentary on this question. Pharmacists, as medication managers, are well positioned to help improve medication adherence and in turn to positively impact health outcomes. Our national pharmacy teams offer individualized patient care plans, automatic refill programs/refill reminders, compliance packaging solutions and tailored medication information to support patient understanding and adherence. We are committed to diversity, equity and inclusion (DE&I) across our business, including in our pharmacies. In addition to taking steps to increase diversity within our pharmacy teams, we also support our pharmacy workers to understand the experience of historically underrepresented groups within the health care system so they can apply that knowledge to patient-centred care.
	HC-DR-260b.2	Description of policies and practices to prevent prescription dispensing errors	<p>We have comprehensive standards in place to prevent quality related events, including dispensing errors. This includes standard prescription checkpoints, general quality practices and particular processes for special patient populations and high-risk medications. Technology (e.g. product scanning; automation) is used to support verification processes where possible.</p> <p>Pharmacy employees receive training and orientation about systems and workflow practices upon hiring and as needed following system changes. Policy and procedure reviews and acknowledgements are completed annually and quality-focused reminders on required and best practices are shared with pharmacy teams regularly.</p> <p>Despite best efforts, errors may occur. These are managed according to corporate and professional standards for patient care, reporting, investigation, root cause analysis and corrective action. Centralized reporting (internally and externally to provincial and national databases consistent with pharmacy regulator requirements as applicable) allows for enhanced quality monitoring, identification of patterns and applied shared learning for enhanced patient safety and continuous improvement.</p>
	HC-DR-260b.3	Total amount of monetary losses as a result of legal proceedings associated with prescription dispensing errors	We are not prepared to disclose at this time.

Topic	Codes	Accounting Metrics	FY 2023
Activity Metrics	HC-DR-000.A	Number of pharmacy locations	Approximately 409 retail pharmacies
	HC-DR-000.B	Total area of retail space	85,366 square meters
	HC-DR-000.C	Number of prescriptions filled	Approximately 23 M prescriptions annually
		Percentage for controlled substances	Approximately 9% of prescriptions involved controlled substances
	HC-DR-000.D	Number of pharmacists	Approximately 1600 pharmacists