

## Myer FY2015 Global Reporting Initiative (G4) Index Table

| Indicator   | Indicator Title   | Annual Report Page Reference | Comments  |
|---|---|------------------------------|---|
| <b>STRATEGY AND ANALYSIS</b>                      |   |                              |   |
| G4-1  | Statement from the most senior decision-maker of the organization   | 2                            |   |
| G4-2  | Description of key impacts, risks, and opportunities.   | 14; 31                       |   |
| <b>ORGANIZATIONAL PROFILE</b>                     |   |                              |   |
| G4-3  | Name of the organization.   |                              | Myer Holdings Limited   |
| G4-4  | Primary brands, products, and services.   | 4                            | myer.com.au; myer.com.au/p/about-myer/the-company/about-us/content-myer-today/  |
| G4-5  | Location of the organization's headquarters.  | 121                          |   |
| G4-6  | Number of countries where the organization operates.  | 4; 16                        |   |
| G4-7  | Nature of ownership and legal form.   |                              | Public company, listed on the Australian Securities Exchange  |
| G4-8  | Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).  | 4                            |   |
| G4-9  | Scale of the organization   | 4                            |   |
| G4-10   | Employee profile  | 14                           | For more detail see also p.4 of the Myer Corporate Governance Statement at myer.com.au/investor.  |
| G4-11   | Percentage of total employees covered by collective bargaining agreements.  |                              | 85.6%   |
| G4-12   | Description of the organization's supply chain.   | 16                           |   |
| G4-13   | Significant changes during the reporting period   | 8                            |   |
| G4-14   | Is the precautionary approach or principle addressed by the organization?   | 14-17; 31                    |   |
| G4-15   | Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses. | 15                           |   |
| G4-16   | Memberships of associations (such as industry associations) and national or international advocacy organizations  |                              | Myer is a member of the following key industry associations:<br>- Intercontinental Group of Department Stores (IGDS)<br>- Australian Retailers Association (ARA)<br>- National Retail Association (NRA)<br>- The London Benchmarking Group<br>- Signatory to the Australian Packaging Covenant  |
| <b>IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES</b> |   |                              |   |
| G4-17   | All entities included in the organization's consolidated financial statements or equivalent documents.  | 70-113                       |   |
| G4-18   | The process for defining the report content.  | Inside front cover           |   |
| G4-19; G4-20; G4-21                               | Material Aspects identified in the process for defining report content.   | 14                           | Myer has ongoing engagement with our stakeholders through a variety of channels, including social media, media engagement and briefings, investor briefings, one-on-one meetings, our Customer Service Centre, and customer feedback programs via SMS and feedback forms in stores. In FY2014, a specific sustainability feedback process was undertaken to understand the sustainability issues our stakeholders want to see addressed in our strategy and reporting. A total of 33 individual stakeholders were engaged, including Myer team members, investors and analysts, suppliers, government agencies, customers and Myer charity partners. The feedback process validated our material issues, and improve our reporting methods. Pleasingly, the majority of stakeholders engaged said they were mainly satisfied with our current sustainability practices and reporting methods. |
| G4-22   | Restatements of information provided in previous reports.   | nil                          |   |
| G4-23   | Significant changes from previous reporting periods in the Scope and Aspect Boundaries.   | nil                          |   |
| <b>STAKEHOLDER ENGAGEMENT</b>                     |   |                              |   |

|                       |   |                    |  |
|-----------------------|---|--------------------|--|
|                       | Stakeholder groups engaged by the organization.<br>Basis for identification and selection of stakeholders.<br>Approach to stakeholder engagement.<br>Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns. |                    | Myer has ongoing engagement with our stakeholders through a variety of channels, including social media, media engagement and briefings, investor briefings, one-on-one meetings, our Customer Service Centre, and customer feedback programs via SMS and feedback forms in stores. In FY2014, a specific sustainability feedback process was undertaken to understand the sustainability issues our stakeholders want to see addressed in our strategy and reporting. A total of 33 individual stakeholders were engaged, including Myer team members, investors and analysts, suppliers, government agencies, customers and Myer charity partners.<br>The feedback process validated our material issues, and improve our reporting methods. Pleasingly, the majority of stakeholders engaged said they were mainly satisfied with our current sustainability practices and reporting methods. |
| G4-24-G4-27           |   | Inside front cover |  |
| <b>REPORT PROFILE</b> |   |                    |  |
| G4-28                 | Reporting period  | Inside front cover | 27 July 2014 - 25 July 2015, excepting for energy and emissions data and waste data (1 July 2014 - 30 June 2015).  |
| G4-29                 | a. Date of most recent previous report (if any).  |                    | FY2014   |
| G4-30                 | a. Reporting cycle (such as annual, biennial).  |                    | Annual   |
| G4-31                 | Contact point for questions regarding the report or its contents.   | 121                |  |
| G4-32                 | GRI G4 'In accordance' option the organization has chosen.  |                    | In accordance - core   |
| G4-33                 | Policy and current practice with regard to seeking external assurance for the report.   | 118                | Financial statements independently audited by PwC. Community contribution data verified by the London Benchmarking Group. The Company Review section of the Annual Report internally verified by the Myer internal audit team.   |
| <b>GOVERNANCE</b>     |   |                    |  |
| G4-34                 | Governance structure of the organization.   |                    | Corporate Governance Statement at <a href="http://myer.com.au/investor">myer.com.au/investor</a> .   |
| G4-35                 | Process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.   | 14                 |  |
| G4-36                 | Executive-level position responsibilities reporting process for economic, environmental and social topics.  | 14; 19             | P.1-2 Corporate Governance Statement at <a href="http://myer.com.au/investor">myer.com.au/investor</a> . The Myer Board of Directors reviews and approves business and sustainability strategies and targets, and receives periodic strategy implementation updates.   |
| G4-37                 | Process for consultation between stakeholders and the highest governance body on economic, environmental and social topics.   |                    | Myer has ongoing engagement with our stakeholders through a variety of channels, including social media, media engagement and briefings, investor briefings, one-on-one meetings, our Customer Service Centre, and customer feedback programs via SMS and feedback forms in stores. As required, issues raised by stakeholders are escalated to the Board.   |
| G4-38                 | Composition of the highest governance body and its committees.  | 20-23              |  |
| G4-39                 | Is the Chair of the highest governance body is also an executive officer?   | 20                 | No   |
| G4-40                 | Nomination and selection processes for the highest governance body and its committees.  |                    | P.2 Corporate Governance Statement at <a href="http://myer.com.au/investor">myer.com.au/investor</a>   |
| G4-41                 | Processes for the highest governance body to ensure conflicts of interest are avoided and managed.  |                    | P.2 Corporate Governance Statement at <a href="http://myer.com.au/investor">myer.com.au/investor</a>   |
| G4-42                 | Highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.  | 2; 8               | P.1-2 Corporate Governance Statement at <a href="http://myer.com.au/investor">myer.com.au/investor</a> . The Myer Board of Directors reviews and approves business and sustainability strategies and targets, and receives periodic strategy implementation updates.   |
| G4-43                 | Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.  |                    | The Myer Board of Directors reviews and approves business and sustainability strategies and targets, and receives periodic strategy implementation updates from the business.  |
| G4-44                 | Processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics.  |                    | P.6 Corporate Governance Statement at <a href="http://myer.com.au/investor">myer.com.au/investor</a>   |
| G4-45                 | Highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities.  |                    | P.1-2 Corporate Governance Statement at <a href="http://myer.com.au/investor">myer.com.au/investor</a>   |

|                                      |  |        |   |
|--------------------------------------|--|--------|---|
| G4-46                                | Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics.   |        | P.1-2 Corporate Governance Statement at <a href="http://myer.com.au/investor">myer.com.au/investor</a>  |
| G4-47                                | Frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.   | 24     | P.2 Corporate Governance Statement at <a href="http://myer.com.au/investor">myer.com.au/investor</a>  |
| G4-48                                | Highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered.   |        | Reviewed by the Myer Board of Directors   |
| G4-49                                | Process for communicating critical concerns to the highest governance body.  | 121    | Contact information: <a href="http://investor.myer.com.au/Investor-Centre/?page=Contact-Us">http://investor.myer.com.au/Investor-Centre/?page=Contact-Us</a>  |
| G4-50                                | Nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them.  |        | Nil   |
| G4-51                                | Remuneration policies for the highest governance body and senior executives.   | 38     | Human Resources and Remuneration Charter: <a href="http://myer.com.au/investor">myer.com.au/investor</a>  |
| G4-52                                | Process for determining remuneration.  | 38     | Human Resources and Remuneration Charter: <a href="http://myer.com.au/investor">myer.com.au/investor</a>  |
| G4-53                                | How stakeholders' views are sought and taken into account regarding remuneration.  | 38     |   |
| G4-54                                | Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual).   |        | Ratio not reported.   |
| G4-55                                | Ratio of percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees. |        | Ratio not reported.   |
| <b>ETHICS AND INTEGRITY</b>          |  |        |   |
| G4-56                                | Organization's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics.  | 16; 17 | <a href="http://investor.myer.com.au/Corporate-Governance/?page=Governance-Policies---Practices">http://investor.myer.com.au/Corporate-Governance/?page=Governance-Policies---Practices</a>   |
| G4-57                                | Internal and external mechanisms for seeking advice on ethical and lawful behaviour, and matters related to organizational integrity, such as helplines or advice lines.   |        | Myer whistleblower for suppliers: <a href="http://myersupplier.myer.com.au/documents/Whistleblower%20Policy%20(supplier).pdf">http://myersupplier.myer.com.au/documents/Whistleblower%20Policy%20(supplier).pdf</a><br>Myer whistleblower for Myer team members: <a href="http://www.myerwhistleblower.deloitte.com.au">www.myerwhistleblower.deloitte.com.au</a> or a promoted phone number.   |
| G4-58                                | Internal and external mechanisms for reporting concerns about unethical or unlawful behaviour, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.   |        | Myer whistleblower for suppliers: <a href="http://myersupplier.myer.com.au/documents/Whistleblower%20Policy%20(supplier).pdf">http://myersupplier.myer.com.au/documents/Whistleblower%20Policy%20(supplier).pdf</a><br>Myer whistleblower for Myer team members: <a href="http://www.myerwhistleblower.deloitte.com.au">www.myerwhistleblower.deloitte.com.au</a> or a promoted phone number.   |
| <b>SPECIFIC STANDARD DISCLOSURES</b> |  |        |   |
| <b>CATEGORY: ECONOMIC</b>            |  |        |   |
| <b>ASPECT: ECONOMIC PERFORMANCE</b>  |  |        |   |
| G4-DMA                               | Generic Disclosures on Management Approach   | 4; 14  |   |
| G4-EC1                               | Direct economic value generated and distributed  | 6      |   |
| G4-EC2                               | Financial implications and other risks and opportunities for the organization's activities due to climate change.  | 15     |   |
| G4-EC3                               | Coverage of the organization's defined benefit plan obligations  |        | Superannuation contributions of 9.5% were made for all Myer employees in Australia, according to legislative requirements.  |
| G4-EC4                               | Financial assistance received from government  |        | The Australian Government Research and Development(R&D) Tax Incentive is the only assistance received by government. At the time of reporting, the FY2015 exact claim was not known, however the current working estimate for Myer's FY2015 R&D Tax Incentive claim is \$8,750,000, which would provide a benefit of \$875,000 to Myer. In addition, Myer received \$75,000 from the Sustainability Victoria and the Australian Packaging Covenant for a Retail Recycling Optimisation project. |
| <b>ASPECT: MARKET PRESENCE</b>       |  |        |   |
| G4-DMA                               | Generic Disclosures on Management Approach   | 4      |   |
| G4-EC5                               | Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation   |        | The base entry level wage in Myer is \$727.00 per week. Myer's rates are not gender specific. This rate is 0.7% above the Australian national minimum wage of \$721.50. (The Myer base entry rate will increase to \$745 per week from the first full pay on or after 1 February 2016).   |

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| G4-EC6                                   | Proportion of senior management hired from the local community at significant locations of operation   |        | In FY2015, there were 3 senior managers hired. No senior managers (0%) were recruited from outside of Australia.   |
| <b>ASPECT: INDIRECT ECONOMIC IMPACTS</b> |  |        |  |
| G4-DMA                                   | Generic Disclosures on Management Approach   | 4, 6   |  |
| G4-EC7                                   | Development and impact of infrastructure investments and services supported  |        | This issue is not applicable to Myer's operations in the period.   |
| G4-EC8                                   | Significant indirect economic impacts, including the extent of impacts   | 4, 6   |  |
| <b>ASPECT: PROCUREMENT PRACTICES</b>     |  |        |  |
| G4-DMA                                   | Generic Disclosures on Management Approach   | 16     |  |
| G4-EC9                                   | Proportion of spending on local suppliers at significant locations of operation  | 16     | Proportion not reported.   |
| <b>CATEGORY: ENVIRONMENTAL</b>           |  |        |  |
| <b>ASPECT: MATERIALS</b>                 |  |        |  |
| G4-DMA                                   | Generic Disclosures on Management Approach   | 14     | Myer focuses on the recycling of merchandise packaging materials, security tags and clothing hangers. Sourcing and management of merchandise focuses on ethical sourcing practices, health and safety and compliance. The weight of materials used in Myer merchandise is not measured or monitored. |
| G4-EN1                                   | Materials used by weight or volume   |        | Weight of materials used for Myer merchandise is not measured or monitored. Myer waste and recycling data FY2015 can be found at <a href="http://www.myer.com.au/p/about-myer/sustainability/">http://www.myer.com.au/p/about-myer/sustainability/</a>   |
| G4-EN2                                   | Percentage of materials used that are recycled input materials   |        | Recycled content for Myer merchandise is not recorded. Myer waste and recycling data FY2015 can be found at <a href="http://www.myer.com.au/p/about-myer/sustainability/">http://www.myer.com.au/p/about-myer/sustainability/</a>  |
| <b>ASPECT: ENERGY</b>                    |  |        |  |
| G4-DMA                                   | Generic Disclosures on Management Approach   | 15     |  |
| G4-EN3                                   | Energy consumption within the organization   | 15     |  |
| G4-EN4                                   | Energy consumption outside of the organization   |        | Not Reported   |
| G4-EN5                                   | Energy intensity   | 17     |  |
| G4-EN6                                   | Reduction of energy consumption  | 15     |  |
| G4-EN7                                   | Reductions in energy requirements of products and services   |        | Not Reported. The Myer Energy Management Strategy focuses on the material issue of energy efficiency of our stores and other sites.  |
| <b>ASPECT: WATER</b>                     |  |        |  |
| G4-DMA                                   | Generic Disclosures on Management Approach   |        | Water is not considered a material issue for Myer, based on our business impacts and stakeholder feedback, so is not reported.   |
| G4-EN8                                   | Total water withdrawal by source   |        | Not reported as Myer only utilises town water in our stores, distribution centres and offices, for use in bathrooms and kitchens.  |
| G4-EN9                                   | Water sources significantly affected by withdrawal of water  |        | Nil  |
| G4-EN10                                  | Percentage and total volume of water recycled and reused   |        | Nil  |
| <b>ASPECT: BIODIVERSITY</b>              |  |        |  |
| G4-DMA                                   | Generic Disclosures on Management Approach   |        | Biodiversity is not considered a material issue for Myer, based on our business impacts and stakeholder feedback, and Myer has no direct impacts on biodiversity or land.  |
| G4-EN11                                  | Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas                                |        | Nil  |
| G4-EN12                                  | Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas |        | Nil  |
| G4-EN13                                  | Habitats protected or restored   |        | Nil  |
| G4-EN14                                  | Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk                  |        | Nil  |
| <b>ASPECT: EMISSIONS</b>                 |  |        |  |
| G4-DMA                                   | Generic Disclosures on Management Approach   | 15     |  |
| G4-EN15                                  | Direct greenhouse gas (GHG) emissions (Scope 1)  | 15     | 1,874 TCO <sub>2</sub> e   |
| G4-EN16                                  | Energy indirect greenhouse gas (GHG) emissions (Scope 2)   | 15     | 166,935 TCO <sub>2</sub> e   |
| G4-EN17                                  | Other indirect greenhouse gas (GHG) emissions (Scope 3)  |        | Not reported   |
| G4-EN18                                  | Greenhouse gas (GHG) emissions intensity   | 15; 17 |  |
| G4-EN19                                  | Reduction of greenhouse gas (GHG) emissions  | 15     |  |
| G4-EN20                                  | Emissions of ozone-depleting substances (ODS)  |        | Nil, as per Myer's National Greenhouse and Energy Reporting System data.   |
| G4-EN21                                  | NOX, SOX, and other significant air emissions  |        | 1 tonne NOX (CO <sub>2</sub> e), as per Myer's National Greenhouse and Energy Reporting System data.   |

| ASPECT: EFFLUENTS AND WASTE                   |  |   |
|---|--|---|
| G4-DMA  | Generic Disclosures on Management Approach   | 15  |
| G4-EN22                                       | Total water discharge by quality and destination   | Water is not considered a material issue for Myer, based on our business impacts and stakeholder feedback, so is not reported. All water discharge is via town sewage systems.  |
| G4-EN23                                       | Total weight of waste by type and disposal method  | Myer waste and recycling data FY2015 can be found at <a href="http://www.myer.com.au/p/about-myer/sustainability/">http://www.myer.com.au/p/about-myer/sustainability/</a>  |
| G4-EN24                                       | Total number and volume of significant spills  | Nil   |
| G4-EN25                                       | Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally | Several instances in the period where small quantities of asbestos containing (or suspected to contain) materials have been removed and disposed by suitably qualified and licensed contractors as part of Myer maintenance obligations. Weight unknown.  |
| G4-EN26                                       | Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff                                    | Nil   |
| ASPECT: PRODUCTS AND SERVICES                 |  |   |
| G4-DMA  | Generic Disclosures on Management Approach   | 15  |
| G4-EN27                                       | Extent of impact mitigation of environmental impacts of products and services  | 15  |
| G4-EN28                                       | Percentage of products sold and their packaging materials that are reclaimed by category   | 15 % not recorded.  |
| ASPECT: COMPLIANCE                            |  |   |
| G4-DMA  | Generic Disclosures on Management Approach   | 15  |
| G4-EN29                                       | Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations  | Nil   |
| ASPECT: TRANSPORT                             |  |   |
| G4-DMA  | Generic Disclosures on Management Approach   | Myer uses a third party providers for merchandise transport and logistics.  |
| G4-EN30                                       | Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce.                                       | Merchandise transport logistics are managed by a third party provider, and reported by that provider under the National Greenhouse and Energy Reporting Scheme, so this is not reported by Myer.<br>Myer does not transport members of the workforce to and from work. Scope 3 emissions, such as from air travel for work purposes, is not currently reported. |
| ASPECT: OVERALL                               |  |   |
| G4-DMA  | Generic Disclosures on Management Approach   | 14  |
| G4-EN31                                       | Total environmental protection expenditures and investments by type  | FY2015:<br>\$185,000 capital expenditure on energy efficiency initiatives.<br>\$50,500 for recycling optimisation project.  |
| ASPECT: SUPPLIER ENVIRONMENTAL ASSESSMENT     |  |   |
| G4-DMA  | Generic Disclosures on Management Approach   | Incorporated into Ethical Sourcing Policy. See <a href="http://www.myer.com.au/resources/47e84906-e58d-4062-9de6-86ce7aff056a/Myer_Ethical_Sourcing_Policy_Aug13.pdf">http://www.myer.com.au/resources/47e84906-e58d-4062-9de6-86ce7aff056a/Myer_Ethical_Sourcing_Policy_Aug13.pdf</a>  |
| G4-EN32                                       | Percentage of new suppliers that were screened using environmental criteria  | 16 100% of new suppliers required to endorse the Myer Ethical Sourcing Policy.  |
| G4-EN33                                       | Significant actual and potential negative environmental impacts in the supply chain and actions taken  | 17 Nil identified   |
| ASPECT: ENVIRONMENTAL GRIEVANCE MECHANISMS    |  |   |
| G4-DMA  | Generic Disclosures on Management Approach   | Myer offers stakeholder feedback channels such as our customer call centre, feedback forms in stores and the <a href="mailto:sustainability@myer">sustainability@myer</a> email address.  |
| G4-EN34                                       | Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms  | Nil   |
| CATEGORY: SOCIAL                              |  |   |
| SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK |  |   |
| ASPECT: EMPLOYMENT                            |  |   |
| G4-DMA  | Generic Disclosures on Management Approach   | 14  |
| G4-LA1  | Total number and rates of new employee hires and employee turnover by age group, gender and region   | 4   |
| G4-LA2  | Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation  | Employees engaged on a permanent basis, that work a minimum set number of hours per week, receive the following benefits not offered to casual employees:<br>- 6 weeks paid parental leave.<br>- An additional discount card for a member of the Team Member's household.<br>- One day of Volunteer Leave per year.   |

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| G4-LA3   | Return to work and retention rates after parental leave, by gender   |    | In FY2015, of the 130 Team Members that returned from Parental Leave, 36 (or 27.6%) returned on a gradual return to work agreement. 18 Team Members terminated their service while on parental leave and 37 Team Members extended their leave.  |
| <b>ASPECT: LABOR/MANAGEMENT RELATIONS</b>              |  |    |   |
| G4-DMA   | Generic Disclosures on Management Approach   | 14 |   |
| G4-LA4   | Minimum notice periods regarding operational changes, including whether these are specified in collective agreements   |    | Minimum 7 days in writing, or 14 days where the employee disagreed to resolving the matter.   |
| <b>ASPECT: OCCUPATIONAL HEALTH AND SAFETY</b>          |  |    |   |
| G4-DMA   | Generic Disclosures on Management Approach   | 14 |   |
| G4-LA5   | Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs | 14 | 100% - All Myer sites have H&S Committees with active employee participation.   |
| G4-LA6   | Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender                      | 14 |   |
| G4-LA7   | Workers with high incidence or high risk of diseases related to their occupation   |    | Nil   |
| G4-LA8   | Health and safety topics covered in formal agreements with trade unions  |    | Yes   |
| <b>ASPECT: TRAINING AND EDUCATION</b>                  |  |    |   |
| G4-DMA   | Generic Disclosures on Management Approach   | 14 |   |
| G4-LA9   | Average hours of training per year per employee by gender, and by employee category  | 14 | Training data recording systems are being assessed in the business, as much informal and 'on the job' training hours are not currently recorded.  |
| G4-LA10  | Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings                            | 14 |   |
| G4-LA11  | Percentage of employees receiving regular performance and career development reviews, by gender and by employee category   |    | All employees receive regular performance and career development reviews through the Performance Evaluation Process at Myer.  |
| <b>ASPECT: DIVERSITY AND EQUAL OPPORTUNITY</b>         |  |    |   |
| G4-DMA   | Generic Disclosures on Management Approach   | 14 |   |
| G4-LA12  | Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity   | 14 | For more detail see also Corporate Governance Statement at <a href="http://myer.com.au/investor">myer.com.au/investor</a> .   |
| <b>ASPECT: EQUAL REMUNERATION FOR WOMEN AND MEN</b>    |  |    |   |
| G4-DMA   | Generic Disclosures on Management Approach   | 14 | Refer to WGEA Report 2015<br><a href="http://investor.myer.com.au/Reports/?page=Sustainability">http://investor.myer.com.au/Reports/?page=Sustainability</a>  |
| G4-LA13  | Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation   |    | Refer to WGEA Report 2015<br><a href="http://investor.myer.com.au/Reports/?page=Sustainability">http://investor.myer.com.au/Reports/?page=Sustainability</a>  |
| <b>ASPECT: SUPPLIER ASSESSMENT FOR LABOR PRACTICES</b> |  |    |   |
| G4-DMA   | Generic Disclosures on Management Approach   | 16 | <a href="http://www.myer.com.au/resources/505ed506-586e-4165-89fe-7b7643fcb889/Myer+Ethical+Sourcing+Policy+Aug13.pdf">http://www.myer.com.au/resources/505ed506-586e-4165-89fe-7b7643fcb889/Myer+Ethical+Sourcing+Policy+Aug13.pdf</a>   |
| G4-LA14  | Percentage of new suppliers that were screened using labour practices criteria   | 16 |   |
| G4-LA15  | Significant actual and potential negative impacts for labour practices in the supply chain and actions taken   | 16 |   |
| <b>ASPECT: LABOR PRACTICES GRIEVANCE MECHANISMS</b>    |  |    |   |
| G4-DMA   | Generic Disclosures on Management Approach   |    | Myer whistleblower for suppliers:<br><a href="http://myersupplier.myer.com.au/documents/Whistleblower%20Policy%20(supplier).pdf">http://myersupplier.myer.com.au/documents/Whistleblower%20Policy%20(supplier).pdf</a><br>Myer whistleblower for Myer team members:<br><a href="http://www.myerwhistleblower.deloitte.com.au">www.myerwhistleblower.deloitte.com.au</a> or a promoted phone number. |
| G4-LA16  | Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms   |    | No grievances filed.  |
| <b>SUB-CATEGORY: HUMAN RIGHTS</b>                      |  |    |   |
| <b>ASPECT: INVESTMENT</b>                              |  |    |   |
| G4-DMA   | Generic Disclosures on Management Approach   | 16 |   |
| G4-HR1   | Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening                        | 16 | Supplier contracts - 100%   |

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| G4-HR2  | Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained              | 17 | Code of Conduct training - 86.5% of staff   |
| <b>ASPECT: NON-DISCRIMINATION</b>                               |  |    |   |
| G4-DMA  | Generic Disclosures on Management Approach   | 14 | Refer to Diversity Policy:<br><a href="http://investor.myer.com.au/Corporate-Governance/?page=Governance-Policies---Practices">http://investor.myer.com.au/Corporate-Governance/?page=Governance-Policies---Practices</a>   |
| G4-HR3  | Total number of incidents of discrimination and corrective actions taken   |    | Three incidents were recorded during the year. All matters were investigated and corrective action (such as additional training, formal warnings and other disciplinary action) put in place where warranted.   |
| <b>ASPECT: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b> |  |    |   |
| G4-DMA  | Generic Disclosures on Management Approach   | 16 | Refer to Ethical Sourcing Policy:<br><a href="http://www.myer.com.au/resources/47e84906-e58d-4062-9de6-86ce7aff056a/Myer_Ethical_Sourcing_Policy_Aug13.pdf">http://www.myer.com.au/resources/47e84906-e58d-4062-9de6-86ce7aff056a/Myer_Ethical_Sourcing_Policy_Aug13.pdf</a>  |
| G4-HR4  | Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights | 16 | Specific categories of Ethical Sourcing issues identified are not reported.   |
| <b>ASPECT: CHILD LABOR</b>                                      |  |    |   |
| G4-DMA  | Generic Disclosures on Management Approach   | 16 | Refer to Ethical Sourcing Policy:<br><a href="http://www.myer.com.au/resources/47e84906-e58d-4062-9de6-86ce7aff056a/Myer_Ethical_Sourcing_Policy_Aug13.pdf">http://www.myer.com.au/resources/47e84906-e58d-4062-9de6-86ce7aff056a/Myer_Ethical_Sourcing_Policy_Aug13.pdf</a>  |
| G4-HR5  | Operations and suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour                              | 16 | Specific categories of Ethical Sourcing issues identified are not reported.   |
| <b>ASPECT: FORCED OR COMPULSORY LABOR</b>                       |  |    |   |
| G4-DMA  | Generic Disclosures on Management Approach   | 16 | Refer to Ethical Sourcing Policy:<br><a href="http://www.myer.com.au/resources/47e84906-e58d-4062-9de6-86ce7aff056a/Myer_Ethical_Sourcing_Policy_Aug13.pdf">http://www.myer.com.au/resources/47e84906-e58d-4062-9de6-86ce7aff056a/Myer_Ethical_Sourcing_Policy_Aug13.pdf</a>  |
| G4-HR6  | Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour | 16 | Specific categories of Ethical Sourcing issues identified are not reported.   |
| <b>ASPECT: SECURITY PRACTICES</b>                               |  |    |   |
| G4-DMA  | Generic Disclosures on Management Approach   |    | Incorporated into Ethical Sourcing Policy (Suppliers).  |
| G4-HR7  | Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations   |    | Myer Profit Protection staff are inducted, and annually refreshed, in offender apprehension training, which covers the protection of suspected offenders' human rights. 100% of new suppliers agreed to Ethical Sourcing Policy, which also covers human rights issues.   |
| <b>ASPECT: INDIGENOUS RIGHTS</b>                                |  |    |   |
| G4-DMA  | Generic Disclosures on Management Approach   |    | Indigenous diversity in employment is covered by the Myer Diversity Policy. <a href="http://investor.myer.com.au/Corporate-Governance/?page=Governance-Policies---Practices">http://investor.myer.com.au/Corporate-Governance/?page=Governance-Policies---Practices</a>   |
| G4-HR8  | Total number of incidents of violations involving rights of indigenous peoples and actions taken   |    | Nil   |
| <b>ASPECT: ASSESSMENT</b>                                       |  |    |   |
| G4-DMA  | Generic Disclosures on Management Approach   | 16 |   |
| G4-HR9  | Total number and percentage of operations that have been subject to human rights reviews or impact assessments   |    | Nil for Myer operations.  |
| <b>ASPECT: SUPPLIER HUMAN RIGHTS ASSESSMENT</b>                 |  |    |   |
| G4-DMA  | Generic Disclosures on Management Approach   | 16 |   |
| G4-HR10   | Percentage of new suppliers that were screened using human rights criteria   | 16 | 100% of new suppliers required to endorse the Myer Ethical Sourcing Policy.   |
| G4-HR11   | Significant actual and potential negative human rights impacts in the supply chain and actions taken   | 16 | 1 zero-tolerance issue in the period.   |
| <b>ASPECT: HUMAN RIGHTS GRIEVANCE MECHANISMS</b>                |  |    |   |
| G4-DMA  | Generic Disclosures on Management Approach   |    | Myer whistleblower for suppliers:<br><a href="http://myersupplier.myer.com.au/documents/Whistleblower%20Policy%20(supplier).pdf">http://myersupplier.myer.com.au/documents/Whistleblower%20Policy%20(supplier).pdf</a><br>Myer whistleblower for Myer team members:<br><a href="http://www.myerwhistleblower.deloitte.com.au">www.myerwhistleblower.deloitte.com.au</a> or promoted phone number. |

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| G4-HR12  | Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms          |        | 1 grievance filed and investigated from Myer supply chain.  |
| <b>SUB-CATEGORY: SOCIETY</b>                               |   |        |   |
| <b>ASPECT: LOCAL COMMUNITIES</b>                           |   |        |   |
| G4-DMA   | Generic Disclosures on Management Approach  | 17     |   |
| G4-SO1   | Percentage of operations with implemented local community engagement, impact assessments, and development programs          | 14     | 100% - All stores and the Myer store support office have a Myer Stores Community Fund committee and take part in fundraising.   |
| G4-SO2   | Operations with significant actual and potential negative impacts on local communities                                      |        | Myer believes that our stores have no significant negative impacts on their local communities; however, store closures may be considered to have a potentially negative local community impact.   |
| <b>ASPECT: ANTI-CORRUPTION</b>                             |   |        |   |
| G4-DMA   | Generic Disclosures on Management Approach  | 16, 17 | Code of Conduct training - 86.5% of staff.<br>100% of new suppliers agreed to Ethical Sourcing Policy.  |
| G4-SO3   | Total number and percentage of operations assessed for risks related to corruption and the significant risks identified     | 16, 17 | No specific assessment undertaken for Myer operations.  |
| G4-SO4   | Communication and training on anti-corruption policies and procedures   | 17     | Code of Conduct training - 86.5% of staff.<br>100% of new suppliers agreed to Ethical Sourcing Policy.  |
| G4-SO5   | Confirmed incidents of corruption and actions taken   |        | Nil   |
| <b>ASPECT: PUBLIC POLICY</b>                               |   |        |   |
| G4-DMA   | Generic Disclosures on Management Approach  |        | No political contributions are made by Myer.  |
| G4-SO6   | Total value of political contributions by country and recipient/beneficiary   |        | Nil   |
| <b>ASPECT: ANTI-COMPETITIVE BEHAVIOR</b>                   |   |        |   |
| G4-DMA   | Generic Disclosures on Management Approach  |        | Myer Ethical Sourcing Policy:<br><a href="http://www.myer.com.au/resources/47e84906-e58d-4062-9de6-86ce7aff056a/Myer_Ethical_Sourcing_Policy_Aug13.pdf">http://www.myer.com.au/resources/47e84906-e58d-4062-9de6-86ce7aff056a/Myer_Ethical_Sourcing_Policy_Aug13.pdf</a><br>Myer Whistleblower Policy:<br><a href="http://myersupplier.myer.com.au/documents/Whistleblower%20Policy.pdf">http://myersupplier.myer.com.au/documents/Whistleblower%20Policy.pdf</a>   |
| G4-SO7   | Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes         |        | No litigation in this respect   |
| <b>ASPECT: COMPLIANCE</b>                                  |   |        |   |
| G4-DMA   | Generic Disclosures on Management Approach  | 15     | Myer has a dedicated Quality Assurance and Compliance team to monitor product compliance, safety, quality and labelling.  |
| G4-SO8   | Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations |        | None in this category   |
| <b>ASPECT: SUPPLIER ASSESSMENT FOR IMPACTS ON SOCIETY</b>  |   |        |   |
| G4-DMA   | Generic Disclosures on Management Approach  | 16     | Refer to Ethical Sourcing Policy:<br><a href="http://www.myer.com.au/resources/47e84906-e58d-4062-9de6-86ce7aff056a/Myer_Ethical_Sourcing_Policy_Aug13.pdf">http://www.myer.com.au/resources/47e84906-e58d-4062-9de6-86ce7aff056a/Myer_Ethical_Sourcing_Policy_Aug13.pdf</a>  |
| G4-SO9   | Percentage of new suppliers that were screened using criteria for impacts on society  | 16     | 100% of new suppliers required to endorse the Myer Ethical Sourcing Policy.   |
| G4-SO10  | Significant actual and potential negative impacts on society in the supply chain and actions taken                          | 16     | 1 zero tolerance issue in the period.   |
| <b>ASPECT: GRIEVANCE MECHANISMS FOR IMPACTS ON SOCIETY</b> |   |        |   |
| G4-DMA   | Generic Disclosures on Management Approach  |        | Customers and members of the community can lodge complaints with the Myer Customer Service Centre, or via feedback forms in stores. Customers can also contact the Australian Competition and Consumer Commission.<br>Myer whistleblower for suppliers:<br><a href="http://myersupplier.myer.com.au/documents/Whistleblower%20Policy%20(supplier).pdf">http://myersupplier.myer.com.au/documents/Whistleblower%20Policy%20(supplier).pdf</a><br>Myer whistleblower for Myer team members:<br><a href="http://www.myerwhistleblower.deloitte.com.au">www.myerwhistleblower.deloitte.com.au</a> or a promoted phone number. |
| G4-SO11  | Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms            |        | Nil   |
| <b>SUB-CATEGORY: PRODUCT RESPONSIBILITY</b>                |   |        |   |
| <b>ASPECT: CUSTOMER HEALTH AND SAFETY</b>                  |   |        |   |



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|---|---|-------|--|
| G4-DMA                                      | Generic Disclosures on Management Approach  | 15    | Myer has a dedicated Quality Assurance and Compliance team to monitor product compliance, safety, quality and labelling. A training program for buyers, covering 22 different product categories, is run every 8-10 weeks.   |
| G4-PR1                                      | Percentage of significant product and service categories for which health and safety impacts are assessed for improvement   | 15    | 100% of merchandise categories included in the process, however particular compliance check focus is paid to toys, children's wear and food.   |
| G4-PR2                                      | Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes.  | 15    | <ul style="list-style-type: none"> <li>• There have been 36 Merchandise Compliance Incidents this year – 6 Recalls and 30 Withdrawals. Of the 6 Recalls, only 1 of them was an MEB (Sprout childrenswear). Of the 30 Withdrawals, 19 related to an MEB.</li> <li>• There have been 13 visits to store, for random product inspection (photos and commentary going back to Buyerships for action).</li> <li>• Proactive/ preventative pre-range reviews in 2015: General Christmas (Trim/Trees/Toys/Electrical (1200 SKUs), Avenir toys, Seedling toys, Quirky/ Giforium, Christmas Food, Myer branded homewares, Electrical toys (using Myer's RCM registration).</li> <li>• The Garment-based QA Team continues to assess 100% of MEB apparel styles for mens/ womens/ childrenswear, via fitting onto mannequins and fitting onto live models (adult apparel only) plus liaising with Buyers, suppliers and MSAL. Turnaround time for comments on these reviews met the KPI of 3 business days.</li> <li>• CSC contacted Merchandise Compliance for technical assistance on 67 complaints.</li> <li>• Bi-annual testing of mens, womens, childrens and home textile products for carcinogenic azo dyes – 100% compliance in Dec 2014 and June 2015.</li> </ul> |
| <b>ASPECT: PRODUCT AND SERVICE LABELING</b> |   |       |  |
| G4-DMA                                      | Generic Disclosures on Management Approach  | 15    |  |
| G4-PR3                                      | Type of product and service information required by the organization's procedures for product and service information and labelling, and percentage of significant product and service categories subject to such information requirements. |       | Myer has a dedicated Quality Assurance and Compliance team to monitor product compliance, safety, quality and labelling. Myer has a very broad range of products, and requirements vary with the product type.   |
| G4-PR4                                      | Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes  |       | 36 Merchandise Compliance Incidents in FY2015 – 6 Recalls and 30 Withdrawals. Of the 6 Recalls, 1 of them was an MEB (Sprout childrenswear). Of the 30 Withdrawals, 19 related to an MEB.  |
| G4-PR5                                      | Results of surveys measuring customer satisfaction  | 17    | Net Promoter Score   |
| <b>ASPECT: MARKETING COMMUNICATIONS</b>     |   |       |  |
| G4-DMA                                      | Generic Disclosures on Management Approach  | 15,16 |  |
| G4-PR6                                      | Sale of banned or disputed products   |       | None in the period   |
| G4-PR7                                      | Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes  |       | There were no incidents of non-compliance relating to marketing communications during the FY2015 reporting period.   |
| <b>ASPECT: CUSTOMER PRIVACY</b>             |   |       |  |
| G4-DMA                                      | Generic Disclosures on Management Approach  |       | <a href="http://www.myer.com.au/general/privacy-policy">www.myer.com.au/general/privacy-policy</a>   |
| G4-PR8                                      | Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data   |       | Myer has not been notified of any formal complaints regarding customer privacy breaches or loss of customer data during the FY2015 reporting period.   |
| <b>ASPECT: COMPLIANCE</b>                   |   |       |  |
| G4-DMA                                      | Generic Disclosures on Management Approach  | 15    | Myer has a dedicated Quality Assurance and Compliance team to monitor product compliance, safety, quality and labelling.   |
| G4-PR9                                      | Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services  |       | None in this category  |