

Statement of use	Metcash has reported in accordance with the GRI Standards for the period 1st May 2024 to 30th April 2025.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard/ Other Source	Disclosure	Reference Location	Metcash Response	Omission		
				Requirement (s) Omitted	Reason	Explanation

General disclosures

GRI 2: General Disclosures 2021	2-1 Organizational details		Metcash Limited is an incorporated publicly owned Australian company listed on Australian Stock Exchange: MTS.  Headquarters are located at: 1 Thomas Holt Drive Macquarie Park 2113 NSW Australia  Metcash operates out of Australia and New Zealand.																																																																																																																																																												
	2-2 Entities included in the organization's sustainability reporting		Metcash's ESG Report covers entities and subsidiaries that fall under its operational control, defined as those with 50% or more ownership.  Metcash addresses the GRI standards at a Group level; however, for material topics where complete information is not available across the entire Group, responses may be provided by individual operating pillars.																																																																																																																																																												
	2-3 Reporting period, frequency and contact point		Metcash's ESG Report is published annually, for the reporting period of 1st May 2024- 30th April 2025, unless otherwise stated.  Contact Points: sustainability@metcash.com, Steve Ashe - EGM Corporate Affairs & Investor Relations (steve.ashe@metcash.com).																																																																																																																																																												
	2-4 Restatements of information		Indicated where applicable.																																																																																																																																																												
	2-5 External assurance	ESG Report 2025	Metcash's ESG Report is internally verified by the audit team, and requires review from the Board of Directors before publication. Metcash has received limited assurance on our GHG inventory for Scope 1 and Scope 2 emissions by Ernst & Young.																																																																																																																																																												
	2-6 Activities, value chain and other business relationships	Annual Report 2025																																																																																																																																																													
	2-7 Employees	ESG Report 2025	Data is as of March 2025, aligned with WGEA reporting. Data is exclusive of Superior Food Group employees and some smaller satellite Hardware business units.  Age data excludes New Zealand employees. <table><thead><tr><th></th><th>Permanent employees</th><th>Temporary employees</th><th>Full time employees</th><th>Part time employees</th><th>Casuals</th><th>Total</th></tr></thead><tbody><tr><td>Total</td><td>6176</td><td>77</td><td>5684</td><td>569</td><td>1527</td><td>7780</td></tr><tr><td colspan="7">Gender</td></tr><tr><td>Female</td><td>2036</td><td>47</td><td>1737</td><td>346</td><td>416</td><td>2499</td></tr><tr><td>Male</td><td>4140</td><td>30</td><td>3947</td><td>223</td><td>1111</td><td>5281</td></tr><tr><td colspan="7">Region</td></tr><tr><td>ACT</td><td>48</td><td>0</td><td>45</td><td>3</td><td>19</td><td>67</td></tr><tr><td>NSW</td><td>1714</td><td>44</td><td>1616</td><td>142</td><td>277</td><td>2035</td></tr><tr><td>NT</td><td>93</td><td>1</td><td>90</td><td>4</td><td>53</td><td>147</td></tr><tr><td>NZ</td><td>97</td><td>0</td><td>87</td><td>10</td><td>15</td><td>112</td></tr><tr><td>QLD</td><td>1264</td><td>6</td><td>1181</td><td>89</td><td>242</td><td>1512</td></tr><tr><td>SA</td><td>605</td><td>3</td><td>532</td><td>76</td><td>265</td><td>873</td></tr><tr><td>TAS</td><td>207</td><td>0</td><td>176</td><td>31</td><td>161</td><td>368</td></tr><tr><td>VIC</td><td>1700</td><td>22</td><td>1550</td><td>172</td><td>334</td><td>2056</td></tr><tr><td>WA</td><td>448</td><td>1</td><td>407</td><td>42</td><td>161</td><td>610</td></tr><tr><td colspan="7">Age group</td></tr><tr><td>&lt;25</td><td colspan="6">1045</td></tr><tr><td>25-34</td><td colspan="6">1515</td></tr><tr><td>35-44</td><td colspan="6">1638</td></tr><tr><td>45-54</td><td colspan="6">1785</td></tr><tr><td>55-64</td><td colspan="6">1374</td></tr><tr><td>65&gt;</td><td colspan="6">311</td></tr></tbody></table>		Permanent employees	Temporary employees	Full time employees	Part time employees	Casuals	Total	Total	6176	77	5684	569	1527	7780	Gender							Female	2036	47	1737	346	416	2499	Male	4140	30	3947	223	1111	5281	Region							ACT	48	0	45	3	19	67	NSW	1714	44	1616	142	277	2035	NT	93	1	90	4	53	147	NZ	97	0	87	10	15	112	QLD	1264	6	1181	89	242	1512	SA	605	3	532	76	265	873	TAS	207	0	176	31	161	368	VIC	1700	22	1550	172	334	2056	WA	448	1	407	42	161	610	Age group							<25	1045						25-34	1515						35-44	1638						45-54	1785						55-64	1374						65>	311						e	Information unavailable/incomplete
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2-8 Workers who are not employees				a, b, c	Information unavailable/incomplete																																																																																																																																																										
2-9 Governance structure and composition	Corporate Governance Statement 2025 Annual Report 2025 Metcash Board Charter Metcash Board of Directors																																																																																																																																																														
2-10 Nomination and selection of the highest governance body	Corporate Governance Statement 2025																																																																																																																																																														
2-11 Chair of the highest governance body	Corporate Governance Statement 2025																																																																																																																																																														
2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance Statement 2025 ESG Report																																																																																																																																																														
2-13 Delegation of responsibility for managing impacts	Corporate Governance Statement 2025 ESG Report																																																																																																																																																														
2-14 Role of the highest governance body in sustainability reporting		Metcash's Board reviews the ESG Report, which receives sign off from the Chairman. The Board is an engaged stakeholder with material topic priorities.																																																																																																																																																													
2-15 Conflicts of interest	Corporate Governance Statement 2025	Metcash's Board and Board Committee agenda includes 'Apologies and Conflicts of Interests'. Directors are required to provide ongoing updates to the Company Secretary regarding their directorships and other interests as soon as they have any changes to report.																																																																																																																																																													
2-16 Communication of critical concerns		Metcash's ESG Council receives all escalations of critical concerns. Critical concerns are assessed based on risk to the business. We classify a critical risk as something that has potential actual reputational damage to Metcash.																																																																																																																																																													
2-17 Collective knowledge of the highest governance body	Corporate Governance Statement 2025 Annual Report 2025 Metcash Board Charter Metcash Board of Directors																																																																																																																																																														
2-18 Evaluation of the performance of the highest governance body	Corporate Governance Statement 2025																																																																																																																																																														
2-19 Remuneration policies	Annual Report 2025																																																																																																																																																														
2-20 Process to determine remuneration	Annual Report 2025 Metcash Investor Centre - AGM Results																																																																																																																																																														
2-21 Annual total compensation ratio	Annual Report 2025	a) Highest Paid 42 : 1 Median b) Highest Paid 5 : 1 Median c) Calculated on 30 April 2025; total target compensation of CEO (including maximum LTI) versus median total target compensation of monthly paid employees as at 30 April 2024.  CEO remuneration data is subject to external assurance as part of the FY25 Annual Report.																																																																																																																																																													
2-22 Statement on sustainable development strategy	ESG Report 2025																																																																																																																																																														

GRI Standard/ Other Source	Disclosure	Reference Location	Metcash Response	Omission		
				Requirement (s) Omitted	Reason	Explanation
	2-23 Policy commitments	Metcash Board Charter				
	2-24 Embedding policy commitments	Modern Slavery Statement 2024 Corporate Governance Statement 2025 ESG Report 2025 Anti-Slavery Policy Metcash Code of Conduct	Metcash provides training on key policies, which is available and mandatory for all of our permanent employees. Eligible employees are required to take regular renewal training for some of these policies.			
	2-25 Processes to remediate negative impacts	Speak Up Policy MF&G Dispute Policy Modern Slavery Statement 2024	<p>Metcash has partnered with NAVEX EthicsPoint as a solution for addressing potential negative impacts in our supply chain (human rights and modern slavery risks). NAVEX EthicsPoint empowers third parties to report potential negative impacts to Metcash in a confidential manner. This includes employees of Metcash's suppliers who do not have a grievance mechanism of their own at their place of employment, or the supplier is not adequately assisting their employee. The NAVEX EthicsPoint solution is administered by the Corporate Social Responsibility team.</p> <p>Metcash has visibility over audits uploaded by its suppliers into the SEDEX portal. Where supply chain non-conformances have been identified, Metcash reviews those, working with our stakeholders to directly address, and where possible, resolve the issue/s.</p> <p>Metcash has a Speak Up policy that allows and encourages eligible whistleblowers covered by the policy to report suspected 'Reportable Conduct'. Grievances under this mechanism are treated confidentially, in accordance with the provisions in the Speak Up Policy. Investigations follow the principles outlined in the Speak Up Policy. Matters reported under this Policy are reported to the Audit, Risk and Compliance Committee of the Metcash Board.</p> <p>Employee related general grievances are managed through People Advice. Employees can also utilise the Speak Up Policy and the independent Ethics Line to report grievance matters. People Advice will investigate matters where sufficient information has been provided, and the form of investigation is dependent on the nature of the grievance. People Advice will report material matters to higher levels of authority in the business, where necessary.</p> <p>Metcash does not directly engage with stakeholders who are the intended users of the grievance mechanisms to understand how they want to access the mechanisms to raise concerns or their expectations about how the mechanisms operate. If stakeholders provide feedback to Metcash voluntarily, it will be considered, where appropriate.</p> <p>Grievance mechanisms are available publicly, and internally through the local intranet. Intended users of these mechanisms are not directly trained by Metcash, and Metcash does not directly assess an intended users satisfaction with the mechanisms.</p>	c	Not applicable	
	2-26 Mechanisms for seeking advice and raising concerns	Speak Up Policy MF&G Dispute Policy Modern Slavery Statement 2024	Metcash has 'See Something, Say Something' Guidelines which serve to support our team leaders and members to continue building a constructive and safe culture.			
	2-27 Compliance with laws and regulations		<p>Metcash has not incurred a monetary fine that is material to its financial position, nor any non-monetary sanctions that were a material impediment to its operating capacity.</p> <p><i>For the purposes of this disclosure, Metcash considers the meaning of 'significant' to be a situation of non-compliance where a monetary fine is material to its financial position, or non-monetary sanctions are a material impediment to its operating capacity.</i></p>	b, c, d	Information unavailable/incomplete	c,d - not applicable
	2-28 Membership associations	ESG Report 2025	Australian Liquor Marketer (ALM) is a member of the Retail Drinks Australia Association.			
	2-29 Approach to stakeholder engagement		Metcash engages a variety of internal and external stakeholders, representing segments of our supply chain. Engagements with stakeholders are designed to be meaningful and are used to gather data, opinions and feedback on current and future sustainability plans and targets. We engage our stakeholders through a variety of mechanisms including: workshops, interviews and surveys. Stakeholders are identified by appropriate committees, such as the ESG Council.			
	2-30 Collective bargaining agreements		<p>As of March 2025, 40.56% of Metcash Trading Limited employees are covered by Enterprise Agreements. For employees who are not covered by EBAs, Metcash:</p> <p>a) benchmarks internal and external EBAs (as relevant) where the employee is sought to be covered by an EBA;</p> <p>b) where an EBA is not the most relevant comparator, the Company references and complies with the underpinning Modern Award for the work being performed.</p>			
Material topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	ESG Report				
	3-2 List of material topics	ESG Report				
Market presence						
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG Report	As a business, Metcash is actively engaged with its stakeholders so that material topics can be meaningully managed. Metcash actively introduces policies and brand guidelines aimed at improving environmental and social outcomes, as well as building upon its available training for its people and partners. The Company continues to collaborate with industry groups and sustainability leaders to further its understanding and approach to managing its identified material topics.			
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage		Metcash's employees are paid the rate of pay specified for their role and grade level in the applicable Enterprise Agreement or Award. Employees in the national offices are generally paid a salary. This can vary by location. Labour hire workers are paid at or above modern award rates of pay and are paid via the labour hire agency as their employer. Our significant locations of operations are our national offices (Macquarie Park, Heatherton, Port Melbourne and Oakleigh) and our major distribution centres in each State.			
	202-2 Proportion of senior management hired from the local community			a, b, c, d	Information unavailable/incomplete	
Indirect economic impacts						
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG Report	As a business, Metcash is actively engaged with its stakeholders so that material topics can be meaningully managed. Metcash actively introduces policies and brand guidelines aimed at improving environmental and social outcomes, as well as building upon its available training for its people and partners. The Company continues to collaborate with industry groups and sustainability leaders to further its understanding and approach to managing its identified material topics.			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported			a, b, c	Information unavailable/incomplete	
	203-2 Significant indirect economic impacts	ESG Report		b	Information unavailable/incomplete	
Procurement practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG Report	As a business, Metcash is actively engaged with its stakeholders so that material topics can be meaningully managed. Metcash actively introduces policies and brand guidelines aimed at improving environmental and social outcomes, as well as building upon its available training for its people and partners. The Company continues to collaborate with industry groups and sustainability leaders to further its understanding and approach to managing its identified material topics.			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers			a	Information unavailable/incomplete	
Anti-corruption						
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG Report	As a business, Metcash is actively engaged with its stakeholders so that material topics can be meaningully managed. Metcash actively introduces policies and brand guidelines aimed at improving environmental and social outcomes, as well as building upon its available training for its people and partners. The Company continues to collaborate with industry groups and sustainability leaders to further its understanding and approach to managing its identified material topics.			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption		<p>Metcash conducts risk assessments through its annual risk profiling process.</p> <p>All forms of enterprise risk are to be considered in those risk assessments, including strategic and operational risk. Corruption risk is not specifically, or separately, risk assessed.</p>	b	Information unavailable/incomplete	

GRI Standard/ Other Source	Disclosure	Reference Location	Metcash Response	Omission		
				Requirement (s) Omitted	Reason	Explanation
	<b>205-2</b> Communication and training about anti-corruption policies and procedures	Code of Conduct	<p>Metcash does not have a specific, standalone, anti-corruption policy or procedure. The Metcash Code of Conduct outlines various requirements that employees and other persons working for Metcash are expected to adhere to, including requirements concerning Anti-Bribery, Gifts and Entertainment, which is supported by a Gifts and Entertainment Standard. The Code of Conduct is published on the Metcash website, and on the employee intranet, and all employees are periodically re-trained in the requirements, either via e-learning for office based staff or toolbox talks for staff in warehouses.</p> <p>As at March 2025, the Metcash Code of Conduct e-learn completion rate was 93.8%, or 1,733 people. Toolbox Talk learning data for all Pillars was incomplete at March 2025.</p> <p>Metcash does not actively communicate the Code of Conduct to all business partners. Suppliers or vendors that enter into the standard Metcash Services Agreement are made aware of the Code of Conduct through the compliance and audit provisions of that Agreement. In addition, the Agreement includes provisions concerning laws and approvals that suppliers / vendors must adhere to. Suppliers to Metcash Food who enter into General Terms and Conditions for the Supply of Goods (T&amp;Cs) are required to comply with the relevant laws provisions in the T&amp;Cs, which includes laws relating to bribery, corruption, improper payments, etc.</p>	a, b, d, e	Information unavailable/incomplete	
	<b>205-3</b> Confirmed incidents of corruption and actions taken		Metcash Group Risk and Compliance is not aware of any confirmed incidents of corruption at the time of reporting.	b, c, d	Not applicable	
Anti-competitive behavior						
<b>GRI 3:</b> <b>Material Topics 2021</b>	<b>3-3</b> Management of material topics	ESG Report	As a business, Metcash is actively engaged with its stakeholders so that material topics can be meaningully managed. Metcash actively introduces policies and brand guidelines aimed at improving environmental and social outcomes, as well as building upon its available training for its people and partners. The Company continues to collaborate with industry groups and sustainability leaders to further its understanding and approach to managing its identified material topics.			
<b>GRI 206:</b> <b>Anti-competitive Behavior 2016</b>	<b>206-1</b> Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		There was no legal action taken during the reporting period for anti-competitive behaviour, anti-trust or monopoly practices by the Metcash Group or its employees.			
Materials						
<b>GRI 3:</b> <b>Material Topics 2021</b>	<b>3-3</b> Management of material topics	ESG Report	As a business, Metcash is actively engaged with its stakeholders so that material topics can be meaningully managed. Metcash actively introduces policies and brand guidelines aimed at improving environmental and social outcomes, as well as building upon its available training for its people and partners. The Company continues to collaborate with industry groups and sustainability leaders to further its understanding and approach to managing its identified material topics.			
<b>GRI 301:</b> <b>Materials 2016</b>	<b>301-1</b> Materials used by weight or volume		i) 7,318 tonnes ii) 8,211 tonnes  All material types were purchased from external suppliers.			
	<b>301-2</b> Recycled input materials used		23%			
	<b>301-3</b> Reclaimed products and their packaging materials			a, b	Information unavailable/incomplete	
Energy						
<b>GRI 3:</b> <b>Material Topics 2021</b>	<b>3-3</b> Management of material topics	ESG Report	As a business, Metcash is actively engaged with its stakeholders so that material topics can be meaningully managed. Metcash actively introduces policies and brand guidelines aimed at improving environmental and social outcomes, as well as building upon its available training for its people and partners. The Company continues to collaborate with industry groups and sustainability leaders to further its understanding and approach to managing its identified material topics.			
<b>GRI 302:</b> <b>Energy 2016</b>	<b>302-1</b> Energy consumption within the organization	ESG Report				
	<b>302-2</b> Energy consumption outside of the organization			a, b, c	Information unavailable/incomplete	
	<b>302-3</b> Energy intensity		a) 0.50 b) Denominator is Metcash's operational floor area c) Fuel and electricity energy is included. d) Energy consumption within the organisation.			
	<b>302-4</b> Reduction of energy consumption		a) 197MJ b) Electricity c) Annual reduction			
Water and effluents						
<b>GRI 3:</b> <b>Material Topics 2021</b>	<b>3-3</b> Management of material topics	ESG Report	As a business, Metcash is actively engaged with its stakeholders so that material topics can be meaningully managed. Metcash actively introduces policies and brand guidelines aimed at improving environmental and social outcomes, as well as building upon its available training for its people and partners. The Company continues to collaborate with industry groups and sustainability leaders to further its understanding and approach to managing its identified material topics.			
<b>GRI 303:</b> <b>Water and Effluents 2018</b>	<b>303-5</b> Water consumption		a) 104.37 megalitres (29% organisational area coverage) b) No consumption from areas with water stress	c	Not applicable	
Emissions						
<b>GRI 3:</b> <b>Material Topics 2021</b>	<b>3-3</b> Management of material topics	ESG Report	As a business, Metcash is actively engaged with its stakeholders so that material topics can be meaningully managed. Metcash actively introduces policies and brand guidelines aimed at improving environmental and social outcomes, as well as building upon its available training for its people and partners. The Company continues to collaborate with industry groups and sustainability leaders to further its understanding and approach to managing its identified material topics.			
<b>GRI 305:</b> <b>Emissions 2016</b>	<b>305-1</b> Direct (Scope 1) GHG emissions	ESG Report		c	Information unavailable/incomplete	
	<b>305-2</b> Energy indirect (Scope 2) GHG emissions	ESG Report				
	<b>305-3</b> Other indirect (Scope 3) GHG emissions	ESG Report	f) Operational control g) We have leveraged a variety of emissions factors sources where relevant throughout our emissions reporting. These emissions factors are selected to align, where possible, with our emissions reporting period and the geographic location of our operations. These sources include: National Greenhouse Accounts Factors, New Zealand Measuring Emissions Guide, The University of Sydney Factors Workbook (IO sectors of reference), AusLCI, SimaPro, Greenhouse Gas Protocol for Products, Department for Business, Energy and Industrial Strategy - Greenhouse Gas Reporting Conversion Factors.  All of our actual data included in reporting has been sourced from the reporting period aligned to our financial year (May 2024 - April 2025). Where data was incomplete or missing, extrapolations have been used, incorporating uplift factors to account for uncertainty.  Emissions across Category 1, 4, 11 and 12 have utilised LCA datasets sourced primarily from SimaPro to estimate emissions, primarily driven by a hybrid-methodology, utilising activity and revenue-based data. In the absence of readily available activity data, revenue-based data has been used. Superior Foods revenue-based data has been included this year. Looking forward, we will continue to prioritise the inclusion of activity-based data, when practical.  Category 7 methodology includes an assumed hybrid work week of 2 days WFH for office-based employees. Travel data is underpinned by statistics from the 2021 Australian Census, available through the Australian Bureau of Statistics.	c	Information unavailable/incomplete	
	<b>305-4</b> GHG emissions intensity	ESG Report	a) 0.0696 tCO2e/m2 b) Denominator is Metcash's operational floor area c) Scope 1 and 2			
	<b>305-5</b> Reduction of GHG emissions	ESG Report	a) 44 tCO2e b) CO2 c) Annual reduction d) Scope 2			
Waste						
<b>GRI 3:</b> <b>Material Topics 2021</b>	<b>3-3</b> Management of material topics	ESG Report	As a business, Metcash is actively engaged with its stakeholders so that material topics can be meaningully managed. Metcash actively introduces policies and brand guidelines aimed at improving environmental and social outcomes, as well as building upon its available training for its people and partners. The Company continues to collaborate with industry groups and sustainability leaders to further its understanding and approach to managing its identified material topics.			

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GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	ESG Report	The following are the most material impacts that are generated across our sold goods supply chain activities: - Cardboard (unpacking of goods at own operations and downstream stores) - Soft plastic (unpacking after of goods at own operations and downstream stores) - Timber (changing pallet types at own operations and unloading pallets at downstream stores) - Timber (upstream supplier distribution, own operations distribution, in all stages of transport, and at downstream stores) - Food and packaging (shrinkage at all stages of the supply chain)			
	306-2 Management of significant waste-related impacts	ESG Report	Metcash works closely with third-party waste service providers to identify and implement opportunities for recycling and to ensure that the waste service provider manages waste in compliance with contractual and legislative obligations.  Metcash utilises a third-party data management platform (Resource Advisor) to manage all available utility data. Where available, this data is automated for collection from the relevant waste service provider. As part of this process, all of the relevant waste data streams are mapped at a site and account level.			
	306-3 Waste generated	ESG Report				
	306-4 Waste diverted from disposal	ESG Report		d	Information unavailable/incomplete	
	306-5 Waste directed to disposal			a, b, c, d	Information unavailable/incomplete	
Supplier environmental assessment						
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG Report	As a business, Metcash is actively engaged with its stakeholders so that material topics can be meaningully managed. Metcash actively introduces policies and brand guidelines aimed at improving environmental and social outcomes, as well as building upon its available training for its people and partners. The Company continues to collaborate with industry groups and sustainability leaders to further its understanding and approach to managing its identified material topics.			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria		<b>Food</b> a) 100% of new own-brand suppliers receive environmental screening.  <b>Liquor</b> a) 100% of new own-brand suppliers receive environmental screening.  <b>Hardware</b> a) Own-brand timber suppliers are the only suppliers assessed for environmental impacts. Of these suppliers, 100% receive environmental screening.  <b>Total Tools</b> a) 0% of new own-brand suppliers recieve environmental screening.  <b>Superior Food</b> a)100% of new own-brand suppliers receive environmental screening.  Where no suppliers have been onboarded during FY25, the Company continues to report 100% screening, as it reflects the operational processes underlying the environmental screening during supplier onboarding.			
	308-2 Negative environmental impacts in the supply chain and actions taken		a) 537 b) 0  Reporting refers to own-brand supplying sites and/or vendors assessed across food, liquor and hardware.  These figures represent total number of active suppliers that have been assessed and screened by Metcash at of FY25 (date of assessment may pre-date the reporting period).			
Employment						
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG Report	As a business, Metcash is actively engaged with its stakeholders so that material topics can be meaningully managed. Metcash actively introduces policies and brand guidelines aimed at improving environmental and social outcomes, as well as building upon its available training for its people and partners. The Company continues to collaborate with industry groups and sustainability leaders to further its understanding and approach to managing its identified material topics.			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover			a, b	Information unavailable/incomplete	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		Parental Leave benefits are applicable to all employees regardless of gender. Up to 12 weeks paid for primary carers, (and up to a further 6 weeks' of superannuation contributions), four weeks paid for secondary carers. Parental leave covers: Birth, Adoption, Surrogacy and Stillbirth.  Significant locations of operation is limited to region of operation: Australia and New Zealand.			
	401-3 Parental leave		a) Parental leave policy covers all employees – the leave entitlement will vary based on employment status. b) 196 employees: 101 Female, 95 Male c) 165 employees: 84 Female, 81 Male e) 83% Female, 85% Male  Based on WGEA reporting, as at March 2025.	d	Information unavailable/incomplete	
Labor/management relations						
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG Report	As a business, Metcash is actively engaged with its stakeholders so that material topics can be meaningully managed. Metcash actively introduces policies and brand guidelines aimed at improving environmental and social outcomes, as well as building upon its available training for its people and partners. The Company continues to collaborate with industry groups and sustainability leaders to further its understanding and approach to managing its identified material topics.			
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes		The minimum notice period provided to employees and their representatives prior to significant operational changes varies in accordance with the applicable industrial instrument. Where the award or EBA is silent, Metcash provides a fair and reasonable amount of notice, referencing similar scenarios.			
Occupational health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG Report	As a business, Metcash is actively engaged with its stakeholders so that material topics can be meaningully managed. Metcash actively introduces policies and brand guidelines aimed at improving environmental and social outcomes, as well as building upon its available training for its people and partners. The Company continues to collaborate with industry groups and sustainability leaders to further its understanding and approach to managing its identified material topics.			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system		Metcash has a Safety, Health and Environment Management System based on ISO45001 and reviewed regularly against Australian and New Zealand legislative requirements. The Safety & Health Management System is integrated into operations, and provides a framework to manage risks and hazards across distribution centres and warehouses, retail and trade stores, manufacturing sites and corporate support offices.  The management system covers all activities undertaken by Metcash owned and majority owned entities and includes performance monitoring of contractor's activities.			
	403-2 Hazard identification, risk assessment, and incident investigation		Metcash has risk management processes to identify work related hazards including hazard reports, risk assessments, workplace inspections and incident reporting which seek input and involvement from team members and contractors. Team members are also trained to identify, assess, control (where possible) and report hazards they observe. Hazards are assessed using a risk matrix for health and safety to determine a risk rating based on the severity and likelihood of harm. Metcash uses the results of these processes and reviews its risk profile to continually improve the Safety & Health Management System. We have a prioritised list of our safety and health risks and risk mitigation plans have been developed for our Top 11 risks which identify where existing controls can be strengthened or new controls be developed by applying the heirarchy of controls.  Workers are able to report work related hazards and hazardous situations directly to their supervisors or their Health and Safety Representative or safety committee team member, through hazard report forms (hard copy or soft copy through Evotix, our online safety reporting system), or anonymously using the Speak Up program or the Evotix anonymous reporting processes through QR codes posted at sites. Metcash encourages hazard reporting and for workers to stop when they feel their safety is at risk.  Metcash has an issue resolution procedure that outlines where an issue or hazard has been identified by a worker the worker shall report it to their supervisor and may also bring it to their Health and Safety representative's attention. Where the issue/hazard poses an imminent threat to the workers health and safety, the health & safety rep may direct work to cease. Every attempt should be made to resolve the issue/hazard as soon as practicable.  Metcash has an Incident Management Standard that outlines the process for how incidents are managed, reported, investigated and actioned, taking into consideration the hierarchy of controls to eliminate or minimise the risk of re-occurrence wherever possible.			

GRI Standard/ Other Source	Disclosure	Reference Location	Metcash Response	Omission		
				Requirement (s) Omitted	Reason	Explanation
	403-3 Occupational health services		Health, wellbeing, and fitness for work at Metcash is managed primarily by the Group Health and Wellbeing Manager, working in conjunction with a wider Safety, Health, and Environment team. Metcash provides various occupational health programs and benefits to support and protect the physical and mental health and wellbeing of team members and contractors. Metcash utilises the services of ergonomists, physiologists, physiotherapists, psychologists, occupational health nurses, and other allied health specialists to assist with identification and management of health and safety risks that may impact team members and contractors. Confidential counselling and proactive support services are provided to all team members through Converge International. Metcash also continues to grow and strengthen a network of Mental Health First Aiders across all sites & pillars and is currently recognised as a 'Master' accredited workplace. Over the next 12 months, Metcash will continue providing mental health resources and tools for team members while increasing focus on lifting leader capability to protect and support mental and physical health at all levels.			
	403-4 Worker participation, consultation, and communication on occupational health and safety		<p>Metcash has documented procedures in relation to worker participation and consultation on health and safety issues that may affect them directly in the workplace, including when;</p> <ul style="list-style-type: none"> <li>-Identifying or assessing hazards or risk and making decisions on how to control them</li> <li>-Introducing or amending the procedure for monitoring risks</li> <li>-Changes to systems of work</li> <li>-Introduction of new plant and equipment</li> <li>-Major Capital Projects</li> <li>-Local Projects</li> <li>-Changes to Environment and Health and Safety documentation.</li> </ul> <p>There are processes for formal communication with workers through toolbox talks, safety noticeboards, committee meetings and our internal communications platform.</p> <p>Metcash has a documented procedure which outlines processes for the establishment and configuration of the health and safety committee or other arrangements such as health and safety representatives, the function of the committee and meeting frequency, the roles and responsibilities of committee members, as well as the determination of designated work groups.</p>			
	403-5 Worker training on occupational health and safety		Metcash has a documented process outlining the safety and health training framework. This includes a process for a safety and health training needs analysis to be developed and regularly reviewed, taking into consideration the organisational needs and legal obligations. A training plan is then developed outlining the training that each role requires, which includes legislative, formal, on the job and refresher training requirements. Sites are required to review for their site specific requirements and implement the training plan so that team members are trained appropriately to perform their work safely. Training is delivered using a variety of methods depending on the needs of the participant and the content type, including online 'eLearns' and face to face sessions. Training covers areas such as hazard awareness, risk management, incident investigation, contractor management, task and job related skills and safe operating procedures for equipment. Training may be delivered by registered training organisations or in house depending on the content, and is designed and delivered at a level suitable for team members.			
	403-6 Promotion of worker health		<p>Our health and wellbeing program is offered to all team members and engagement is driven through a dedicated intranet page, team communication channels, health and wellbeing webinars, tool box talks, and seminars. An additional channel was created this year through a dedicated monthly 'WorkWell' health and wellbeing focussed e-Magazine which helps to amplify and highlight health and wellbeing messaging.</p> <p>Metcash offers on site gyms, discounted access to health insurance, health and wellbeing services, onsite physiotherapy, and a flu shot program. These benefits are promoted to all team members via multiple channels including intranet, team member communication platform, webinars, local tool box talks, visual collateral, and a monthly WorkWell e-Magazine.</p>			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		<p>Metcash requires direct suppliers of private label products to comply with local laws and regulations related to Occupational Health and Safety (OH&amp;S) to ensure that their workers are protected, including fatigue management of drivers of heavy vehicles. Moreover, we have specific requirements for our suppliers to comply with the Modern Slavery Act to prevent any form of forced labour or human trafficking in our supply chain. In addition, our private label suppliers are required to complete a 100% Supplier Ethical Data Exchange Self-Assessment Questionnaire (SEDEX SAQ) to demonstrate their compliance with ethical and social standards. We adopt a risk-based approach to focus on social compliance risks and use internal routine surveillance and social audits to monitor our suppliers' compliance. Some of our Private Label suppliers have undergone social audits to ensure that they meet our ethical and social standards, which includes OH&amp;S. We believe that our approach to supply chain sustainability is essential to creating a safe and responsible business, and we remain committed to working with our suppliers to maintain the highest ethical and social standards.</p> <p>We also undertake Transport Carrier reviews and encourage and support related well being initiatives such as Healthy Heads in Trucks &amp; Sheds. We have a Contractor and Visitor Management Standard which sets expectations for our business to establish contractor safety management processes that address obligations of our contract partners including managing hazards and risks associated with work performed for or on behalf of Metcash.</p>			
	403-8 Workers covered by an occupational health and safety management system		<p>Metcash has implemented a safety and health management system based on ISO45001 and associated legal requirements in Australian and New Zealand safety and health legislation such as Acts, regulations and codes of practice.</p> <ol style="list-style-type: none"> <li>Approx. 7,800 workers - 99%.</li> <li>It is estimated that Metcash engages approximately 1,000 labour hire employees and 100% of those workers fall under the Metcash Safety &amp; Health Management System.</li> <li>there are no employees or workers that fit in this category.</li> </ol> <p>External contractors have been excluded from this disclosure as we do not currently capture contractor hours completely across the business.</p> <p>Data collected using both the Evotix online safety reporting system (where available) and manually via emails and entered into a spreadsheet. The methodology used for collecting, collating and calculating data as well as defined reporting boundaries will be found in the SHE-GS-109 Monitoring, Measurement, Analysis and Performance Evaluation Standard.</p>			
	403-9 Work-related injuries		<ol style="list-style-type: none"> <li>(For direct employees only) <ol style="list-style-type: none"> <li>0</li> <li>23, 1.66</li> <li>183, 13.18</li> <li>Injuries to back, shoulders, and hands</li> <li>13,882,883.5</li> </ol> </li> <li>(For labour hire employees only) <ol style="list-style-type: none"> <li>0, 0.00</li> <li>0, 0.00</li> <li>22, 22.00</li> <li>Injuries to back, shoulders, and hands</li> <li>1000209.11</li> </ol> </li> <li> <ol style="list-style-type: none"> <li>The work related hazards that pose a risk of high consequence injury was determined by reviewing the organisational risk profile, which uses information from site risk registers in all the pillars. Our top risks that can cause high consequence injuries include Manual Handling, Pedestrian - MHE-Vehicle Collisions, Fleet and Heavy Vehicle Movements, Site Deliveries, Material Fall from Height, Traffic Management, Plant and Equipment Use and Fitness for Work.</li> <li>During the reporting period, the hazards that contributed to high consequence injuries were Manual Handling, Material Fall from Height, MHE Collision with Vehicle.</li> <li>Actions underway to eliminate these risks include comprehensive risk mitigation action plans with the determination of current, developing and future controls. These hazards are identified as part of our Critical Risks and are subject to extensive review and the development of robust risk control initiatives.</li> </ol> </li> <li>As outlined previously, Metcash has robust Site Risk Registers as well as a Metcash-wide Risk Profile which outlines all work-related risks, current and emerging controls and where appropriate future controls that require further consideration such as capital spend. The additional list of actions to address workplace hazards is extensive and continuously changing.</li> <li>1,000,000 hours</li> <li>External contractors have been excluded from this disclosure as we do not currently capture contractor hours completely across the business.</li> <li>Data collected using both the Evotix online safety reporting system (where available) and manually via emails and entered into a spreadsheet. The methodology used for collecting, collating and calculating data as well as defined reporting boundaries can be found in the SHE-GS-109 Monitoring, Measurement, Analysis and Performance Evaluation Standard.</li> </ol>			

GRI Standard/ Other Source	Disclosure	Reference Location	Metcash Response	Omission																																																														
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	<b>403-10</b> Work-related ill health		a) (For Direct Employees only) i. 0 ii. 0 iii. Occupational noise and mental stress  b) (For labour hire employees only) i. 0 ii. 0 iii. 0  c) i. Both the Metcash and Site SHE Risk Profile identifies few work related hazards that pose a risk of ill health, other than occupational noise and exposure to cold in our perishable sheds. ii. There have been 10 instances of ill health relating to occupational noise and mental stress in this reporting period. iii. noise surveys have been undertaken to identify noise hazards and appropriate controls including hearing protection are in place. In addition, appropriate PPE such as thermal jackets/pants are worn by workers in the perishable sheds. Metcash has also partnered with Converge to offer confidential counselling and support services.  d) External contractors have been excluded from this disclosure as we do not currently capture contractor hours completely across the business.  e) Data collected using both the Evotix online safety reporting system (where available) and manually via emails and entered into a spreadsheet. The methodology used for collecting, collating and calculating data as well as defined reporting boundaries can be found in the SHE-GS-109 Monitoring, Measurement, Analysis and Performance Evaluation Standard.																																																															
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GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee		a) 5.4  In addition, employees have completed several hours of on the job training, coaching and support that is not tracked in Learning Management Systems.	a		Information unavailable/incomplete																																																												
	404-2 Programs for upgrading employee skills and transition assistance programs	ESG Report	Metcash delivers a number of programs for upskilling team members on their skills and capabilities. Each year we identify priority capabilities for development for each area of the business, as well as for all Metcash, and develop resources and training programs to upskill team members in these skills and capabilities. Priority capabilities are typically those that team members need for current work and future work projects – e.g. IT skills, soft skills, people skills. The capabilities are identified as part of the strategic planning process which takes place each year and is aligned to the strategic priorities. Training is offering in different modes including virtual, in person and on demand, this ensures equitable access to learning opportunities.  Metcash offers outplacement support to employees that have been made redundant as a result of organisational changes.																																																															
	404-3 Percentage of employees receiving regular performance and career development reviews		a) 100%  Data is reflective of salaried employees.																																																															
Diversity and equal opportunity																																																																		
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GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	ESG Report	<table><tr><th colspan="5">Female representation across employee category</th></tr><tr><td>Non-Executive Board</td><td></td><td></td><td></td><td>43%</td></tr><tr><td>Key Management, Executive and General Manager</td><td></td><td></td><td></td><td>41%</td></tr><tr><td>Senior Manager</td><td></td><td></td><td></td><td>25%</td></tr><tr><td>Manager (all)</td><td></td><td></td><td></td><td>35%</td></tr></table> <table><tr><th>Age group</th><th>Non-Executive Board</th><th>Key Management, Executive and General Manager</th><th>Senior Manager</th><th>Manager (all)</th></tr><tr><td>&lt;25</td><td>0%</td><td>0%</td><td>0%</td><td>2%</td></tr><tr><td>25-34</td><td>0%</td><td>0%</td><td>3%</td><td>15%</td></tr><tr><td>35-44</td><td>0%</td><td>11%</td><td>24%</td><td>27%</td></tr><tr><td>45-54</td><td>29%</td><td>66%</td><td>53%</td><td>34%</td></tr><tr><td>55-64</td><td>57%</td><td>20%</td><td>19%</td><td>19%</td></tr><tr><td>65&gt;</td><td>14%</td><td>3%</td><td>2%</td><td>3%</td></tr></table>	Female representation across employee category					Non-Executive Board				43%	Key Management, Executive and General Manager				41%	Senior Manager				25%	Manager (all)				35%	Age group	Non-Executive Board	Key Management, Executive and General Manager	Senior Manager	Manager (all)	<25	0%	0%	0%	2%	25-34	0%	0%	3%	15%	35-44	0%	11%	24%	27%	45-54	29%	66%	53%	34%	55-64	57%	20%	19%	19%	65>	14%	3%	2%	3%			
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65>	14%	3%	2%	3%																																																														
	405-2 Ratio of basic salary and remuneration of women to men		Data as of March 2025, aligned with WGEA reporting period. <table><tr><th>Employee Type</th><th>Ratio (F:M) of Basic Salary</th></tr><tr><td>CEO/KMP</td><td>0.71:1</td></tr><tr><td>Other Executive/General Manager</td><td>1:1.23</td></tr><tr><td>Senior Manager</td><td>1:1.02</td></tr><tr><td>Other Manager</td><td>1:1.01</td></tr><tr><td>Non Manager</td><td>1:1.03</td></tr></table>	Employee Type	Ratio (F:M) of Basic Salary	CEO/KMP	0.71:1	Other Executive/General Manager	1:1.23	Senior Manager	1:1.02	Other Manager	1:1.01	Non Manager	1:1.03																																																			
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GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken		a) 1 b) Investigation is in progress has not been finalised																																																															
Freedom of association and collective bargaining																																																																		
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GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Modern Slavery Statement 2024 ESG Report																																																																
Child labor																																																																		
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GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Modern Slavery Statement 2024 ESG Report																																																																
Forced or compulsory labor																																																																		
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GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Modern Slavery Statement 2024 ESG Report																																																																
Rights of Indigenous Peoples																																																																		



GRI Standard/ Other Source	Disclosure	Reference Location	Metcash Response	Omission		
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GRI 3: Material Topics 2021	3-3 Management of material topics	ESG Report	As a business, Metcash is actively engaged with its stakeholders so that material topics can be meaningully managed. Metcash actively introduces policies and brand guidelines aimed at improving environmental and social outcomes, as well as building upon its available training for its people and partners. The Company continues to collaborate with industry groups and sustainability leaders to further its understanding and approach to managing its identified material topics.			
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples		No identified incidents	b	Not applicable	
Local communities						
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG Report	As a business, Metcash is actively engaged with its stakeholders so that material topics can be meaningully managed. Metcash actively introduces policies and brand guidelines aimed at improving environmental and social outcomes, as well as building upon its available training for its people and partners. The Company continues to collaborate with industry groups and sustainability leaders to further its understanding and approach to managing its identified material topics.			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	https://www.iga.com.au/ https://www.mitre10.com.au/		a	Information unavailable/incomplete	
	413-2 Operations with significant actual and potential negative impacts on local communities			a	Information unavailable/incomplete	
Supplier social assessment						
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG Report	As a business, Metcash is actively engaged with its stakeholders so that material topics can be meaningully managed. Metcash actively introduces policies and brand guidelines aimed at improving environmental and social outcomes, as well as building upon its available training for its people and partners. The Company continues to collaborate with industry groups and sustainability leaders to further its understanding and approach to managing its identified material topics.			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria		<b>Food &amp; Superior Foods</b> a) 100%  <b>Liquor</b> a) 100%  <b>Hardware</b> a) 100%  <b>Total Tools</b> a) 66%  Responses in reference to own-brand and private label vendors and/or sites.			
	414-2 Negative social impacts in the supply chain and actions taken		<b>Food &amp; Superior Foods</b> a) 350 b) 29 d) 99% e) <1%  <b>Liquor</b> a) 9 b) 0  <b>Hardware</b> a) 27 b) 1 d) 100%  <b>Total Tools</b> a) 70 b) 3 d) 66% e) 33%  Responses in reference to own-brand and private label vendors and/or sites.  These figures represent total number of active suppliers that have been assessed and screened by Metcash at of FY25 (date of assessment may pre-date the reporting period).	c, d, e	Information unavailable/incomplete	
Public policy						
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG Report	As a business, Metcash is actively engaged with its stakeholders so that material topics can be meaningully managed. Metcash actively introduces policies and brand guidelines aimed at improving environmental and social outcomes, as well as building upon its available training for its people and partners. The Company continues to collaborate with industry groups and sustainability leaders to further its understanding and approach to managing its identified material topics.			
GRI 415: Public Policy 2016	415-1 Political contributions		No financial or in-kind political contributions were made directly or indirectly by Metcash.			
Customer health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG Report	As a business, Metcash is actively engaged with its stakeholders so that material topics can be meaningully managed. Metcash actively introduces policies and brand guidelines aimed at improving environmental and social outcomes, as well as building upon its available training for its people and partners. The Company continues to collaborate with industry groups and sustainability leaders to further its understanding and approach to managing its identified material topics.			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories		All own-brand products.			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		a) i. 0 ii. 0 iii. 0 b) No fines, penalties, warnings or breaches of regulations and voluntary codes on own-brand products for customer health and safety have been reported.			
Marketing and labeling						
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG Report	As a business, Metcash is actively engaged with its stakeholders so that material topics can be meaningully managed. Metcash actively introduces policies and brand guidelines aimed at improving environmental and social outcomes, as well as building upon its available training for its people and partners. The Company continues to collaborate with industry groups and sustainability leaders to further its understanding and approach to managing its identified material topics.			
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	ESG Report	All private label products across the Group must meet mandatory and voluntary labelling and compliance requirements relevant to their category. This includes accurate product specifications, allergen and warning information, country of origin, and appropriate use and safety instructions. Labelling must comply with Australian Consumer Law, Food Standards Australia New Zealand (FSANZ), and other applicable regulations. Products are also subject to internal compliance checks and approvals, including technical reviews, artwork sign-offs, and recycling labelling (ARL/APCO), with particular emphasis on safety, functionality, and environmental or social impact where relevant.  b) 100% Own Branded Products			
	417-2 Incidents of non-compliance concerning product and service information and labeling		a) i. 0 ii. 0 iii. 0 b) No non-compliance.			
	417-3 Incidents of non-compliance concerning marketing communications		a) i. 0 ii. 0 iii. 0 b) No non-compliance.			
Customer privacy						
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG Report	As a business, Metcash is actively engaged with its stakeholders so that material topics can be meaningully managed. Metcash actively introduces policies and brand guidelines aimed at improving environmental and social outcomes, as well as building upon its available training for its people and partners. The Company continues to collaborate with industry groups and sustainability leaders to further its understanding and approach to managing its identified material topics.			

GRI Standard/ Other Source	Disclosure	Reference Location	Metcash Response	Omission		
				Requirement (s) Omitted	Reason	Explanation
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		a) i. 1 ii. 0 b) 2  The Metcash Group notified one data breach impacting the Total Tools business to the OAIC during the relevant reporting period, which was publicly communicated.			