



Wesfarmers

Our approach to human rights

Wesfarmers recognises that managing our businesses with an awareness of and respect for human rights aligns performance with our purpose over the long term.

Human rights are fundamental rights, freedoms and dignities that every person is entitled to, regardless of gender, race, nationality, religion, sexual orientation or other status.

Human rights are relevant across the Wesfarmers Group, including in our operations in Australia, New Zealand and Asia, and throughout our value chain, which extends to many other regions.

Wesfarmers' goal is to identify, seek to prevent and mitigate potential adverse human rights impacts of its operations on team members, customers, suppliers and their workers, and the community in which it operates.

Consistent with these rights, Wesfarmers actively supports progress toward Aboriginal and Torres Strait Islander cultural, social and economic equity, recognising the unique status, identity and contributions of First Peoples.

Internationally recognised human rights seek to ensure that all people can participate freely and safely in society, live healthy and fulfilling lives, and maintain strong connections with their families, communities and cultures.

We expect everyone who works at Wesfarmers to understand, respect and uphold human rights.

This statement of Wesfarmers' approach to human rights has been approved by the Wesfarmers Board.

Internationally recognised human rights include the right to:

- Life
- Health
- Privacy
- An adequate standard of living
- Participate in cultural life
- Freedom from discrimination
- Freedom from slavery
- Freedom of expression
- Freedom of association
- Safe and healthy working conditions
- A clean, healthy and sustainable environment

The Wesfarmers Way

Our primary objective is to deliver a satisfactory return to shareholders. We believe it is only possible to achieve this over the long term by —



Anticipating the needs of our customers and delivering competitive goods and services



Looking after our team members and providing a safe, fulfilling work environment



Supporting the communities in which we operate



Taking care of the environment



Engaging fairly with our suppliers, and sourcing ethically and sustainably



Acting with integrity and honesty in all of our dealings

Value-creating strategies

The Group's primary objective is driven by four overarching strategies.

Operating excellence

Strengthening existing businesses through operating excellence and satisfying customer needs

Entrepreneurial initiative

Securing growth opportunities through entrepreneurial initiative

Renewing the portfolio

Renewing the portfolio through value-adding transactions

Operating sustainably

Ensuring sustainability through responsible long-term management

Core values

Our core values underpin all of the Group's strategies and ways of working.

Integrity

Openness

Accountability

Entrepreneurial spirit

Our businesses

As at 30 June 2025



Bunnings Group is the leading retailer of home improvement and lifestyle products in Australia and New Zealand, and a major supplier to project builders, commercial tradespeople and the housing industry. Bunnings Group operates a network of 511 stores, comprising Bunnings Warehouses, smaller format stores, trade centres and specialist stores and also frame and truss plants. Bunnings Group employs more than 53,000 team members.



Kmart is a leading product development company and trusted brand that operates 323 stores throughout Australia and New Zealand. Kmart's vision is to be where families come first for the lowest prices on everyday items. Kmart employs approximately 38,000 team members in Australia, New Zealand and key sourcing markets. Target operates 124 stores and employs approximately 10,000 team members across Australia.



Chemicals, Energy and Fertilisers manages a portfolio of eight businesses in Australia and employs more than 1,300 team members across its production and distribution facilities and support offices.



Our businesses

As at 30 June 2025



Officeworks is a leading retailer of technology, stationery, furniture, art supplies, and learning and development resources, with approximately 40,000 products available online and instore as well as services like Print & Create and Geeks2U. It also owns service provider Box of Books, which provides a digital education textbook platform for customers. Operating through a nationwide network of 173 stores, Officeworks employs approximately 8,800 team members.



Industrial and Safety operates two main businesses, Blackwoods and Workwear Group, which span safety products, tools, personal protective equipment, electrical and industrial supplies, and industrial and corporate workwear. Industrial and Safety employs approximately 3,100 team members.



Wesfarmers Health comprises a Consumer segment, which includes Retail, MediAesthetics and Digital Health, and a Wholesale segment. The Retail business centres around Priceline Pharmacy, a leading pharmacy brand with 419 community pharmacies across Australia. Priceline Pharmacies are operated through franchise partnerships with community pharmacists. Wesfarmers Health also operates 68 non-pharmacy Priceline stores. The division employs approximately 3,000 team members.



Group data and digital and other activities

OneDigital comprises Group data and digital assets and capabilities. It forms part of the Corporate Office.

Wesfarmers is an investor in Flybuys, BWP Trust, Gresham Partners and Wespine Industries.



¹ Increased to 23.5 per cent following completion of the sale of BWP Management Limited to BWP Trust on 1 August 2025.

Our commitment

Human rights are established in declarations and covenants developed by the international community through the United Nations and International Labor Organization and adopted by the Australian Government.

Wesfarmers respects internationally recognised human rights set out in the *Universal Declaration of Human Rights*, the *International Covenant on Civil and Political Rights*, and the *International Covenant on Economic, Social and Cultural Rights*.

Wesfarmers respects and is guided by the aims of the *UN Declaration on the Rights of Indigenous Peoples* (UNDRIP) and recognises the human and cultural rights of Indigenous Peoples, which derive from their political, economic and social structures, and from their cultures, spiritual traditions, histories and philosophies, their rights to their lands, territories and resources.

We respect the fundamental rights outlined in the *ILO Declaration on Fundamental Principles and Rights at Work* including the freedom of association and the right to collective bargaining, the elimination of forced or compulsory labour, the abolition of child labour and the elimination of discrimination in respect of employment and occupation.

We are committed to implementing the *United Nations Guiding Principles on Business and Human Rights* (UNGPs) and the ten principles of the *United Nations Global Compact* which help us to identify and respond to human rights risks.

Our salient human rights issues

During 2025 and 2026, Wesfarmers and its businesses reviewed the salient human rights issues that are most relevant to the Group's activities and business relationships in accordance with the UNGP Reporting Framework. Identifying our salient human rights issues supports our understanding of the human rights most relevant to our businesses, and guides efforts to identify, seek to prevent and mitigate adverse human rights impacts. The following six salient human rights issues were identified.

Respecting Indigenous Peoples' rights

Wesfarmers is committed to respecting Indigenous peoples' rights, including in relation to equality, land, resources and culture, and recognises the unique status and contributions of Australia's First Peoples. We recognise that the rights of Indigenous Peoples are interconnected with our other salient human rights issues.

Maintaining fairness and safety in our workplaces

Wesfarmers seeks to create inclusive and fair workplaces, free from harassment and discrimination. We strive to provide workplaces that are safe for all team members.

Promoting customer and community health and product safety

Our divisions prioritise providing customers with safe products that are fit for purpose and compliant with relevant mandatory standards. The Health division facilitates access to medicines, health products and services, which encourages customer and community health.

Upholding the human right to privacy and personal dignity

Wesfarmers respects the right to privacy and personal dignity. We invest in digital capabilities to safeguard customer and team member data. We promote privacy, data governance, cyber security and the responsible use and development of technology including AI. We believe technology should be safe and should not discriminate or adversely impact human rights.

Combating modern slavery (including forced labour) in our value chain

Wesfarmers is committed to managing risks associated with modern slavery, forced labour and other exploitative practices in our operations. We expect suppliers and business partners to respect internationally recognised labour standards, including prohibitions against the use of forced labour and child labour, and rights to freedom of association and collective bargaining. Where non-conformances with our Ethical Sourcing and Modern Slavery Policy are identified, our businesses work with suppliers to remediate them, seeking to prioritise the rights and wellbeing of affected workers.

Respecting the human right to a clean, healthy and sustainable environment

Wesfarmers respects the human right to a clean, healthy and sustainable environment. We recognise that human rights and the environment are interdependent. We work to mitigate the environmental impact of our operations and our value chains, including impacts associated with climate change.

Our approach

Wesfarmers and its divisions have policies and procedures in place with the goal to identify, seek to prevent and mitigate adverse impacts relevant to our salient human rights issues.

Governance

The Wesfarmers Board is responsible for approving the purpose and values of the Group as well as Group policies. The Wesfarmers Audit and Risk Committee assists the Wesfarmers Board with risk management, including risks relevant to the salient human rights issues.

Members of the Wesfarmers Leadership Team, including divisional managing directors, support a culture of risk identification and management. Divisions are responsible for integrating material risks and considerations into their operations and aligning with Group policies. Regular cross-divisional and cross-functional collaboration promotes risk mitigation and knowledge sharing.

Wesfarmers has an internal audit program that reviews key operational risks and includes checks for compliance with Group and divisional policies. Findings are reported to divisional risk committees and the Wesfarmers Audit and Risk Committee.

Wesfarmers' external assurance program is overseen by the external auditor. The Wesfarmers Audit and Risk Committee oversees auditor independence and monitors external auditor performance.

Wesfarmers' Corporate Governance Statement outlines the Group's governance framework and practices and is available at [wesfarmers.com.au/cg](https://www.wesfarmers.com.au/cg).

Risk management

Salient human rights issues are integrated into the Group's Risk Management Framework. This provides a consistent methodology for identifying, assessing, managing and reporting risks across the Group, with oversight from the Corporate Office, supported by divisional governance structures. Risks are reported and monitored through divisional risk committees and boards, and to the Wesfarmers Audit and Risk Committee.

Policies

The Group's commitment to respecting and upholding human rights is outlined in the Wesfarmers Code of Conduct and supported by policies that set minimum standards and guide policies at the divisional level.

Policies relevant to our salient human rights issues include:

- Group Code of Conduct
- Reconciliation Policy
- Work Health, Safety and Wellbeing Policy
- Diverse, Inclusive and Respectful Workplaces Policy
- Ethical Sourcing and Modern Slavery Policy
- Environment and Climate Policy
- Data Governance Policy
- AI Governance Policy.

At Wesfarmers Health, patient safety is supported by its Clinical Governance Advisory Council and Telehealth Code of Practice.

Reconciliation

Wesfarmers' Aboriginal and Torres Strait Islander strategy is reflected in our Reconciliation Action Plan and focuses on five core areas:

- **Sustainable employment:** increasing the proportion of Aboriginal and Torres Strait Islander team members working in our businesses
- **Career development:** providing access to leadership development training and increasing representation of Aboriginal and Torres Strait Islander team members in leadership positions
- **Supplier engagement:** increasing procurement from Aboriginal and Torres Strait Islander businesses
- **Community partnerships:** investing in partnerships that are focused on improving the lives of Aboriginal and Torres Strait Islander people
- **Celebrating Aboriginal and Torres Strait Islander cultures:** recognising the importance of Aboriginal and Torres Strait Islander cultures including through investment in cultural awareness training and Wesfarmers Arts partnerships.

Our approach continued

Training

The Corporate Office and divisions provide training on topics relevant to our salient human rights issues, such as:

- Modern slavery
- Ethical sourcing
- Health and safety
- Wellbeing, mental health and inclusive leadership
- Workplace harassment and discrimination
- Cultural awareness
- Cybersecurity and privacy
- Consumer law and product safety
- Climate- and environmental-related matters.

Stakeholder engagement

Wesfarmers and its divisions engage with stakeholders on salient human rights issues, including team members, customers, suppliers and their workers, local communities, investors, lenders and other groups like government, non-government organisations and the media.

We participate in industry partnerships designed to foster collaboration among organisations to address human rights challenges, share knowledge, promote best practice and encourage innovation.

Human rights due diligence

Each division operates an ethical sourcing program to address modern slavery and human rights risks relevant to its supply chain. These programs include controls such as ethical sourcing policies, risk-based supplier due diligence processes and structured reporting mechanisms.

The Wesfarmers Ethical Sourcing and Modern Slavery Policy requires divisions to undertake appropriate risk-based supplier due diligence. Third-party audit and monitoring activities (defined under the UNGPs as the ongoing management of actual and potential human rights impacts) are a core component of supplier due diligence, helping to identify, prevent, mitigate and account for how risks are addressed.

Third-party audits provide independent verification of supplier practices, inform the Group's assessment and management of human rights risks, and allow divisions to tailor their responses based on the severity and nature of the risk.

Grievance mechanisms and remediation

Each division has a Whistleblower Policy. The Corporate Office and divisional whistleblower programs provide channels for current or former team members and their relatives, and suppliers and their employees to raise concerns about misconduct or an improper state of affairs without fear of retaliation.

Consistent with the Group Ethical Sourcing and Modern Slavery Policy, divisions have established grievance mechanisms which allow workers at supplier factories to report concerns about working conditions. Reports received through grievance mechanisms are investigated and appropriate action is taken.

Furthermore, the Policy provides that, where the Group's activities have caused or contributed to an adverse human rights impact, Wesfarmers or the relevant division or business will provide for, or cooperate in, remediating the impact through appropriate processes.

Reporting

Our Annual Report, annual sustainability disclosures and Modern Slavery Statement include information about our approach to managing our six salient human rights issues, including a diverse range of performance metrics.

Continuous Improvement

We are committed to continuous improvement. Wesfarmers convenes regular cross-divisional forums ranging across human rights, the Wesfarmers Indigenous Network, carbon and energy, circular economy, safety, product safety, privacy and data governance. We regularly review policies and procedures and consider the impact of our operations on our salient human rights issues.

We aim to review our salient human rights issues at least every five years.

Further information and resources, including Wesfarmers Annual Reports and Modern Slavery Statements, the Wesfarmers Sustainability Databook, Corporate Governance Statement, Reconciliation Action Plan and other documents are available at [wesfarmers.com.au](https://www.wesfarmers.com.au)

