



Coles Group | Corporate Human Rights Benchmark (CHRB) Disclosure | June 2019

Coles Group respects human rights and opposes slavery in all its forms. We are committed to transparently sourcing goods and services in an ethical manner and minimising the potential for labour and human rights issues in our supply chains and operations. While our operations and supply chains are complex, our aim is to ensure that human rights are understood, respected and upheld.

On Thursday 15 November 2018, Wesfarmers shareholders approved the demerger of Coles Group Limited from Wesfarmers, and on Wednesday 21 November 2018 Coles Group Limited shares commenced trading on the Australian Securities Exchange (ASX).

As Coles committed to do under Wesfarmers, Coles Group continues to support the following globally recognised declarations, principles and goals upon which our Ethical Sourcing Policy and Programs are based:

- Universal Declaration on Human Rights
- United Nations Guiding Principles on Business and Human Rights
- United Nations Global Compact
- International Labour Organisation Declaration of Fundamental Principles and Rights at Work
- United Nations Women's Empowerment Principles
- United Nations Sustainable Development Goals
- Ethical Trading Initiative Base Code

The Coles Group is building out its stand-alone website and reporting, which will detail the Group's commitments and programs, and will publish its first Sustainability Report in September 2019.

The implementation and governance of the Coles Ethical Sourcing Program is overseen by the Coles Group Human Rights Steering Committee, which is sponsored by the Coles Group Chief Legal Officer and includes representatives from across the Coles Group including Responsible Sourcing, Procurement, Legal, Corporate Affairs, Merchandise, and Operations. The Steering Committee meets monthly to support management of human rights issues and impacts and is accountable for strategy development and execution in this area.

The Coles Group Human Rights Steering Committee has approved this statement.