

INVESTOR BRIEF – APRIL 20, 2020

IMPROVE HUMAN RIGHTS OVERSIGHT AT LOBLAW (TSX: L) VOTE FOR BCGEU SHAREHOLDER PROPOSAL

Loblaw AGM: Thursday, April 30, 2020
Proxy Cut-off: Tuesday, April 28, 2020
Contact: Emma Pullman, BCGEU
emma.pullman@bcgeu.ca

Assign Human Rights Responsibility to Loblaw's Risk and Compliance Committee

The Proposal calls on Loblaw to address its shortcomings on human rights risk mitigation and disclosure by enhancing the mandate of its Risk and Compliance Committee to assign it with specific responsibility for human rights risk assessment, mitigation and prevention, as well on policy formulation and adoption.

Loblaw's Risk and Compliance Committee is mandated to review actions taken by management with respect to environmental and occupational health and safety matters. However, we believe the Board should assign specific responsibility at the Board level for oversight of human rights risks. Such top-level responsibility is necessary to effectively manage the company's principal risks.



Loblaw is Canada's largest food retailer

Loblaw scores poorly on human rights assessments

Global peers have adopted UN Global Compact and UN Guiding Principles on Business and Human Rights

Loblaw Board has not assigned responsibility for human rights

B.C. GOVERNMENT AND SERVICE EMPLOYEES' UNION

4911 Canada Way
Burnaby, BC V5G 3W3
604-291-9611

www.bcgeu.ca

LOBLAW SAYS:

- we have a supplier code of conduct
- we have a whistleblower program
- we support diversity and inclusion
- our public disclosure does not fully reflect our commitment to human rights
- we will “re-assess the terminology and clarity of the Corporation’s commitment to human rights”

With respect, if Loblaw was fully committed to human rights matters, it would be more transparent about human rights matters, and especially the Board’s oversight role.

Without an appropriate tone at the top, concern for human rights matters will continue to be marginalized.

Let Loblaw know that disclosure and communications matter, and that human rights is about more than just terminology.

VOTE FOR BCGEU SHAREHOLDER PROPOSAL

NOTE: This is not a solicitation of authority to vote your proxy. Please DO NOT send us your proxy card; BCGEU is not able to vote your proxies, nor does this communication contemplate such an event. BCGEU urges shareholders to vote FOR its shareholder proposal at Loblaw following the instructions provided on management’s proxy mailing.

**KnowTheChain scores
Loblaw 16/100**

**Poor scores on
monitoring,
traceability and
governance**

**Corporate Human
Rights Benchmark
(CHRB) scores Loblaw
6.93/100**

**CHRB ranked Loblaw
167th out of 196
companies**

**CHRB notes failure to
identify, assess, act,
track and
communicate on key
human rights risks**