

JOHN LEWIS PARTNERSHIP

JOHN LEWIS & PARTNERS WAITROSE & PARTNERS

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Ref Letter dated 24th
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Dear Dame Sara,

Thank you for your letter and for your welcome progress in tackling modern slavery, which is a blight on our society.

As a Board, we remain firmly committed to safeguarding the human rights of those who help make and sell our products and services.

We support the work of the IASC Review, which laid bare the impact of modern slavery on the lives of people who fall victim to this crime.

We believe your framework will greatly benefit companies in developing robust modern slavery strategies and support a continual improvement process.

Our sustainability team were grateful to meet with you earlier this year to discuss Operation Fort, and welcomed your feedback on our [modern slavery statement](#).

I hope you can see from the work outlined in our statement, that we want to demonstrate leadership in this area. While we are making good progress, there is more work to do. Below I have outlined some of the work we are undertaking.

- 1. Modern Slavery Intelligence Sharing Network.** We, alongside some of our retailer colleagues and suppliers, are helping to develop a network which is designed to prevent or help identify cases of modern slavery.
- 2. Responsible Employment Working Group.** We have established a cross functional working group to ensure a continual improvement process in place to help prevent modern slavery within our operations. We are now rolling out a specific programme of training with all Partners who recruit, manage or work alongside our contingency-labour.
- 3. Expanding our flagship supply chains programme.** We are expanding our Better Jobs programme, both into new countries and new supply chains, within the UK. This programme uses technology to support direct feedback from workers ensuring that they have decent working conditions. Internationally, we are also scaling up our Waitrose Foundation programme, which aims to improve the livelihoods of workers by investing back into our supply chains.
- 4. Focus on addressing the challenges of a changing UK workforce.** As we, and our suppliers, face labour shortages and changing demographics, we are reviewing our due diligence processes and supporting our suppliers to ensure they have robust human rights strategies in place and are implementing them.

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- 5. 'Deep dive' human rights risk assessments.** Supporting our compliance programmes, we are increasing the number of 'deep dives' into our supply chains. For example, this year we have commissioned a study into the availability of grievance mechanisms for, particularly migrant workers, within our UK wild caught fish supply chains, this has been delayed due to covid restrictions but we plan to resume work as soon as it is safe to do so.

I hope this update has been helpful, and demonstrates our commitment to safeguarding human rights. I look forward to continuing our work together and we would be happy to arrange another meeting to provide further information.

Yours sincerely

Nina Bhatia
Executive Director, Strategy & Commercial Development John Lewis Partnership