

2<sup>nd</sup> December 2020

Dame Sara Thornton  
Independent Anti-Slavery Commissioner  
5th Floor, Globe House  
89 Eccleston Square  
London, SW1V 1PN

Tesco PLC  
Tesco House  
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Kestrel Way  
Welwyn Garden City  
AL7 1GA

Dear Dame Sara Thornton,

Thank you for your letter on the 24<sup>th</sup> November updating us on your findings and activities following the review of 'Operation Fort'. We welcome the insights shared in your report and will use this, along with our own information, to ensure our approach to mitigating the risk of modern slavery in both our own-operations and supply chains continues to reflect the changing landscape in which we operate. We particularly recognise the increased risk of exploitation during the coronavirus pandemic and have taken additional measures to address and prevent modern slavery at this time.

As detailed in our latest [Modern Slavery Statement](#), combatting Modern Slavery continues to be a key priority in our wider Human Rights work. Our internal Modern Slavery Working Group works closely with suppliers, the GLAA and law enforcement agencies to identify and prevent risks of Modern Slavery. Since you last met with representatives from Tesco, we have further strengthened our work within our UK stores, distribution centres and offices in collaboration with our key service suppliers, including through the launch of a new Human Rights policy for suppliers of goods and services not for resale - which includes agency labour providers, cleaning and security. We have also equipped colleagues and suppliers with further training and tools to identify and take action to prevent the risk of modern slavery. Recognising the importance of working collaboratively to tackle these issues, we have taken an active role in a number of multi-stakeholder initiatives in the UK, including the Responsible Car Wash Scheme and the Modern Slavery Intelligence Network. We are also active in a range of global initiatives, including the Leadership Group on Responsible Recruitment and the Consumer Goods Forum Forced Labour Coalition, seeking to build effective sector-wide responses to these issues.

Having reviewed your maturity framework, we are pleased to be able benchmark ourselves as 'Leading on Human Rights innovation' – though we know there is much more still to do. We actively gather information about emerging risks through our in-country responsible sourcing specialists across nine sourcing countries and via our established relationships with key external stakeholders, such as law enforcement bodies and anti-slavery NGOs. Recognising the importance of supporting our suppliers to mitigate the risk of modern slavery, our sponsorship of 'Stronger Together' and the Responsible Recruitment Toolkit enables them to have free access to appropriate training and tools. We are now seeking to ensure these capacity-building tools also reach lower tiers of our supply chain. We know the voice of workers must continue to inform our modern slavery strategy: this year we have begun piloting &Wider, a simple mobile survey that allows us to listen directly to workers, in a sample of key supply chains. We are also pleased this year to have operationalised the Employer Pays Principle to avoid indebtedness and exploitation as a result of recruitment fees, beginning in our highest risk supply chains in Asia – as reported in greater detail in our Modern Slavery Statement. We will continue to ensure that the true cost of fairly-recruited labour is factored into our supplier agreements in these high risk areas.

I am proud that Tesco's commitment to mitigating modern slavery risks has recently been recognised in the 2020 [Know The Chain](#) forced labour benchmark of global food and beverage companies, ranking 1<sup>st</sup>, and again in the 2020 [Corporate Human Rights Benchmark](#) where we were the highest scoring global retailer.

We will continue to work hard to ensure decent jobs and minimise risks to workers throughout our operations and supply chain, and recognise there are many more challenges to address. I am personally committed to ensuring we do so.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Ken'.

Ken Murphy