

Fiscal 2021 SASB Index

Below is our 2021 SASB Index for the Food Retailers and Distributors Standard (Version 2018-10). Unless otherwise stated, all metrics in our SASB Index are based on the fiscal year 2021 (May 3rd, 2020 to May 1st, 2021) for our corporate stores across retail grocery banners and distribution centers, excluding pharmacy sites. Unless otherwise stated, all metrics include Farm Boy.

TOPIC	ACCOUNTING METRIC	CODE	EMPIRE RESPONSE
Fleet Fuel Management	Fleet fuel consumed, percent renewable	FB-FR-110a.1	907,613 GJ* (gigajoules), 0% renewable. (Timeframe: February 2020 to January 2021)
Air Emissions from Refrigeration	(1) Gross global scope 1 emissions from refrigerants (tCO ₂ e)	FB-FR-110b.1	168,825 tCO ₂ e ¹
	(2) Percentage refrigerants consumed with zero ozone depleting potential	FB-FR-110b.2	90%*
	(3) Average refrigerant emissions rate	FB-FR-110b.3	7%*
Energy Management	(1) Operational energy consumed	FB-FR-130a.1	7,796,785 GJ (gigajoules) (Timeframe: January 2019 to December 2019)
	(2) Percentage grid electricity	FB-FR-150a.1	60% (Timeframe: January 2019 to December 2019).
	(3) Percentage renewable	FB-FR-230a.1	0% renewable energy.
Food Waste Management	Amount (kg) of food waste generated, percent food waste diverted	FB-FR-150a.1	In January 2019, we committed to reduce our food waste by 50% by 2025, using 2016 as our baseline. Since 2016, we have reduced the amount of surplus food generated per square foot by 18.5%* across our corporate stores (as of December 31, 2020).
Data Security	1) Number of data security breaches		
	(2) Percentage involving personally identifiable information (PII)	FB-FR-230a.1	In F'21, we did not experience any material internal breach of our data.
	(3) Number of customers affected		
	Approach to identifying and addressing data security risks	FB-FR-230a.2	We have put in place multiple controls to protect data, including access control, encryption, endpoint detection and response, antivirus systems and 24/7 event log monitoring. Our cyber security awareness program equips teammates to make informed decisions to protect our business from cyber threats. This includes monthly targeted phishing campaigns and regular cyber security updates on our intranet and digital signage. We also provide cyber security quarterly updates, coordinate enterprise-wide phishing campaigns and mandate security awareness training for all teammates on a semi-annual basis.
Food Safety	High risk food safety violation rate	FB-FR-250a.1	Of the 2,345 food safety grocery store audits performed in F'21, 99.8% passed without exception and the remaining were addressed promptly with appropriate resolution. All distribution center audits passed without exception. *
	(1) Number of recalls		There were 61 national and Own Brands recalls in F'21.
	(2) Total units recalled	FB-FR-250a.2	There is no information available on the number of units recalled.
	(3) Percentage of units that are private-label products		21.3% of the total recalls were Own Brands recalls.
Product Health & Nutrition	Revenue from products labeled and/or marketed to promote health and nutrition attributes	FB-FR-260a.1	Our Own Brands, primarily within the Compliments brand, offers more than 750 products that address the specific health and nutritional requirements and choices of our customers such as gluten-free, peanut-free, plant-based and organics. Products are available at our stores from coast-to-coast. While we do not disclose revenue amounts, there was growth in revenue for this product type of over 35% in F'21 compared to F'20.*
	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	FB-FR-260a.2	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 to an accredited certification scheme.

TOPIC	ACCOUNTING METRIC	CODE	EMPIRE RESPONSE
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 with findings of non-compliance with regulatory labelling and marketing practices per the Canadian Code of Advertising Standards as a result of adverse rulings by the Advertising Standards Council of Canada (ASC).
	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.
	Revenue of sales (\$) from products labelled as containing GMOs / non-GMO	FB-FR-270a.3	Our Own Brands offer over 180 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 25% in F'21 compared to F'20.*

Labor Practices	Avg. hourly wage		Our average national hourly wage for all corporate, part-time, full-time and casual employees in both our retail stores and distribution centres is \$19.88. Including benefits, our average hourly rate was \$22.86.*
	Percentage of in-store and distribution center employees earning minimum wage, by region	FB-FR-310a.1	Approximately three-quarters of in-store and distribution center employees earn more than 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%.
	Number of work stoppages, total days idle	FB-FR-310a.3	Zero work stoppages and idle days in F'21.
	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.*

Management of Environmental and Social Impacts in Supply Chain	Revenue of sales from products third party certified to an environmental / social sustainability sourcing standard	FB-FR-430a.1	Our Own Brands offer over 270 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 type of over 40% in F'21 compared to F'20.*
	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	In F'21, we updated our Animal Welfare Guidelines, prioritizing pork and egg proteins. Cage-free eggs (free run, free range, organic) make up approximately 17.5% of our total shell egg sales as of the end of our F'21.* Additionally, we also estimate that more than 30% of the sows from the supplier of our Own Brands lean ground pork are housed in loose housing systems* (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). We do not disclose revenue-related data.
	Discussion: Strategy to manage environmental / social risks in the supply chain, including animal welfare	FB-FR-430a.3	Please see Responsible Sourcing section to learn about Sobeys strategy to manage environmental/ social risks in the supply chain.
	Discussion: Strategy to reduce environmental impact of packaging	FB-FR-430a.4	Our strategy to reduce the environmental impacts of our packaging has at its core a focus on driving down the usage of single-use plastics and optimizing packaging for recycling. A primary goal is the reduction of the use of hard-to-recycle plastics. Building on the successful elimination of single-use plastic grocery bags at checkouts in our Sobeys banner in January 2020, we continued the initiative across nearly all its grocery banners in F'21, including in the remaining Atlantic Canada banners, IGA Quebec, Safeway, IGA West, Foodland Ontario, Boni-choix, Tradition, Needs and Fast Fuel sites, and the FreshCo banner, which became the first discount grocery retailer in the country to join this movement. Altogether, we have removed 800 million single-use plastic bags from circulation since January 2020. Looking forward, plastics and packaging will continue to be a priority area, as we set a plastics reduction target in F'22.

ACTIVITY METRIC	EMPIRE RESPONSE
Number of retail locations and distribution centers	Retail Sites: 1,968 Distribution Centers: 24*
Total area of retail space and distribution centers	Retail Sites: 40,289,525 sq. ft
Number of vehicles in commercial fleet*	Tractors: 376* Trailers: 1,611* Voila Delivery Vans: 200*
Ton miles travelled	Data not available currently.

Footnotes:

* metric does not include Farm Boy.

¹ Scope 1 emissions from refrigerant leakage includes our corporate grocery sites where maintenance service providers are integrated with our maintenance tracking and data management system. We will be enhancing our data collection processes over the next year as we continue to work with our service providers to expand coverage of this emissions source.