MODERN SLAVERY STATEMENT

May 2023

Message from the CEO

Fortnum & Mason is a privately owned family business; we are passionate, ambitious and take care of our guests, customers, partners, suppliers and each other. We are proud of our heritage and believe that by doing the right thing by people and by our planet, our legacy will remain for centuries to come.

As a family run business that has been around for over 300 years, we firmly believe it is our responsibility to conduct business in a way that truly considers the next 300 years.

For us, modern slavery and human trafficking, in all its guises, goes against all that we stand for and we have a zero tolerance for it. It has no part in our business and we are committed to ensuring we work with our global supply base to prevent and eradicate it where we find it.

Our business

We are a privately owned business and as such, it allows us to take a long-term view of our partnerships, activities and supply base. It allows us to focus on delivering what is right for the long-term sustainability of both our business and the world around us.

Our supply chains

We have a worldwide supply chain and in order to ensure visibility, traceability and safeguarding of any modern slavery or human trafficking risks, we are members of SEDEX. In addition, during our technical audits we check new suppliers against our worker welfare criteria, and we are also members of the Ethical Tea Partnership.

We are committed to driving long-term broader cultural change. The business has a full time Sustainability Manager responsible for the delivery of Fortnum's Social Responsibility and Sustainability Strategy across our stores and supply chain. At Fortnums our sustainability programme is called Future Matters; human rights and worker welfare is major goal within that programme. Bringing Future Matters into the heart of our decision making is one of the five big priorities for our business. This ensures that our principles are embedded into the fabric of the organisation and carried out on a daily basis. We also have Supplier Assurance Technologists responsible for ensuring that our suppliers comply with our Ethical Code of Practice and Sustainability policies.

We have also carried out an in-depth risk assessment of our key high-volume, high-risk raw materials provided by our suppliers. This assessment includes 155 risk indices ranging from migrant workers' rights to freedom of opinion, human trafficking, forced labour and land and property rights.

Our policies on Modern Slavery and Human Trafficking

We have a number of policies in place that are relevant to the identification of modern slavery and human trafficking risks and the steps to be taken to prevent modern slavery and human trafficking in our operations. These include but are not limited to:

- Supplier Ethical Code of Conduct, based on the ETI base code
- Anti-Bribery Policy
- Health and Safety Policy
- Equality & Diversity Policy

- Colleague Privacy notice
- Whistleblowing Policy
- Recruitment & Resourcing Policy
- Right to Work Policy
- Working Time policy
- Work Experience & Internship Policy

Due Diligence

We also have robust due diligence measures in place when taking on new suppliers. These include:

- Mapping key raw materials to assess particular product or geographical risks
- Evaluating the modern slavery and human trafficking risks of each new supplier
- Reviewing risks within the supply chain on a regular basis
- Taking steps to improve sub-standard suppliers' practices

Training

The training of our colleagues and suppliers is key and we have a risk assessment schedule in place to ensure that they are all trained. This training is reviewed regularly.

All new employees are trained as part of the company induction and all new suppliers are informed of our expectations as part of our supplier approval process.

Supplier Adherence to our Values

When auditing new or current suppliers, we ask a set of specific questions designed to identify any risk of modern slavery or human trafficking.

We annually send out a Modern Slavery questionnaire to our suppliers and use this information to further identify any new or emerging risks in our supply chain.

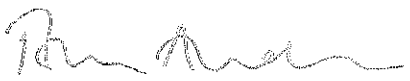
If a risk is found in a current supplier, the risk will be assessed and appropriate corrective actions taken. If any of our audits identify a risk of modern slavery or human trafficking, it is reported to the Board.

Conclusion

This statement is issued pursuant to section 54 of the Modern Slavery Act 2015 and was approved by our Executive Board.

It reflects the actions and processes put in place during 2022-23 to ensure our business and supply chain is not engaging in modern slavery or human trafficking.

We acknowledge these practices and measures need ongoing review to ensure that we remain vigilant and proactively manage the risk.

[Director's/Designated member's/Partner's] signature: 

[Director's/Designated member's/Partner's] name: Tom Atherton

Date: 29th June 2023