

J Sainsbury plc
Modern Slavery Statement
2016/17

Modern slavery and human trafficking are abhorrent practices that still exist in many parts of the world, including the UK. We welcome the UK Government's introduction of the Modern Slavery Act 2015 and the requirement on businesses to report on activities taken to combat slavery. Our vision is to be the most trusted retailer where people love to work and shop, which includes treating people fairly wherever they are in our business and supply chains. We understand our duty to respect human rights, are committed to identifying vulnerable workers and will not tolerate any form of slavery or servitude within our business or supply chain. We aim to ensure that a robust, risk-based approach will enable us to proactively tackle the serious exploitation of workers and direct resources to achieve maximum impact.

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015. It sets out the steps taken by J Sainsbury plc during the year ending 11 March 2017 to prevent modern slavery and human trafficking in its business operations and supply chains.

About Sainsbury's Group

Our commitment to helping customers live well for less has been at the heart of what we do since 1869. Today that means making our customers' lives better and easier every day by offering great quality and service at fair prices – across food, clothing, general merchandise and financial services; whenever and wherever they want it.

As our customers' lives change, so will our business. Sainsbury's acquired Home Retail Group (HRG), the owner of Argos and Habitat, on 2 September 2016, creating one of the UK's leading food and non-food retailers. In this statement, Sainsbury's refers to supermarkets and convenience stores selling Sainsbury's branded food, groceries, clothing and general merchandise. Argos includes Argos stores, Argos digital stores in Sainsbury's supermarkets and Habitat stores. Following our acquisition of HRG, we have begun work to develop an integrated approach and set of activities to address modern slavery for the new Sainsbury's Group. As this work is still underway, the information on the following pages focuses on the activities of Sainsbury's supermarkets. We are working to review targets and programmes across our business and will share further details in the coming year.

We are now a multi-product, multi-channel business with fast delivery networks. J Sainsbury plc operates over 2,200 stores in the UK and Ireland. This includes 605 supermarkets, 809 convenience stores, 59 Argos Digital stores in Sainsbury's supermarkets and 11 Habitat stores – together with major online channels for food, clothing, general merchandise and financial services. We sell over 90,000 products and employ around 195,000 colleagues across the UK and Ireland.

Sainsbury's Bank's range of financial products includes credit cards, mortgages, savings and loans, as well as travel money and car, home, pet, travel and life insurance. We aim to offer Sainsbury's shoppers great deals and rewards for choosing to bank with us. Our colleagues, strong culture and values are integral to achieving this vision and driving our success now and in the future. View Sainsbury's Bank Modern Slavery Statement here: www.sainsburysbank.co.uk

Our supply chain

We offer a wide range of products in our stores from fresh produce and household groceries through to clothes and homeware. We source our Sainsbury's branded products from more than 2,000 supplier sites based in over 70 countries. The majority of our food is sourced from the UK and Europe, with over half of our suppliers based in the UK, followed by France, Spain and Italy. Our non-food products are mainly procured from China, followed by India, Turkey and Bangladesh. The range is further extended from furniture to electronics through Sainsbury's Argos.

The complexity of each supply chain, the number of tiers, geographical spread and worker profiles vary considerably depending on the product. Our goods not for resale are sourced from more than 3,000 suppliers.

Sainsbury's Group supply chain

£29bn

Group Sales (inc. VAT)

Over 90,000

Products

Over 70

Sourcing countries for Sainsbury's branded products

Around 195,000

Colleagues

5

International sourcing offices

Over 2,000

Sainsbury's brand supplier sites

Over 350,000

Workers in first tier of Sainsbury's brand grocery supply chain

Over 162,000

Women in first tier of Sainsbury's brand grocery supply chain

Policies and contractual terms

We set out the expectations of our suppliers in relation to the treatment of workers through our Code of Conduct for Ethical Trade, our contractual terms, and the Sainsbury's Supplier Handbook.

Sainsbury's and Argos Codes of Conduct for Ethical Trade outline the standards our product suppliers must uphold on human rights in relation to their own employees and supply chains, including the strict prohibition of all forms of slavery and human trafficking. Our Code of Conduct is aligned with the Ethical Trading Initiative (ETI) Base Code, which derives from the Core Conventions of the International Labour Organisation, and from the United Nations Universal Declaration of Human Rights.

Sainsbury's direct suppliers are required to show compliance with this Code and to provide evidence of continuous improvement. They must also have in place their own Code of Conduct, policies and systems to manage ethical trade in their supply chains, and be able to report progress to us. Our policy includes guidance on the responsible use of labour providers and on conducting social compliance audits. Any suggestion of malpractice in our supply chain is investigated thoroughly and we do not tolerate any breaches of our ethical standards.

Recognising that excessive levels of worker indebtedness, caused by high recruitment fees, is one of the most common forms of modern slavery, we have committed to the Consumer Goods Forum's (CGF) new *Forced Labour Priority Industry Principles* and are working, alongside other CGF members, to strive for zero recruitment fees in our business and supply chains, starting with our grocery supply chain.

At Sainsbury's this year we amended our contractual terms with all direct grocery, clothing and general merchandise suppliers to include a clause on compliance with the Modern Slavery Act 2015. Suppliers are required to demonstrate this compliance and inform us of any breaches. Our Supplier Handbook for grocery suppliers outlines these requirements on modern slavery due diligence in more detail.

Our Sainsbury's Colleague Handbook highlights our brand values and outlines the rights and responsibilities for our employees. We aim to be the

most inclusive retailer and create a working environment where everyone feels valued and respected and where colleagues can be the best they can be. We have a zero-tolerance policy on discrimination, harassment, bullying and victimisation.

We also use an independent hotline, *Sainsbury's RightLine*, for colleagues, contractors and suppliers to report confidentially any issues of concern ranging from food safety to human rights and modern slavery.

Governance

We established Sainsbury's Corporate Responsibility & Sustainability (CR&S) Steering Group in 2001, and in 2007 we were one of the first FTSE 100 businesses to establish a non-executive board-level corporate responsibility committee. Our CR&S Committee provides oversight to the activities of our CR&S Steering Group. The Steering Group is chaired by our CEO, and comprises of senior directors, each responsible for one of our five values: sourcing with integrity, living healthier lives, respect for our environment, making a positive difference to our community and a great place to work. The programme of work for each of the values is managed through the cross-functional CR&S Steering Group, which meets twice annually and is chaired by the accountable senior director. Our Food Commercial Director is accountable for our sourcing with integrity value.

Our PLC Board oversees our Commercial Risk Map, which captures the principal risks to achieving Sainsbury's business objectives, including compliance with legal and regulatory requirements such as the Modern Slavery Act.

In 2015, we established a cross-functional Modern Slavery Working Group (MSWG) comprised of representatives from each area of the business. The MSWG is responsible for guiding our approach on the subject. It marks a major development of our approach that sees us aligning across our entire business and supply chain, incorporating our own operations, from facilities management and logistics to Sainsbury's Bank and procurement. Formal accountability frameworks and governance procedures for managing modern slavery and human trafficking issues have

been drawn up by each member of the MSWG for their specific area of the business.

Day-to-day, Sainsbury's ethical trade team works with suppliers to ensure conformance with our Code of Conduct, build capacity and participate in collaborative industry initiatives to address slavery and worker exploitation. When issues around modern slavery or labour rights more broadly are identified in our business, whether from visits undertaken by our own colleagues, or from third-party audits, they are managed by technical and commercial colleagues, supported by a central team of ethical trade experts. At Sainsbury's Argos responsibility for everyday management of ethical trade issues sits in the central technical team, which includes a professional ethical auditor who manages the programme of activity.

Once identified, issues are categorised by level of seriousness, and an action plan is put in place to ensure the supplier reaches compliance within a set timeframe. Any issue that is deemed high risk or is not resolved within the agreed timeframe is escalated to senior leadership. At Argos this process of issue escalation, supplier monitoring and discussion of emerging trends is managed through the Products & Supply Chain Group quarterly forum which is chaired by the Head of Quality Assurance and has representation from the corporate responsibility and trading functions.

Due diligence

Our commitment to sourcing with integrity is reflected in long-standing policies, processes and partnerships on ethical trade which protect the rights of the people working in our supply chains. We are founding members of the Ethical Trading Initiative (ETI) and work closely with our suppliers, government agencies, non-profit organisations, unions and others to ensure that our standards are maintained.

We recognise that the greatest risks of modern slavery are in our product supply chains and we have a well-established programme of supplier monitoring and compliance in place. All new Sainsbury's grocery, clothing and general merchandise supplier sites require a third-party ethical audit from an approved audit firm and identified issues must be resolved before beginning supply. Existing product supplier

sites are regularly audited by third-parties according to their risk rating. Sainsbury's Argos also audits direct sites according to their risk rating and monitors via Sedex and other internal systems.

We constantly track and benchmark the ongoing performance of our suppliers through bespoke reporting produced by Sedex and Lighthouse. Our technologists and ethical trade team also visit suppliers on a regular basis to ensure that our ethical requirements are met and provide support on issues where required.

We expect our Sainsbury's brand grocery suppliers to develop an ethical trade strategy for their business, their suppliers, contractors and labour providers. Ethical strategies need to include a supply chain risk assessment which incorporates modern slavery risk, a monitoring programme for own sites, suppliers and labour providers, and training. We have regular meetings with our key grocery suppliers in which we discuss their plans in depth and encourage effective human resource management strategies, focusing on areas such as worker engagement and the responsible use of labour providers. We aim to ensure our suppliers have robust strategies in place, to effectively support workers and communicate clearly about their rights and appropriate standards in the workplace. This helps suppliers identify serious issues in the workplace when they arise, such as modern slavery and human trafficking. When grocery suppliers' ethical trade strategies for preventing slavery and approaches to worker voice are particularly effective, we share these good practice case studies with other suppliers.

Sainsbury's colleagues based in our sourcing offices in China, India, Bangladesh and technical colleagues based in South Africa, Kenya and Spain provide support through site visits. We are able to identify common and upcoming trends due to our close engagement with suppliers, and by using insights from reporting systems such as Sedex. This enables us to invest our resources effectively and support our supply chains, whether through a collaborative initiative, a long-term project, or developing and providing access to additional training for them.

Whilst we implement a robust programme of third-party social audits and collaborate with audit bodies, other retailers and Sedex to promote effective

monitoring and training of auditors, we also recognise that criminal activities such as slavery and human trafficking can be hard to identify through the traditional social compliance audit. This is why we have supported the development of innovations such as the *Sedex Forced Labour Indicators*, which uses new methods to identify clusters of slavery risk indicators commonly found in a social audit. We participate in an *Impact Indicators* pilot programme, with other retailers, which enables us to create a more holistic supplier risk assessment by supplementing audits with a new worker survey alongside other human resources metrics.

We collaborate with a wide range of partners from many sectors to support greater transparency throughout our supply chains, gather more accurate data on modern slavery risk and to improve industry-wide standards for vulnerable workers. For further details on these partnerships, see below.

Risk assessment

Until this reporting year, risk-assessments on our supply chain, against our Code of Conduct, were determined either through Sedex or through a particular framework designed for different areas of our business. This reporting year marks a change of approach.

Sainsbury's Modern Slavery Working Group, with membership from across the Sainsbury's Group, and with Board approval, has developed our risk-based approach, in relation to our existing activity and in response to the growing intelligence on where slavery and human trafficking risk exists across our industry. The complexity and breadth of our business dictates a risk-based approach, whilst ensuring that we use the best intelligence, and that the full range of our business activities are in scope.

To enable us to execute this approach, we have approached PwC and Ergon, who together have the data analytics capability and human rights expertise to create a next-generation diagnostic risk assessment tool for us that can be applied across the numerous, different areas of our business. We are able to analyse complex sets of internal and externally-sourced data against an updated range of risk indicators to provide an aggregated risk rating for specific products and

sectors within our business and supply chains. Not only will this tool help us direct our activities to the areas of greatest risk, it offers us unprecedented visibility to the multiple tiers in our supply chains, which is essential if we are to reach the most vulnerable workers. The tool can be applied across the entire range of Sainsbury's Group businesses, with their very different structures and sectors. Once the tool has been tested and validated within our own business we plan to share its outputs with our value chains as we address common challenges.

Our understanding of exploitation, slavery and trafficking will increase greatly with the use of this new tool and we are confident that it will help us to implement an effective strategy and set of prevention and remediation activities, that are appropriate for each area of our business.

Prior to the re-calibration and broadened scope of our risk assessment, we have been working with numerous partners throughout our supply chain and directed our activities to benefit workers who are known to be at risk. Product categories in focus include fresh meat, fish and fresh produce, as well as parts of our clothing supply chain. We also know that workers recruited through labour brokers and migrant workers are particularly vulnerable and therefore have also focused our efforts on these areas to date.

The nature of slavery and human trafficking means that risks are typically found further upstream in our supply chain where we have less leverage and therefore a collaborative approach is most effective. In addition to workers recruited through agencies, we have identified migrant workers as another vulnerable group and actively participate in a range of initiatives and supplier forums, with other retailers and stakeholders, to help improve recruitment practices and working conditions. For example, UK grocery retailers have held joint supplier forums locally in Spain to address discrimination against migrant agricultural labourers and investigate the provision of labour in first and second tier suppliers. In Italy, we are part of the ETI Working Group for Italian Tomatoes, working collaboratively with our key suppliers and other UK retailers to improve conditions specifically related to recruitment practices for migrant workers at risk of coercion and exploitation.

Case studies illustrating our concerns

Two cases involving our fresh produce suppliers illustrate our concern around the responsible use of recruitment fees.

In one case the application of mandatory fees for migrant workers was identified through a third-party social audit at one of our fresh vegetable suppliers. Together, we investigated the application of mandatory travel and health insurance as a condition of work by the labour provider. This business, one of the largest labour providers into the UK food industry, amended its policy on mandatory fees following our direct engagement.

A second case involved conditions of work at a UK fruit farm in the second tier of our supply chain, which did not meet our standards. Following an extensive remediation process, the labour provider made significant changes to its business model in order to gain greater control over where and how its workers are recruited overseas. They decided to bring recruitment from mainland Europe in-house and organise their own recruitment fairs, rather than relying on third-party agents. This means they can now ensure workers do not pay recruitment fees.

We believe that the risks around labour provision will require a formalisation of the recruitment process in order to protect workers. One of the ways we are actively driving progress towards this is by representing the retailer perspective on the technical advisory committee for Clearview, a new certification scheme for labour providers. Other members of the committee include the Institute for Human Rights and Business, the International Organisation for Migration and the Gangmasters and Labour Abuse Authority. The scheme enables businesses to identify and select labour agencies that comply with good practice.

Collaboration

We recognise that we cannot achieve our aims without the support of a whole range of cross-sector partners, and we have a responsibility to engage at industry level and with government on the global and growing issue of modern slavery. We believe in sharing our experience and knowledge with others, as well as continuing to develop our own understanding of the risk of slavery and human trafficking in our business and supply chains.

As a member of the ETI Modern Slavery Working Group we supported the inclusion of the Transparency in Supply Chains Clause in the Modern Slavery Act. Since its inception in 2015, we have contributed to a joint research initiative by the ETI and Hult International Business School on modern slavery in global supply chains.

In the UK, we engage with a broad range of institutions, including the UK government. We attend the British Retail Consortium Ethical Labour Working Group which shares best practice on tackling modern slavery and the responsible use of labour providers, amongst other topics. We have participated in a number of government consultations on tackling modern slavery and the future of the Gangmasters and Labour Abuse Authority (GLAA). In 2015, our Director of Sainsbury's Brand engaged directly with the UK Anti-Slavery Commissioner to share experience and gain insight. We welcome the UK government's strategy to undertake a review of labour practices and the introduction of the position of Director of Labour Market Enforcement.

We also aim to support international knowledge sharing on these issues. We were invited by the Dutch government to share insights from our strategic partnership with the GLAA with experts examining the role and impact of public-private partnerships in tackling slavery and human trafficking. The UK government also invited us to contribute to the Jordan Business Taskforce, which aims to create good jobs for Syrian refugees by collaborating with suppliers, government agencies, consultants and local parties. This has involved leading a work stream on agriculture development and creating opportunities for sourcing from Jordan.

Supporting female workers in Tamil Nadu

In our clothing supply chain we have joined and fund an industry initiative, alongside trade unions and NGOs, to tackle the exploitation of female workers in the spinning mills of Tamil Nadu in India. The Sumangali, or 'marriage assistance system' scheme is a form of forced labour in which young women are promised a bulk sum of money after completing a few years' work in a textile mill. Once the contract is signed, the girls have limited freedom of movement, live and work in sub-standard conditions and sometimes are not paid at the end of their contract. Following our own assessments and visits to the sites, we joined the ETI Tamil Nadu Working Group to help address these sector-wide issues. It is a five-year programme to empower female workers, strengthen industrial relations and improve grievance redress, build community awareness and support legislative reform to protect the rights of workers and provide access to remedy.

Project Issara – tackling human trafficking and forced labour in South East Asia

We are active members and funders of Project Issara which was originally set up by Anti-Slavery International to identify and support victims of trafficking and slavery in the Thai fishing industry. The initiative has since become the independent Issara Institute. It publicises a hotline for victims, conducts site assessments to uncover issues through increasing worker voice, builds more ethical recruitment channels, uses technology to track and analyse migration patterns and movements of fishing boats and provides financial assistance through a fund for victim support and remediation. The number of workers participating and cooperating with Issara has reached over 60,000. More than 5,000 workers have been positively impacted by corrective actions to address labour exploitation, 468 victims of trafficking have been supported through the victim support fund and over 100 HR staff and line managers have received training on forced labour. Although initially focused on the seafood supply chain, the programme has now expanded to tackle human trafficking and forced labour across Southeast Asia.

Collaborative training and tools for identifying issues

We engage in a number of collaborations to support the awareness raising and capability building of our suppliers. In 2014, we established a ground-breaking partnership with the UK's foremost investigator of labour exploitation, the Gangmasters and Labour Abuse Authority (GLAA), to deliver bespoke and first of its kind training for our suppliers and farmers.

We are also founding members and funders of Stronger Together, a collaborative programme to raise awareness, gain commitment and provide tools for responsible businesses to proactively prevent and address modern slavery in their own operations and supply chains. We further support Stronger Together through our role on its Consumer Goods Steering Group.

Industry-level collaboration and funding is further evident in Sainsbury's Argos membership of the ICTI CARE (International Council of Toy Industries, Caring Awareness, Responsible, Ethical) Committed Brands programme which provides training for factories, access to a special investigations team to respond to potential and known risks at factories and access to investigation reports. ICTI also offers an online responsible sourcing platform to drive transparency, minimise risk and help retailers track, monitor and manage toy factories in their programme, all with the aim of driving improvements in the lives of workers.

Sourcing jewellery responsibly

Sainsbury's Argos is also a member of the Responsible Jewellery Council and actively encourages its suppliers to join. Supplier sites covered by the membership are independently audited against an international standard on responsible business practices for diamonds, gold and platinum group metals. The Council's Code addresses human rights, labour rights, environmental impact and mining practices, amongst other topics.

Monitoring

Monitoring the effectiveness of our actions to identify and prevent slavery and human trafficking is a challenge across the industry. We are working with other retailers on how to improve monitoring and impact assessment, but acknowledge that there is still a lot of work to do.

Our first step is to utilise fully the existing data we hold. During the reporting year, third-party audits at our suppliers' grocery sites identified 17 non-conformances at nine sites which were categorised under the "employment is not freely chosen" clause of our Code of Conduct. The non-conformances related to restricting toilet breaks and workers being charged deposits for tools and work clothing. All cases were appropriately followed up and remediated.

The work of the Sedex Stakeholders Forum will improve our, and other Sedex members', ability to track indicators of forced labour based on existing audit data. Non-conformances will be cross coded with indicators of forced labour to produce a new *Forced Labour Indicator Report*. Collectively we are also trying to address the structural challenges in identifying forced labour through audits: who to report the issues to when auditors are constrained by client confidentiality; appropriate procedure when the abuse

is by the client who commissions the audit; safety and security of the auditor; reporting subjective evidence observations; actions to take for the immediate safety of victims and legal considerations for brands when informed of forced labour.

We have also worked with other Stronger Together members to improve monitoring, not only tracking supplier attendance at Stronger Together training, but also tracking when suppliers sign up to its Business Partners Commitment. Stronger Together is currently piloting a new online tool for tracking implementation of practices and processes at supplier sites to tackle modern slavery.

We will continue to track the outputs of other training programmes, such as our GLAA-delivered training for Sainsbury's suppliers on *Agency Labour and the Prevention of Worker Exploitation*.

Other tracking:

- Monitoring and evaluation frameworks for individual projects, such as the Issara Institute, are measuring impact by calls to hotlines and number of victims supported. These data provide a general indication of the effectiveness of our projects, but do not necessarily enable us to identify which workers are directly involved in our supply chain.
- Supply chain visibility work to farm level and raw material inputs:
 - Farm data tracked by our fresh produce team: number of employees, percentage of seasonal workers, percentage of agency labour, name of labour provider, provision of accommodation and transportation, completion of SMETA or Global Gap GRASP audits, date of last audit, number of major and critical non-conformances, date of last second party visit and communication of the ETI Base Code to workers.
 - Data on child labour and women farmers on smallholder and medium-sized farms tracked through our membership of the Better Cotton Initiative. 60% of the cotton we sell is BCI certified.
- Monitoring of grocery suppliers' ethical trade strategies such as noting and sharing good case studies on preventing slavery and integration of worker voice.

Following the outcomes from the PwC risk assessment tool we will consider the next steps we need to take to improve our metrics on slavery and human trafficking.

Training

To effectively tackle slavery and human trafficking, we must raise awareness across our business and supply chain, so that responsibility for identifying issues is shared, rather than falling to a small group of experts or external stakeholders.

Technical and commercial colleagues at Sainsbury's receive training on the ethical standards we expect and their role in supporting suppliers during their induction and on an on-going basis. This training includes guidance on modern slavery and trafficking, questions to ask and how to conduct site visits which incorporate some of the forced labour indicators. Some colleagues in grocery also attend more extensive training on slavery and trafficking which is provided to suppliers through our Technical Management Academy.

Additionally, each grocery product category team has appointed an Ethical Champion who receives additional training on ethical auditing and issue management and supports their colleagues on ethical issues, including modern slavery.

Asia-based ethical trade teams across our five sourcing offices raise awareness of modern slavery with the trading teams to ensure there is an understanding of the issues.

The regional heads of human resources for our stores have been given guidance on identifying human trafficking and slavery and who they can contact if they suspect someone may be a victim. Through the outputs of our updated risk assessment tool and the cross-business Modern Slavery Working Group, we will identify additional key staff who require training on slavery and human trafficking.

Training for suppliers

Providing training and effective capacity building for our suppliers is a key strategy for us in preventing slavery and trafficking.

We encourage all our grocery suppliers to attend our one-day ethical trade training run by an external expert which covers our ethical trade requirements and wider approach to sourcing with integrity. The training links ethical trade activities and risk mitigation with good human resource management practices, as well as giving suppliers a chance to share best practice in engaging their workforce. Encouraging good communication between workers and management fosters a healthy working environment and reduces the risk of exploitative labour practices, such as slavery and human trafficking, to go undetected.

In 2017, we launched a Sainsbury's *Ethical Trade Training Links* document which signposts our suppliers to courses run by independent experts. Suppliers are able to choose from a wide variety of training covering topics such as modern slavery, agency labour and human resource management.

We regularly engage in awareness-raising activities with our suppliers. Articles featuring guidance on modern slavery have been included in our quarterly e-magazine for grocery suppliers called *Working Together*. Our ethical trade conferences for Sainsbury's brand grocery suppliers have included sessions on modern slavery by expert speakers from a range of organisations such as the GLAA, the Department for International Development, Seafish, Anti-Slavery International, Ergon, the ETI and Karen Bradley, then Minister for Modern Slavery and Organised Crime.

Due to identifying fresh produce and meat, fish and poultry as our highest risk categories for vulnerable workers in grocery, we launched specific supplier forums for each category to allow suppliers to share experience and learn from each other on issues such as modern slavery and identifying vulnerable workers.

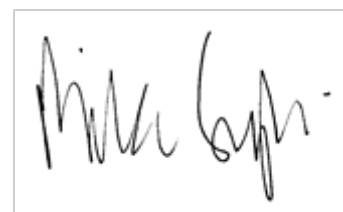
We strongly encourage grocery suppliers to attend Stronger Together's *Tackling Modern Slavery in Supply Chains* training. More than 85% of our direct UK suppliers have attended. We expect suppliers which

have attended to share the learning within their own business and supply chains.

We also have a long-standing strategic relationship with the GLAA to deliver bespoke training directly to our suppliers and farmers on *Agency Labour and the Prevention of Worker Exploitation*. The trainers provide practical guidance on how to prevent, identify and deal with exploitative practices in supply chains and farmers are given practical tools and guidance on identifying vulnerable workers. We developed the content together with the GLAA, and since then the course has been offered to the wider industry through the GLAA Academy in partnership with the University of Derby.

Despite the levels of activity across Sainsbury's Group and with external partners, we know there is still more we can do to identify and prevent slavery and human trafficking across our business and supply chain. We recognise our responsibility to be an active participant in developing and implementing industry responses to expose and combat this criminal activity which goes against what we stand for as a business and our principle of treating people fairly wherever they are in our business and supply chains.

This statement has been approved by J Sainsbury plc Board of Directors.



Mike Coupe

Chief Executive Officer,
J Sainsbury plc
2 June 2017