

GLOBAL REPORTING INITIATIVES (GRI) MATERIALITY ASSESSMENT

The Warehouse Group’s vision is to build New Zealand’s most sustainable, convenient and customer first company.

For the past two years we have reported under the Integrated Reporting International Framework and produced an Integrated Annual Report. This year we have taken a further step into how we determine what Environmental, Social and Governance (ESG) topics are material to The Warehouse Group and how we report on these ESG initiatives and achievements, as well as relevant economic impacts, through adopting the Global Reporting Initiatives (GRI) reporting framework.

Through an internal stakeholder mapping exercise, we have identified key stakeholder groups which we prioritise our engagements with. These include groups which our business has a significant impact on, and those which have a high interest in or considerable influence on the success of our business. We have undertaken in-depth, independent interviews with a variety of stakeholders including customers, employees, suppliers, shareholders and business customers. This review provides a materiality assessment of economic, environmental, social and governance issues, enabling us to

identify and prioritise issues which substantively influence stakeholders’ assessments and decisions or have a significant economic, environmental or social impact.

Value at Stake reflects the impact on the economy, environment, and/or society which can lead to consequences for the organisation’s business model, reputation, or ability to achieve its objectives.

The following materiality matrix discloses the ranking of importance of these ESG issues.

This report has been prepared in accordance with the GRI Standards: Core option. The report has been internally reviewed, supported by evidence, signed off by Management, and approved by the Board. Unless otherwise stated, the Group has not sought external assurance in the preparation of this report.

Carbon and energy emissions are obtained from Toitū Envirocare certified emissions data. Please refer to The Warehouse Group [Emissions Inventory Report](#) or find it on our website.

Importance to stakeholders	High	<ul style="list-style-type: none"> • GHG emissions • Waste and hazardous materials management • Business ethics* • Child labour and exploitive labour • Physical impacts of climate change and product carbon footprint 	<ul style="list-style-type: none"> • Product packaging and waste • Product quality and safety • Future workforce • Materials sourcing and efficiency • Supply chain management* • Access and affordability
	Low	<ul style="list-style-type: none"> • Water and wastewater management • Ecological impacts • Customer welfare • Selling practice and product labelling • Air quality • Sustainability oversight* • Critical incident risk management* • Systematic risk management* • Business model resilience* 	<ul style="list-style-type: none"> • Human rights, responsible sourcing, and community relations • Employee health and safety • Customer privacy* • Data security* • Energy management • Employee engagements, diversity and inclusion • Labour practices and employee training • Product design and lifestyle management • Competitive behaviour*
	Low		High
Value at Stake – economic, environmental and social impacts			

* These topics are governance related topics which are not specifically covered under GRI economic, environmental and social topics and boundaries.

Global Reporting Initiative (GRI) Content Index

GENERAL DISCLOSURES

Indicator	Disclosure	Reference in this Annual Report	Omission or External Reference
102-1	Name of the organisation	The Warehouse Group Limited	
102-2	Activities, brands, products, and services	Pages 18-23	
102-3	Location of headquarters	Page 107	
102-4	Location of operations	Pages 18-23, 107	
102-5	Ownership and legal form	Page 56	
102-6	Markets served	Pages 18-23	
102-7	Scale of the organisation	Number of employees - pages 8, 13, 93 Number of operations - pages 18-23 Net sales - page 52 Total capitalisation - pages 45, 53 Quantity of products provided - Page 58	
102-8	Information on employees and other workers	Pages 40-42, 93	Information on employees is not broken down by employment type or employment contract. An insignificant portion of the Group's activities is performed by workers who are not employees or who are seasonal workers.
102-9	Supply chain	Pages 32, 39	
102-10	Significant changes to the organisation and its supply chain	None	
102-11	Precautionary principle or approach	Pages 31, 87-91	
102-12	External initiatives	Page 102	
102-13	Membership of associations	Page 102	
102-14	Statement from senior decision-maker	Pages 8-13	
102-16	Values, principles, standards, and norms of behaviour	Pages 14-15	
102-18	Governance structure	Pages 84-90	
102-40	List of stakeholder groups	Pages 36-42, 99, 103	
102-41	Collective bargaining agreements	Page 40	
102-42	Identifying and selecting stakeholders	Page 103	
102-43	Approach to stakeholder engagement	Page 103	
102-44	Key topics and concerns raised	Pages 36, 39, 40-42, 103	
102-45	Entities included in the consolidated financial statements	Page 56	
102-46	Defining report content and topic boundaries	Page 103	
102-47	List of material topics	Page 103	
102-48	Restatements of information	None	
102-49	Changes in reporting	None	
102-50	Reporting period	3 August 2020 to 1 August 2021	
102-51	Date of most recent report	This is the first GRI Report	
102-52	Reporting cycle	Annual	
102-53	Contact point for questions regarding the report	investors@thewarehouse.co.nz	
102-54	Claims of reporting in accordance with the GRI Standards	GRI Standards (Core option)	
102-55	GRI content index	Pages 103-106	
102-56	External assurance	GRI Standards 102-5, 102-45 are covered by external Audit Report, pages 73-77. No external assurance is obtained on other GRI information.	Carbon and energy emissions are obtained from Toitū Envirocare certified emissions data. Refer to The Warehouse Group Emissions Inventory Report or on our website.

ECONOMIC

Indicator	Disclosure	Reference in this Annual Report	Omission or External Reference
Market Presence (2016)			
103	Management Approach	Pages 40–41	
202-1	Ratio of standard entry level wage by gender compared to local minimum wage	Pages 40–41, 93	
Anti-corruption (2016)			
103	Management Approach	Pages 31, 40, 92	
205-2	Communication and training about anti-corruption policies and procedures	Page 40	Board members did not receive anti-corruption policies and procedures or training in the current year, but this is planned to be addressed in FY22.
Anti-competitive Behaviour (2016)			
103	Management Approach	Pages 31, 90, 92	
206-1	Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	We are not aware of any legal cases against the organisation regarding anti-competitive behaviour and violations of anti-trust and monopoly legislation during the reporting period.	

ENVIRONMENTAL

Indicator	Disclosure	Reference in this Annual Report	Omission or External Reference
Energy (2016)			
103	Management Approach	Pages 26–27, 28–29, 89	
302-1	Energy consumption within the organisation	Page 47	For further disclosures please refer to The Warehouse Group Emissions Inventory Report or on our website.
302-3	Energy intensity	Page 47	
302-4	Reduction of energy consumption	Page 47	
Emissions (2016)			
103	Management Approach	Pages 26–27, 28–29, 89	
305-1	Direct (scope 1) GHG emissions	Pages 47–48	For further disclosures please refer to The Warehouse Group Emissions Inventory Report or on our website.
305-2	Energy indirect (Scope 2) GHG emissions	Pages 47–48	
305-3	Other indirect (Scope 3) GHG emissions	Pages 47–48	
305-4	GHG emissions intensity	Page 48	
305-5	Reduction of GHG emissions	Pages 47–48	
Waste (2020)			
103	Management Approach	Pages 26–27, 28–29, 89	
306-1	Waste generation and significant waste-related impacts	Pages 46–47	For further disclosures please refer to The Warehouse Group Emissions Inventory Report or on our website.
306-2	Management of significant waste-related impacts	Pages 46–47	
306-3	Waste generated	Pages 46–47	
306-4	Waste diverted from disposal	Pages 46–47	
306-5	Waste directed to disposal	Pages 46–47	
Environmental Compliance (2016)			
103	Management Approach	Pages 26–27, 28–29, 89	
307-1	Non-compliance with environmental laws and regulations	We are not aware of any incidents related to non-compliance with environmental laws and regulations during the reporting period.	
308-1	New suppliers that were screened using environmental criteria	Page 46	
308-2	Negative environmental impacts in the supply chain and actions taken	Page 46	Ethical Sourcing Report or find on our website.

Global Reporting Initiative (GRI) Content Index

SOCIAL

Indicator	Disclosure	Reference in this Annual Report	Omission or External Reference
Occupational Health and Safety (2018)			
103	Management Approach	Pages 41, 87, 89	
403-6	Promotion of worker health	Page 42	
403-9	Work-related injuries	Page 41	
Training and Education (2016)			
103	Management Approach	Pages 28-29, 40	
404-1	Average hours of training per year per employee	Page 40	Information on training hours per year by gender and employee category is not yet available. We will endeavour to work on this reporting in the future.
404-2	Programmes for upgrading employee skills and transition assistance programmes	Page 40	
Diversity and Equal Opportunity (2016)			
103	Management Approach	Pages 28-29, 40-41, 87, 89, 91	
405-1	Diversity of governance bodies and employees	Page 93	
405-2	Ratio of basic salary and remuneration of women to men	Page 93	Information on salary and remuneration by employee category is not yet available. We will endeavour to work on this reporting in the future.
Ethical Operations and Sourcing			
103	Management Approach	Pages 39, 92	
	The following GRI standards are referred to in The Warehouse Group Ethical Sourcing Policy and the 2021 Ethical Sourcing Report	Ethical Sourcing Policy or find on our website.	Ethical Sourcing Report or find on our website.
407-1 (2016)	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Pages 4, 5	Page 20
408-1 (2016)	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Page 3	Page 19
409-1 (2016)	Operations and suppliers at significant risk for incidents of child labour	Page 3	Pages 13, 14, 19
414-1 (2016)	New suppliers that were screened using social criteria	Ethical Sourcing Policy, Page 2 2021 Annual Report, Page 47	Pages 5, 22
414-2 (2016)	Negative social impacts in the supply chain and actions taken	-	Pages 6, 8, 12, 22

The Warehouse Group Ethical Sourcing Policy and the 2021 Ethical Sourcing public report were not drafted in reference to the GRI Standards or Reporting framework. As such the above index should be taken as a general indication of alignment within our policy and reporting to a GRI standard, not as indication of compliance with the standard or its detailed reporting requirements. Readers seeking a deeper understanding of our ethical sourcing programme and its impact are encouraged to read the Ethical Sourcing Policy and Ethical Sourcing Report as referenced above.