

MODERN SLAVERY STATEMENT

# TACKLING MODERN SLAVERY

THIS STATEMENT IS MADE PURSUANT TO SECTION 54 OF THE MODERN SLAVERY ACT 2015.  
IT CONSTITUTES OUR MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT  
FOR THE 2017 FINANCIAL YEAR.

In this statement, we aim to give a transparent report on our progress in addressing risks of modern slavery in the supply chains we source from across the Partnership. We cannot tackle this alone and are committed to continuously sharing and collaborating as we do so.



Tracey Killen

Director of Personnel  
JOHN LEWIS PARTNERSHIP

## Our approach to tackling modern slavery is influenced by our values as an employee-owned business. It forms part of our broader human rights strategy, through which we work to raise labour standards, improve working conditions and create fairly rewarded employment.

This is the Partnership's third annual Modern Slavery Statement. We have kept this year's statement concise and focused on progress.

In 2018 we will be reviewing our Human Rights strategy based on the insight and experience we have gained and external developments to continue to effectively combat this crime and protect vulnerable workers.

More detail on our strategy, priorities and processes can be found in our 2017 and 2016 reports, available [on our website](#).

### OUR BUSINESS

The John Lewis Partnership operates 50 John Lewis shops across the UK, johnlewis.com, 353 Waitrose shops, waitrose.com and business-to-business contracts in the UK and abroad. The business has annual gross sales of over £11.5 billion. It is the UK's largest example of an employee-owned business. You can read more about our business in our Annual Report and Accounts 2017/18.

### 2017/18 UPDATE

#### POLICY

**Our Responsible Sourcing Code of Practice (RSCOP) is based on the Ethical Trading Initiative Base Code and sets out our expectations on suppliers.**

- » Our RSCOP makes clear reference to the Modern Slavery Act including a provision that employment should be freely chosen
- » We launched our updated Waitrose Farm Assessment in December 2017 with a newly developed ethical sourcing module based on RSCOP, with over 50 suppliers trained in how to carry out the assessment in their supply chains.

#### DUE DILIGENCE & RISK ASSESSMENT

**Both John Lewis and Waitrose take a risk-based approach to monitoring RSCOP compliance. This due diligence allows us to better understand where the risks of modern slavery in our supply chain are. This year:**

- » Waitrose carried out detailed on the ground risk assessment with the Wilberforce Institute in Peru, sharing learnings with suppliers and external stakeholders
- » In Turkey, John Lewis carried out in-depth risk-assessments in 11 factories
- » 19 of the Partnership's temporary labour agencies (accounting for 90% of our total spend) completed Sedex self assessment.

### TRAINING AND PROGRAMMES

**Collaborative capacity-building projects and internal and supplier training ensure we're able to tackle identified risks and gain better understanding of our supply chains.**

- » John Lewis expanded its China supplier programme and collaborated with other UK retailers on a wider factory management training programme for 37 factories, which will provide a more holistic picture of risk in the supply chain
- » The Waitrose Foundation moved into Costa Rica as part of the Foundation's ambition to expand to 12 countries by 2020
- » Over 100 Waitrose supplying sites have now completed Stronger Together training on modern slavery in 2017/18
- » Waitrose's continued sponsorship of Just Enough UK has helped the charity educate over 7,000 children on modern slavery
- » All procurement Partners completed the Chartered Institute of Purchasing and Supply Ethical Accreditation
- » Over 400 John Lewis buying and technical Partners receive mandatory responsible sourcing e-learning.

### EFFECTIVENESS

**Our due diligence processes help to uncover areas in our supply chains where the risks are greatest. However, modern slavery involves criminal activity and the signs can often be difficult to identify, so audits can only get us so far. Therefore, we're going beyond a traditional auditing compliance approach by improving our understanding of where the risks are greatest and prioritising our activity accordingly.**

- » During 2017/18, John Lewis identified eight instances where management processes in supply chain sites could be improved to reduce the risk of modern slavery
- » A Waitrose supplier of fresh produce identified a case of vulnerable workers being exploited by a third party. The supplier's processes were robust and allowed a worker to identify the situation. It is now being handled by the Gangmasters Labour Abuse Authority and local police. Where incidents like this occur, we work collaboratively with the supplier and external experts to address the situation and provide remedy.

### FORWARD LOOKING PLANS

- » In 2018, we will review our Partnership Human Rights Strategy and salient human rights issues
- » In support of improving supply chain transparency, John Lewis published its factory list in August 2017, with plans to update it on a biannual basis. In 2018, Waitrose will also review its approach to supply chain transparency.

	JOHN LEWIS	WAITROSE
Own-brand factories (tier 1)	1628	1485
No. of tier 1 sourcing countries	53	73
Own-brand products	62,000+	20,000+
Fresh produce sites	N/A	2000+
Independent ethical audits 2017/18	571	511