A black and white photograph of two people harvesting tea in a field. In the foreground, a person wearing a beanie and a light-colored shirt is crouching, picking tea leaves. A large woven basket is on the ground next to them. In the background, another person is also working in the field. The tea bushes are dense and cover the ground.

Sainsbury's Modern Slavery Statement 2021/22

J Sainsbury plc

Welcome from our CEO

Driven by our passion for food, together we serve and help every customer. As a responsible retailer, this includes doing what is right and fair for our colleagues, our customers, the communities we serve and everyone working within our supply chains.

Last year we were proud to become a Principal Partner of COP26, the United Nations Climate Change Conference. It was clear to see that behind the pressing issues of climate change and protecting biodiversity are people whose livelihoods and jobs will face significant change and uncertainty in the transition to a net zero economy. The World Bank estimates that Covid-19, combined with inflationary pressures has pushed a further 85 million people into poverty in the last year, putting them at increased risk of forced labour. We have strong heritage in leading on Human Rights, however, given these broader challenges, it has never been more important to focus our efforts to prevent, detect and remedy modern slavery. That's why our sustainability plan, Plan for Better, includes a strong focus on environmental and social action and we are committed to support a just transition as we adapt to the challenges of a changing climate.

As a business, we stand against all forms of modern slavery and the exploitation of other people for personal or commercial gain. Human trafficking, forced labour, child labour and domestic servitude are abhorrent practices that still exist in many parts of the world, including the UK.



Simon Roberts

Chief Executive Officer J Sainsbury plc
20th July 2022

We recognise that modern slavery doesn't happen in a vacuum and an effective strategy for combatting modern slavery needs to be part of our broader human rights approach. That's why this year we have undertaken a human rights saliency assessment to improve our understanding of the greatest risks faced to people across our business both in the UK and internationally. This understanding enables us to focus resources where they are most needed to protect workers and we have published a report on the findings that can be found [here](#). We plan to share more about our commitments later this year.

We continuously review our performance as a business and look back at lessons learned from our previous work tackling modern slavery. This is our sixth statement on our efforts to be more transparent and prevent modern slavery in line with Section 54 of the UK Modern Slavery Act 2015. The report details the steps taken during the year ending 5th March 2022* to prevent modern slavery and human trafficking in our own operations and supply chains.

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



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*Additional information is provided for activities in April 2022 in line with revised government reporting guidelines.

Key activities in 2021/22



New activities 2021/22

The long-term effects of Covid-19 have become apparent this year, driving forward our commitment to support workers in our supply chains and build resilience into our business model. To do this, we have built on previous years' work and extended how we think about human rights, including modern slavery, to go beyond the current situation and consider how climate change will impact workers as we head to net zero. To help us extend our thinking on human rights we have conducted a human rights saliency assessment across all our product areas.

We have redeveloped our modern slavery training for colleagues and suppliers, giving clearer direction on what to do if they suspect modern slavery as well as how to spot the signs. We have also extended the reach of this training internally, making it mandatory for a larger proportion of colleagues in various areas of the business.

Within our Goods not for Resale division we have launched a new self-assessment programme with an online management system to ensure wider coverage of our GNFR supply base. The majority of our managed GNFR supplier base have been invited to the new system, covering 91% of our yearly spending.



Human Rights Saliency Assessment

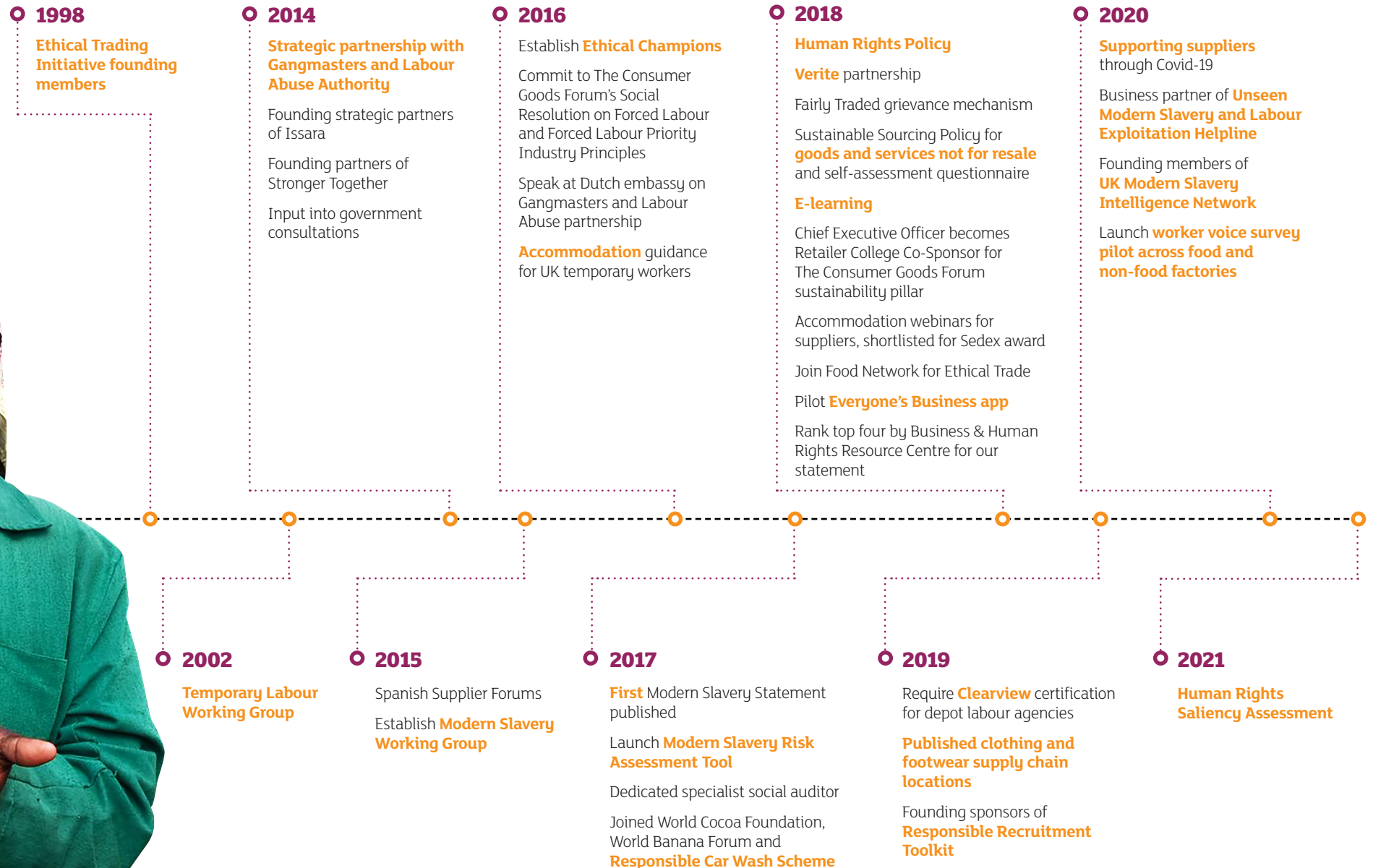
The pandemic and resultant shifts in working patterns globally has led us to review our approach to human rights to ensure that our approach is focussed in the right areas and sets us up to address future challenges.

Whilst we have a strong history in supporting human rights, we acknowledge that the global landscape has changed significantly in the last two years. The World Bank estimates that Covid-19, combined with inflationary pressures, has pushed an estimated further 85 million people into poverty across the world. Against this context we recognise the need to continuously review our own approach to human rights as more people are at risk of being trafficked or experiencing modern slavery. We are also conscious that climate change presents a significant risk globally and we need to address the social implications of this as we move forward with our plans to achieve net zero and ensure a just and fair transition.

To inform our renewed vision for our human rights work, we have undertaken a group-wide human rights saliency assessment across our product supply chains. We have conducted this assessment following UN Guiding Principles putting the focus on risk to people in our supply chains rather than the risk to our business. We also added a 'just transition' lens to our assessment to ensure we included future considerations around the impact of climate change on workers livelihoods and communities.

One of the salient human rights risks we have identified through this work is forced labour. We can also see how forced labour fits into a much broader picture and understand the interdependencies between issues like discrimination, sustainable livelihoods, precarious work and how they intersect. We can most effectively tackle modern slavery by understanding the factors that enable it and then identifying the levers to change these situations.

Our journey so far



About Sainsbury's

Driven by our passion for food, together we serve and help every customer

Offering delicious, great quality food at competitive prices has been at the heart of what we do since John James and Mary Ann Sainsbury opened our first store in 1869. Today, inspiring and delighting our customers with tasty food remains our priority. Our purpose is that driven by our passion for food, together we serve and help every customer.

Definitions for the purpose of this statement

Business / J Sainsbury plc

Business including food, general merchandise, clothing, goods not for resale and financial services

Food

Sainsbury's own-brand food and groceries

General merchandise and clothing

Sainsbury's, Argos and Habitat own-brand general merchandise and clothing

Our own-brand

Sainsbury's, Argos, and Habitat own-brand products

GNFR

26 countries we source from
1800+ suppliers we source from
93% of GNFR suppliers are based in the UK

This statement covers our approach to prevent modern slavery across the business¹. For Sainsbury's Bank Modern Slavery Statement, please visit www.sainsburysbank.co.uk.

Our Brands

Sainsbury's



Tu

habitat

Connected Services

Sainsbury's Bank



Our channels



in store



online

Single Infrastructure

Our company at a glance

£33,355m
group sales (inc. VAT)

171,000+
colleagues

598
Sainsbury's supermarkets

809
Sainsbury's convenience stores

728
Argos stores (including Argos stores in Sainsbury's)

3
Habitat stores

Our supply chain at a glance

4
international sourcing offices in Hong Kong, Shanghai, Delhi and Dhaka

90
countries where we source our own-brand products

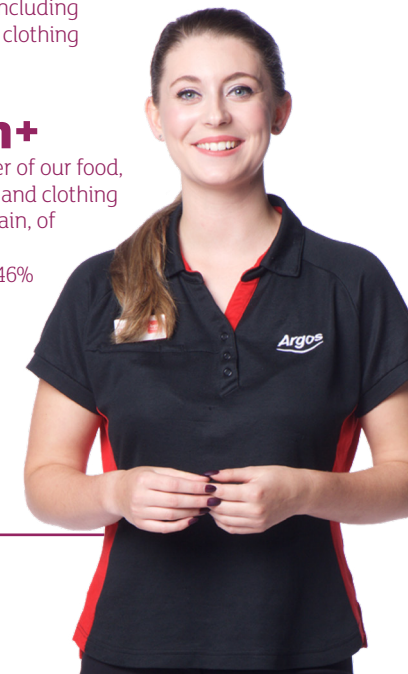
3,000+
suppliers for our own-brand products (food, general merchandise, clothing and Habitat), operating across over 6,000 sites

1,800+
suppliers for our goods and services not for resale. Our goods not for resale (GNFR) supply chain incorporates all the products and services purchased to ensure our business runs effectively

60%+
of food supplier sites are based in the UK, South Africa, Chile, Spain, Israel and the Netherlands, providing food and grocery products

75%+
of general merchandise and clothing suppliers are based in China, India and Turkey, for products including furniture, electronics, clothing and toys

2 million+
workers in the first tier of our food, general merchandise and clothing own-brand supply chain, of which around 6% are agency workers and 46% are women



1. This statement sets out the steps taken by Sainsbury's Supermarkets Ltd, Sainsbury PropCo A Limited, Sainsbury PropCo B Limited, JS Information Systems Limited, Sainsbury's Tyne Property Holdings Limited, Sainsbury's Thistle Scottish Limited Partnership, Argos Limited, Nectar 360 Limited and Nectar 360 Services LLP, all of which fall within the scope of section 54(2) of the Modern Slavery Act 2015.

Policies and commitments

We do not tolerate any form of human rights abuse within our company or supply chains. We have well-developed policies and processes in place to avoid causing or contributing to adverse human rights impacts through our activities, including any form of slavery, and we are committed to addressing such impacts if they occur. These are reviewed regularly to ensure they remain relevant and encompass best practice as it evolves.

Human Rights Policy

Our Human Rights policy showcases our commitment to the UN Declaration on Human Rights, UN Guiding Principles on Business and Human Rights, ILO conventions, and the UN Women's Empowerment Principles. It outlines our commitment to respect the human rights of everyone within our business and throughout our supply chain including colleagues, customers and suppliers.

Sustainable Sourcing Policy for Goods for Resale

The policy outlines our expectations for suppliers, including our Code of Conduct based on the Ethical Trading Initiative Base Code. It also includes The Consumer Goods Forum's Forced Labour Priority Industry Principles including 'no worker should pay for a job'.

Sustainable Sourcing Policy for Goods Not For Resale (GNFR)

This is aligned with the above policy and applies to suppliers in our goods (and services) not for resale supply chain.

Industry commitments

We continue our commitment to work with others to tackle modern slavery. This is a complex area that we cannot tackle alone so joint industry commitments form an important part of our approach.

The Consumer Goods Forum's Social Resolution on Forced Labour and Forced Labour Priority Industry Principles tackle three of the most problematic employment practices that can lead to forced labour.

EVERY WORKER SHOULD HAVE FREEDOM OF MOVEMENT
NO WORKER SHOULD PAY FOR A JOB
NO WORKER SHOULD BE INDEBTED OR COERCED TO WORK

The British Retail Consortium's Better Retail, Better World actions address global challenges highlighted in the UN Sustainable Development Goals, including modern slavery and decent work. All signatories commit to enhance employment and recruitment best practices and to embed a policy for the supply chain that no worker should pay for a job.

The Retailer Protocol for Handling Reported Cases of Modern Slavery, which we inputted into, in partnership with retailers, the British Retail Consortium, Gangmasters and Labour Abuse Authority and Stronger Together.

We manage compliance with these policies, standards and commitments in the following ways:

- Contractual terms and conditions include a clause on compliance with the Modern Slavery Act 2015
- Require suppliers to have their own codes of conduct, along with policies and systems to manage ethical trade in their own supply chains, report progress to us and allocate sufficient resources to do so
- Provide guidance through a Supplier Handbook, Sainsbury's and Argos Ethical Trade Manual for suppliers and our Colleague Handbook for colleagues

International Accord

In September 2021, we joined the International Accord on health and safety. This is an important move on from the 2013 and 2018 Bangladesh accords. This new agreement supports independent factory inspections by RSC (Readymade garment Sustainability Council) as well as looking into the feasibility of taking a similar approach in other sourcing locations.



You can read our approach to human rights in our Human Rights report [here](#)

You can read our Sustainable Sourcing Policy for Goods for Resale report [here](#)

Governance

The Corporate Responsibility and Sustainability (CR&S) Committee oversees the governance of being a sustainable business, including modern slavery. The Committee's principal role is to review the sustainability strategy, ensuring it is aligned with the company's purpose, strategy, culture, vision and values. The Committee also plays a part in monitoring the business's engagement with stakeholders including customers, suppliers, the community, colleagues, shareholders and government on sustainability and corporate responsibility matters.

We are finalising our human rights strategy, and we will be setting targets and key performance indicators (KPIs) which are informed by a detailed saliency assessment.

One of the most salient human risks identified through our assessment is the issue of forced labour and modern slavery. We will report on our human rights commitments and our progress to mitigate these issues annually.

Angie Risley, Group HR Director, and member of our Operating Board is responsible for our human rights policy and strategy in our operations and supply chain.

Our sustainability strategy, Plan for Better, is overseen by the CR&S Committee, which is chaired by Jo Harlow, one of our Non-Executive Directors.

This year, we introduced our new Social Working Group, whose focus is on human rights. The Social Working Group consists of senior leaders from across our business. The Social Working Group meets to discuss the biggest issues facing our business including the workforce disclosure initiative, our human rights commitments, how transparent we are as a business and the growing and emerging risks we face each year.

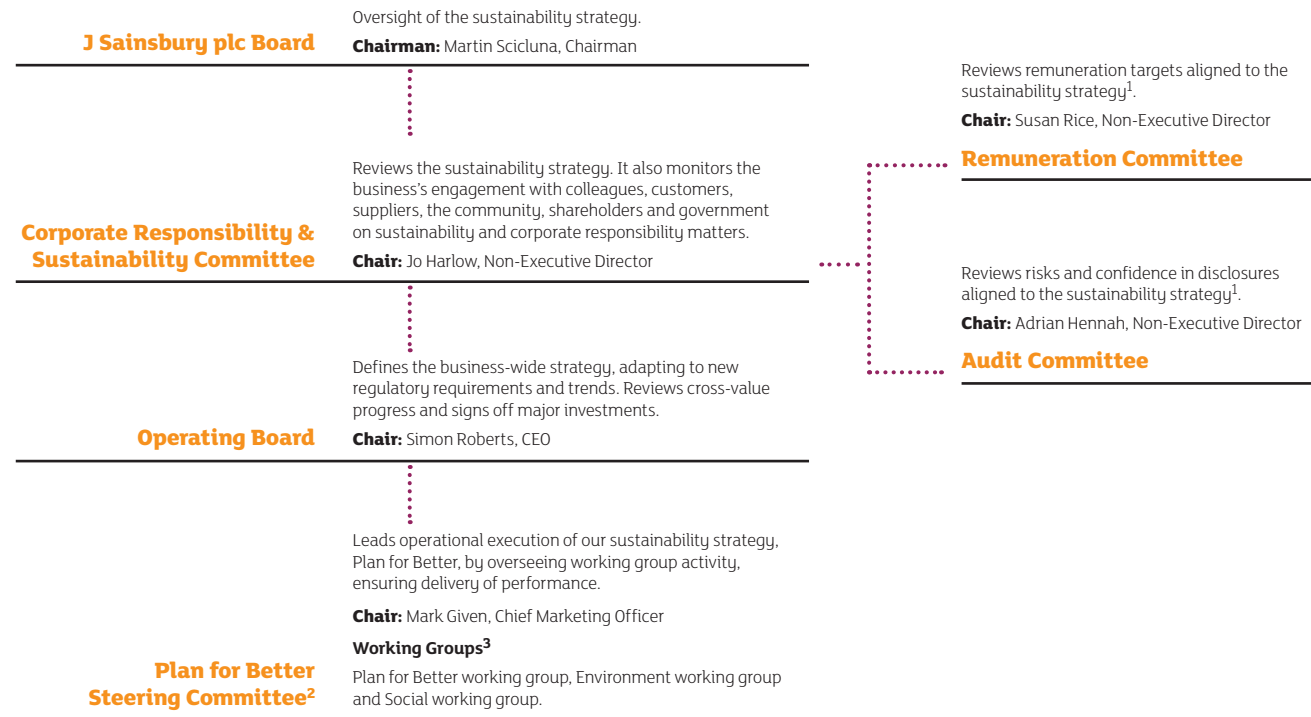
When issues around modern slavery or human rights more broadly are identified in our supply chain, they are managed by our technical and commercial colleagues, and supported by our central team of social sustainability experts.

The general merchandise and clothing business has dedicated ethical trade teams in the UK and all four of our sourcing offices in Asia, who have responsibility for the everyday management of ethical issues.

Ethical issues are categorised by the level of seriousness and an action plan is put in place to ensure that the supplier reaches compliance within a set timeframe. Any issue deemed high risk or not resolved within the agreed timeframe is escalated to senior leadership.

For more on governance, see our [Annual Report and Financial Statements](#)

An overview of our governance structure:



¹ Remit of Committee in relation to the sustainability strategy. For full details on the Committees please read the Remuneration Committee Report and Audit Committee Report in the Annual Report and Financial Statements 2021/22. ² Replaced the Net Zero Steering Committee as of June 2021. Steering Committee meets five times per year. Membership consists of Directors from across the business, with additional Director representation from Audit, Finance and Strategy attending the Committee twice a year to review Corporate Risk Updates including TCFD recommendations. ³ Current working group structure replaced individual pillar working group structure in September 2021. Working groups meet five times per year. Our Diversity & Inclusion and Skills & Opportunities pillars are managed via the Human Resources Leadership Team and the Community & Partnerships pillar is managed via the Marketing and Loyalty Division.

Risk assessment and management

Over the past year, we have continued to refresh and refine our Human Rights Risk Assessment Tool. Since its conception in 2017, this industry-leading tool has been providing us with insights across our complex global supply chain.

The tool draws upon human rights risk data from Sedex, one of the world's leading ethical trade membership organisations, as well as our own data about the manufacturing and production of our own-label products

We have continued to enhance the level of detail within the tool, this year improving our risk matching across our categories and products. This is giving us industry-leading knowledge of our supply chain, particularly beyond Tier 1. Often, the production of the ingredients of our products are the riskiest and most challenging to identify in terms of human rights and modern slavery impacts. Having this level of visibility allows us to take targeted action where we see significant risks throughout our product supply chains.

Using the tool, we can identify and ultimately mitigate human rights risks by engaging with our suppliers to collaborate on action within our supply chains that are most likely to be exposed to human rights risks, including modern slavery.

Insights from the Human Rights Risk Assessment Tool were a key starting point in the human rights saliency assessment we conducted this year.

Further information on our human rights approach can be found in our Human Rights report [here](#)

Raw materials

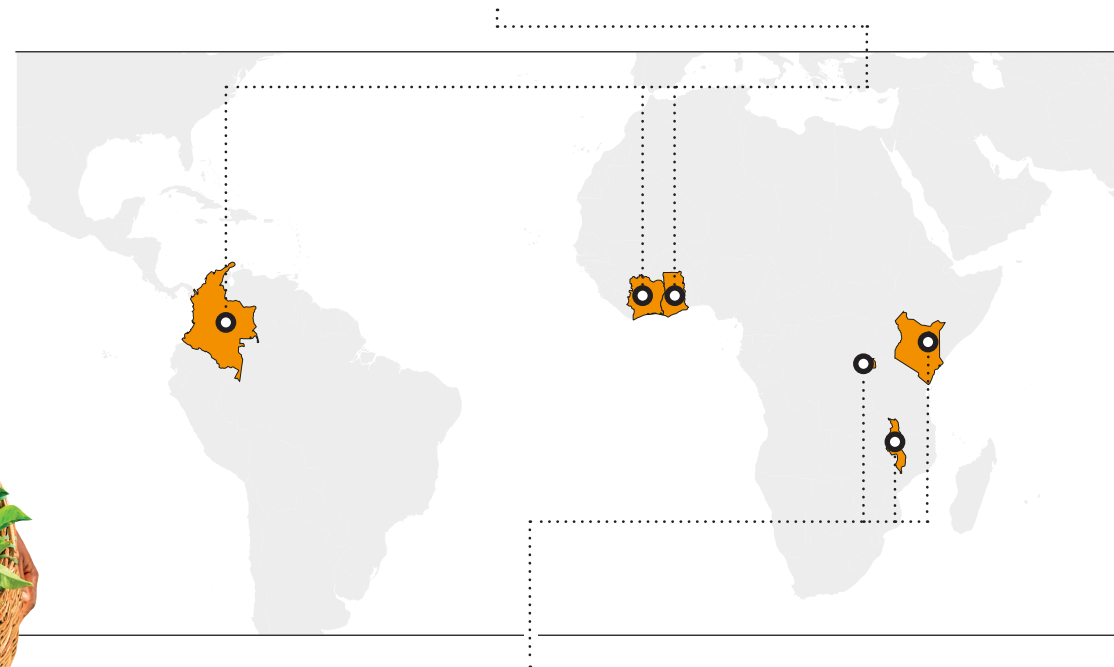
Using our Human Rights Risk Assessment Tool, we have identified raw materials that present the highest risk of forced labour in our supply chains. The following maps show our activities across a few of these raw materials that are aimed at mitigating the risk of modern slavery.



Cocoa

Example sourcing countries:
Ghana, Ivory Coast, Colombia

We are members of the World Cocoa Foundation and the Retailer Cocoa Collaboration to drive positive change on forest protection, sustainable production, farmer livelihoods, community engagement and social inclusion.



Tea

Example sourcing countries:
Kenya, Rwanda, Malawi

We will be continuing the work we started with Sainsbury's Fairly Traded Tea via a new partnership with the Rainforest Alliance. This will allow us to collaborate on new and exciting projects and initiatives, enabling us to support the farmers we source our tea from, workers and communities into the future, whilst also seeing through the projects we've already made a commitment to. Find out more information about the Rainforest Alliance [here](#).



Bananas

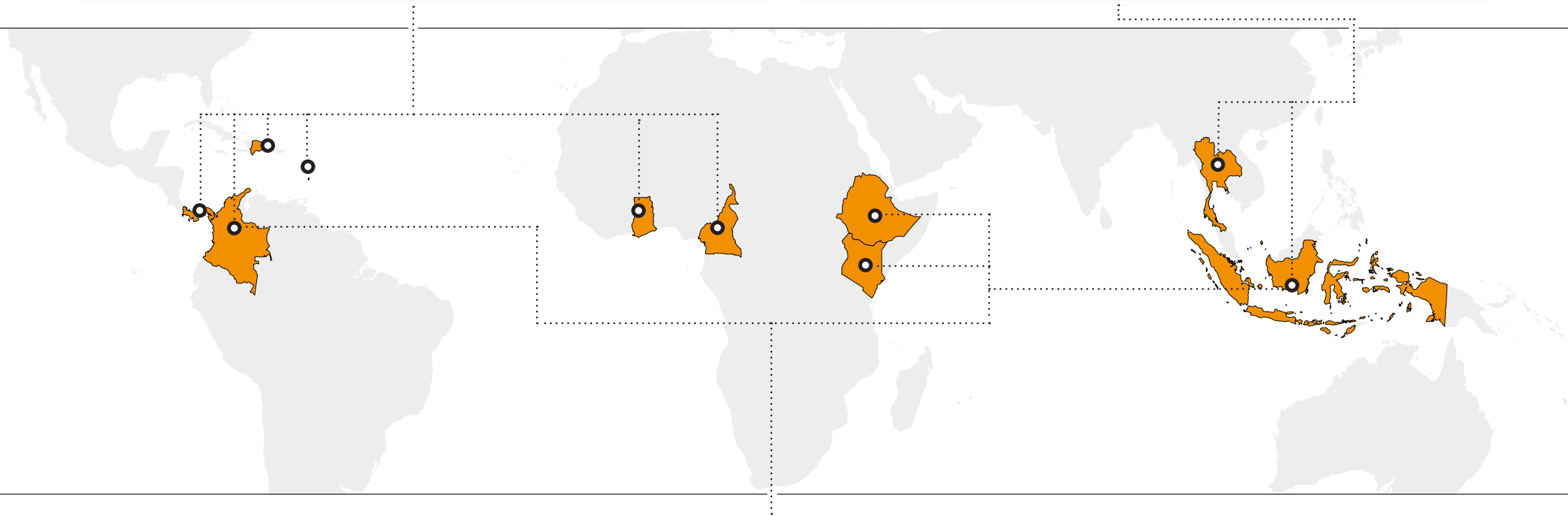
Example sourcing countries:
Colombia, Dominican Republic,
Ghana, Cameroon, St Lucia,
Panama

All our bananas are Fairtrade certified. Fairtrade is about better prices, decent working conditions, local sustainability and fairer terms of trade for farmers and workers in the Global South.

Fish

Example sourcing countries:
Thailand, Indonesia

We are members of and contribute to several global sustainable fish initiatives, such as the Issara Institute and Sea Alliance.



Coffee

Example sourcing countries:
Colombia, Indonesia, Ethiopia,
Kenya

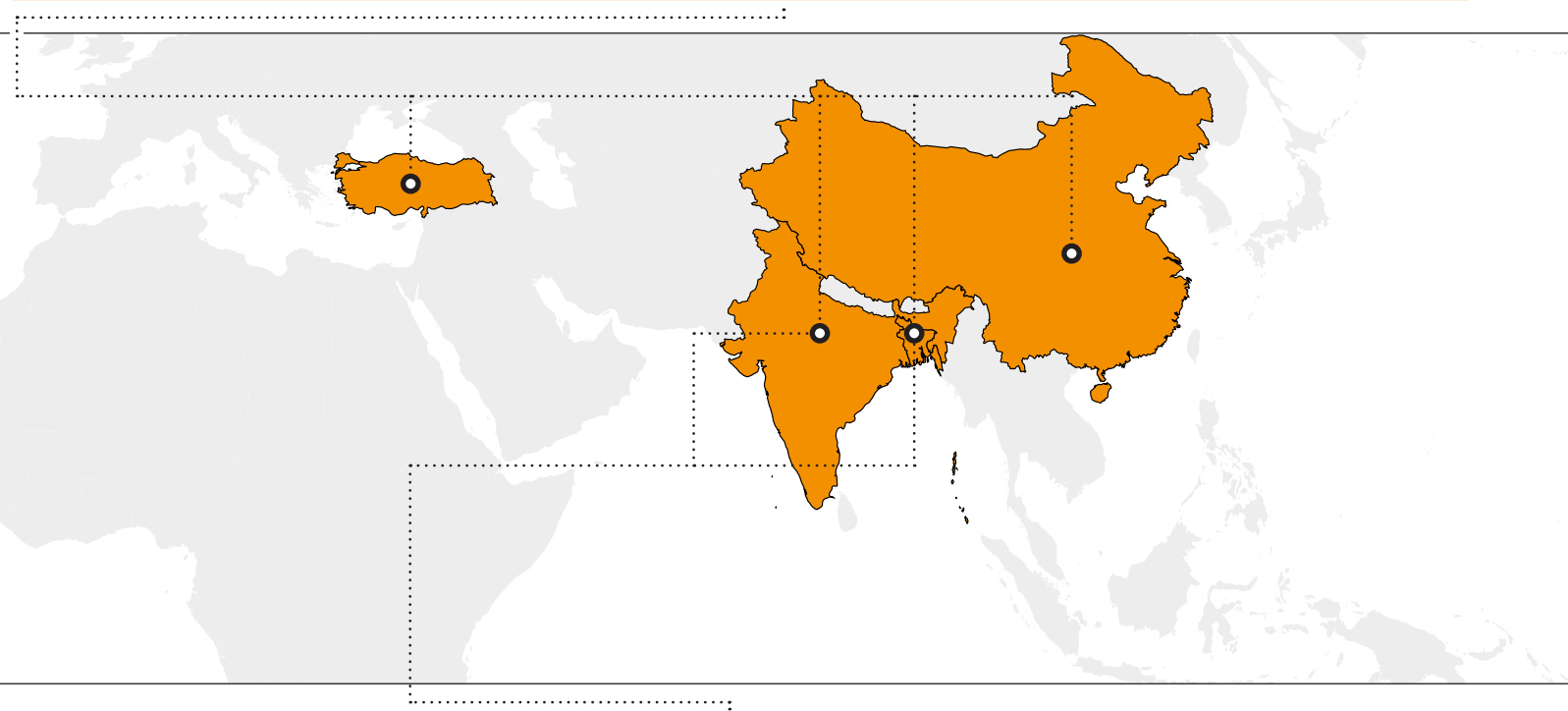
We have sold 100% Fairtrade own-brand roast and ground coffee for over ten years and last year we invested almost \$800,000 back into the coffee supply chain through the Fairtrade Premium which allows producers to invest in social, environmental or economic projects of their choice.

In 2009, we set up the [APECAFEQ sun-dried community coffee project](#) in Quinchia, Riseralda in Colombia to enhance the positive impact of our trade. In 2021, we paid 2 cents per pound in addition to the Fairtrade Premium, which has financed sun drying houses, maintenance, and their coffee regeneration programme.

Manmade cellulosic fibres

Example sourcing countries:
Bangladesh, India,
China, Turkey

Our MDCF policy aims to address associated manufacturing challenges and to ensure our suppliers protect the rights of indigenous peoples and rural communities where forest logging rights are allocated, or plantations developed. We worked closely with Changing Markets and Canopy to draft our policy and made it publicly available [here](#). Through our traceability efforts, so far, we have identified that five of our direct suppliers account for 46 percent of the viscose tonnage in our supply chain and they source from either Aditya Birla Group or Lenzing AG. We know that at least 52 percent of our supply chain are sourcing from Canopy green shirt approved manufacturers. We are committed to continuing mapping our supply chain and aim to disclose more detail in future.



Cotton

Example sourcing countries:
Bangladesh, India

We have committed to the Responsible Sourcing Network's Cotton Pledges to not source from countries where there are ongoing concerns around the use of government sponsored forced and child labour and have updated our [Cotton Policy](#) to reflect these changes. We are aware of the recent communication from the Responsible Sourcing Network about the boycott of Uzbekistan cotton being over and will be taking a cautious approach to review our business policies and commitments. We also acknowledge the difficulties with cotton from the Xinjiang region in China and our policy outlines our focus on gaining greater traceability of our cotton sourcing.

Due diligence

Informed by our risk assessments, we conduct due diligence across our own operations and supply chain, monitoring for indicators of any form of slavery or human trafficking and checking there are sufficient controls in place.

Supplier monitoring and compliance

We endorse the efforts of the Association of Professional Social Compliance Auditors (APSCA) to enhance the professionalism, consistency, and credibility of independent social compliance audits.

All new Sainsbury's, Argos and Habitat supplier sites require a third-party ethical audit from an approved audit firm. They must meet our minimum requirements before we can place business with them.

Existing food supplier sites are audited by approved third parties on a risk-assessed frequency based on their Sedex risk rating. We require that new sites share a social audit report within 12 months of onboarding. We monitor suppliers to close their non-conformances within the timeframes given by the audit bodies and support suppliers in addressing their issues.

In GM&C, we ask all our suppliers to conduct an annual independent ethical audit. These audits are also conducted to SMETA (Sedex members ethical trade audit) guidelines i.e. against local law and the ETI base code.

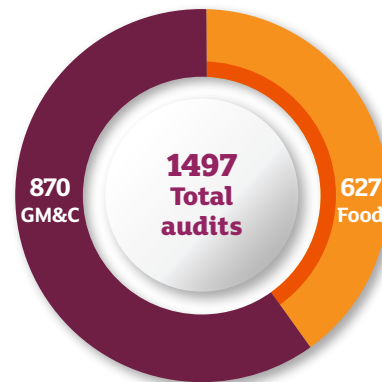
We monitor these audits and support our suppliers to remediate any issues which have been found on site. All audit issues which have been found on site are categorised as Business Critical, Critical, Major or Minor, as defined by the SMETA methodology. This helps us prioritise and focus our efforts.

We monitor suppliers through Sedex for food, and successfully transferred our clothing and general merchandise suppliers to Sedex last year.

This means that we have one version of the truth across our supply base, with all audit data being recorded consistently, allowing our colleagues to more effectively monitor our suppliers' improvement.

We continue to work with our suppliers to improve their systems and share responsibility with them for labour issues in our supply chain. Through our dedicated specialists, we provide gap analysis against our requirements and identify continuous improvement opportunities that go beyond third-party audits, such as career progression for workers, enhanced management systems and worker voice mechanisms.

We carried out 1497 audits in 2021/22:



We require suppliers to have policies and systems to manage ethical trade in their own supply chains. This requirement covers topics from how they manage their employees to how they recruit agency workers. Many suppliers have added identifying and eliminating modern slavery to their ethical strategies and activity.

In Sainsbury's GM&C, we recognise the importance of giving our colleagues the tools to be able to do basic levels of due diligence when visiting our factories and highlighting areas of concern. This year, we have relaunched the Everyone's Business application to all commercial and technical colleagues globally. The Everyone's Business application is a web application that provides guidance and relevant information on responsible sourcing principles, sourcing countries' local context, and how to spot potential issues at supplier sites. This information is then reviewed by the ethical experts in the country.

We have joined a number of Sedex working groups including the SAQ (self-assessment questionnaire) project advisory group and the Service Provider Early Access group to support the development of new standards and tools to identify and manage responsible sourcing risks.

Transparency

In 2020, as a first step to improving transparency, the clothing and footwear business published a full list of 100 per cent of their Tier 1 clothing and footwear manufacturing sites. This provided details on sites, product type, worker numbers and location.

In March 2020, we published our mapped and audited Tier 2 factories in Turkey, which is one of our biggest sourcing countries.

In January 2022, the food business continued to increase supply chain visibility by publishing 100 per cent of Tier 1 food suppliers, including the type of product manufactured, the gender breakdown of workers at each site, and whether the facility has a trade union or an elected workers committee.

We will be publishing our Tier 1 supplier list for general merchandise before the end of 2022.

By March 2023, we aim to publish our Tier 1 supplier lists for the products we source within our GNFR supply chain.

Publishing our supplier lists is just part of our wider efforts to build transparency and give the workers in our supply chains a voice. We also recognise the need for further transparency beyond Tier 1 suppliers and are working to achieve greater visibility of the challenges faced further down the supply chain.

A full list of our Food and Clothing Tier 1 manufacturing sites can be found [here](#) in the Plan for Better section of our website



Training

This year, we enhanced our interactive modern slavery training offer for our colleagues and suppliers. Working with the former Independent Anti-Slavery Commissioner, Dame Sara Thornton, and Detective Chief Superintendent Stuart Hooper of Essex Police, our refreshed e-learning brings to life how modern slavery risks are rising globally and how it impacts our business and supply chains. The course is designed to help our colleagues and suppliers spot the signs of modern slavery, including the ILO's 11 indicators of forced labour, and give them the know-how to report any concerns.

Upskilling our colleagues

As well as refreshing the content of our colleague training, this year we undertook a mapping exercise to identify colleagues whose roles could bring them into contact with modern slavery risks. In line with this mapping, we significantly expanded the number of colleagues who must complete the modern slavery training as mandatory, including colleagues across our stores and depots.

“

**Informative and easy to follow.
A great educational and training
tool that I'll be sharing with
my colleagues.**

This has resulted in a four-fold increase in the number of colleagues who completed the training, compared to last year. We encourage all our colleagues to complete this module even if it's not mandatory for them, as we all have a responsibility to tackle this crime.

As part of their induction plan, Food Technical and GM Asia colleagues have a mandatory training session on our ethical standards, policies, and processes, led by a member of our ethical team. We delivered further specific training to our ethical champions in collaboration with Stronger Together to tackle modern slavery in our supply chain (Stronger Together Tackling Modern Slavery through Supplier Site Visits and Stronger Together Investigative Interview skills in the Workplace).

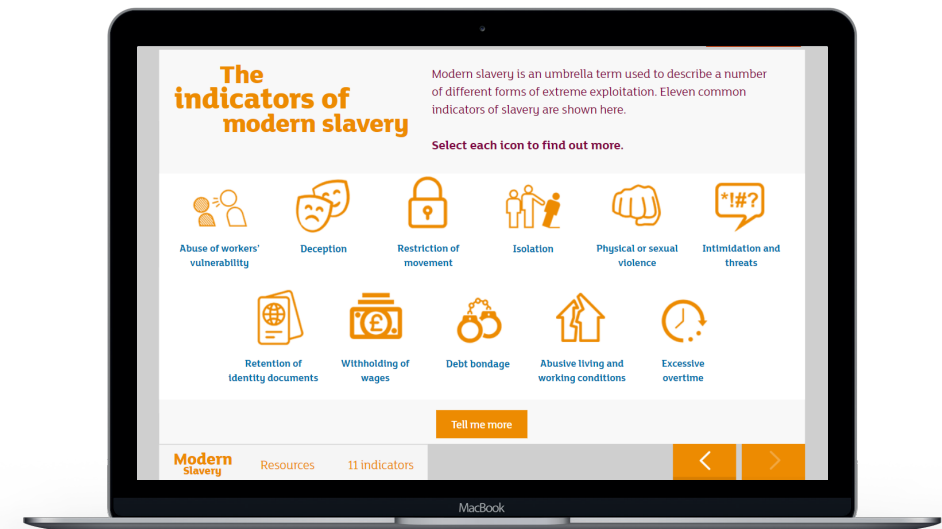
3,429 colleagues completed our internal Modern Slavery training this year, an increase of over 300 per cent.

“

**Good and clear information,
interactive exercises were useful in
learning the details, would be accessible
for others in the business as a good
intro and overview**



Compared to last year:





Upskilling our suppliers

We have created a tailored supplier Modern Slavery training module and have made this training available to all of our Food suppliers through our dedicated supplier training platform. We encourage all our suppliers to complete this training, which has been designed to build knowledge on what modern slavery is, how to spot the signs and how to report any concerns. Through this rollout, 36 of our key food suppliers have completed the training.

We issued online training to our suppliers this year in the form of an interactive document on Implementing our Ethical Strategy for food suppliers, and we issued a supplier e-learning on Modern Slavery.

“

Easy to follow and full of vital information to enable situations to be understood. The example scenarios were very helpful.

This year, 38 individuals from 33 suppliers completed our e-learning module on Implementing our Ethical Strategy and 48 individuals from 41 suppliers completed our Modern Slavery e-learning.

We continue to partner with Stronger Together, a multi-stakeholder business-led initiative aiming to reduce modern slavery. Delivering specialist training in identifying and addressing modern slavery, this year reaching 386 supplier participants in the UK, 75 in South Africa and 7 in Spain.



Key performance indicators

The following KPI's tell us how effective the interventions and programmes we run are. They are essential to helping us understand the impact our work is having and where we may need to provide further focus. We will review these KPI's in line with our revised human rights strategy that we will publish later this year.

Non-conformances identified through third-party audits

49

categorised under the 'employment is freely chosen' clause of our Supplier Code of Conduct. These are related to missing or inadequate policies, inappropriate monitoring of toilet breaks, compulsory overtime, and unreasonable recruitment fees.

80

categorised under 'no harsh or inhumane treatment' clause of our Supplier Code of Conduct. These related to opportunities to improve grievance and disciplinary policies and procedures, additional training required on these policies as well as instances of poor people management.

All were appropriately followed up and tracked to ensure the issues are remediated.

Our suppliers on Stronger Together training

KPI	Total to date	2019/20	2020/21	2021/22
Suppliers subscribed to progress reporting tool – UK	104	6	15	40
Number of unique business entities that have been trained – UK	813	65	86	201
Number of supplier sites that have been trained – UK	1,176	112	101	233
Number of individuals who have been trained – UK	2,338	299	242	386
Suppliers subscribed to progress reporting tool – South Africa	12	0	11	1
Number of unique business entities that have been trained – South Africa	254	36	61	46
Number of individuals who have been trained – South Africa	432	87	78	75
Number of unique business entities that have been trained - Spain	30	-	23	7
Number of supplier sites that have been trained - Spain	30	-	23	7
Number of individuals who have been trained - Spain	31	-	24	7

94%

of respondents either strongly agreed or agreed that engagement with the programme had led to the business taking steps to reduce risks of modern slavery

73%

of respondents reported that they had senior management commitment to tackling modern slavery

84%

of respondents found the programme had fulfilled or significantly fulfilled their needs

These figures are taken from an impact assessment carried out by Stronger Together in 2021.



Our suppliers on Responsible Recruitment Toolkit (RRT) training

KPI	Total to date	2019/20	2020/21	2021/22
Number of subscribers to the RRT online tool at the 'full' level	152	21	65	48
Number of RRT training sessions completed	327	91	88	98
Number of 'Introduction to Responsible Recruitment' training sessions completed	187	73	51	46
Number of 'Eliminating Worker-Paid Recruitment Fees' training sessions completed	52	18	13	7
Number of individuals who have taken up at least one RRT benefit	294	-	-	-
Number of unique business entities who have taken up at least one RRT benefit	170	-	-	-
Average steps completed on RRT online tool self-assessment	55%	-	-	-
Average overall progress score on RRT online tool self-assessment	49%	-	-	-

100%

of respondents rated the RRT training as good or excellent (77% rated excellent)

100%

of respondents agreed that the RRT training helped them improve their understanding of the topic (64% strongly agreed)

100%

of respondents agreed that the RRT training helped them feel confident in taking relevant next steps in their business and/or supply chain (46% strongly agreed)

These figures reflect all responses for the current range of courses offered by the RRT.

Training our colleagues

This year, 3,429 colleagues completed our enhanced modern slavery e-learning module from across the business. Colleagues are encouraged to complete this module annually.

In addition, 31 colleagues completed our ethical sourcing e-learning module this year across the business.

This year, 6 colleagues attended the 'Tackling Modern Slavery in UK Businesses' workshop, delivered by Stronger Together. This included our Category Technical Managers across several categories, including Produce, Packaged & Speciality, and Beers, Wines & Spirits (BWS).

Training our suppliers

This year, 38 individuals from 33 suppliers completed our e-learning module on Implementing our Ethical Strategy and 48 individuals from 41 suppliers completed our Modern Slavery e-learning.

Respecting human rights through sustainable sourcing

100%

of our fresh Scottish salmon range was independently certified by the Aquaculture Stewardship Council (ASC). We are the first UK supermarket to have 100% of its fresh Scottish salmon range ASC certified

100%

of palm oil in our products is certified by the Roundtable on Sustainable Palm Oil (RSPO) standard, which includes social criteria such as respecting the rights of Indigenous Peoples and local communities and respecting workers' rights and conditions within palm oil plantations, including vulnerable groups such as women and children.

77%

of timber and paper-based products are sourced to independent sustainability standards, including international standards for environmental and social sustainability such as the Forest Stewardship Council® (FSC®), which states: "There is an extensive due diligence process to ensure that slavery and human trafficking is not part of the production process of FSC®-certified products".

94%

of the cotton for our clothing and general merchandise is sourced more sustainably through the Better Cotton Initiative (BCI), up from 89 per cent in 2020/21. As well as water and pesticide savings, an estimated €44 million additional profit benefitted BCI farmers in 2021 thanks to our sourcing of Better Cotton. BCI Farmers experience profit increases for a variety of reasons, most commonly due to increased yields and/or optimised use of inputs (such as irrigation water, pesticides, or synthetic fertiliser).





Workforce Disclosure Initiative (WDI) score improvement

There are too many poor quality and precarious jobs around the world. The United Nations recognised this in the 2015 Sustainable Development Goals. Goal 8 calls for 'decent work for all' and this goal also includes the eradication of forced labour. [The Workforce Disclosure Initiative \(WDI\)](#) mobilises investors to push for better jobs. The first step is to make sure companies disclose comparable workforce information. Investors can then use this data to engage with companies and drive a race to the top.

The WDI brings investors together to request comparable data from companies via an annual survey. Its ultimate goal is to improve the quality of jobs in multinational companies' operations and supply chains.

We have taken part in the WDI survey since its inception in 2017 and submitted responses for 2021 again.

This year we improved our disclosure score to 92 per cent and were in the top 10 per cent of most complete responses.

We were nominated for the overall WDI award and received special mentions for our disclosure on Workforce Action and Supply Chain Data.



Sainsbury's case studies



Actions in our own operations

GNFR Self-Assessment Questionnaire

Since last year, we have continued to accelerate and embed progress in managing ethical risks in our GNFR supply chain. This year, we brought in a professional vendor to support the rollout, verification and assessment of an enhanced supplier self-assessment questionnaire. This step-change in our approach was driven by our recognition of the risks within our GNFR supply chains and our need to understand these further. We have invited suppliers to complete the questionnaire and will use this to understand their risk profile and what our next steps need to be. For new suppliers, we are asking them to complete the questionnaire/assessment as part of the onboarding process.

Through our online system, we have invited the majority of our GNFR suppliers base to complete the questionnaire, representing 91 per cent of our yearly spend. This includes all our business-critical suppliers, and across our high-risk sectors for human rights issues. With our extensive coverage, we aim to use our suppliers' responses to inform our future plans and strategy.

We launched our enhanced supplier questionnaire in October 2021 and have prioritised our rollout within our business-critical and higher risk suppliers. In line with our contracting cycles, we expect to increase our coverage over the next two years as we continue our rollout across our existing supplier base and bring onboard new suppliers. Where we identify risks as we roll out, we are taking action straight away to address these.

In our food supply chain

Modern Slavery Intelligence Network

Sainsbury's has been a member of the Modern Slavery Intelligence Network (MSIN), a pioneering non-profit collaboration in the UK food and agriculture sector created in response to the findings of Operation Fort, the UK's largest ever modern slavery investigation, since its inception in 2020.

MSIN is comprised of 14 member companies (including retailers, manufacturers and processors) currently engaged in an 18-month pilot to develop an innovative and proactive intelligence-sharing mechanism to enhance effectiveness in disrupting modern slavery and labour exploitation within the UK. Information generated by the network will be used to detect, prevent and disrupt modern slavery and labour exploitation activity in their industry sector, protecting workers and improving outcomes for those directly impacted.

The project also benefits from the strong personal support of the Independent Anti-Slavery Commissioner, who continues to highlight and champion the work of the MSIN.

Throughout 2021, members have met regularly and engaged with external stakeholders, including NGOs, the ICO and law enforcement agencies, to share plans and seek guidance on the approach the MSIN should take in order to achieve successful outcomes.

The MSIN has worked together to ensure, so far as possible, that robust mechanisms are in place to safeguard those who may be impacted by modern slavery and/or worker exploitation and their data. This has required a significant commitment from all members involved and engagement with several internal functions within the members' organisations including human rights, ethical trading, legal, data protection, privacy and IT security.



In our general merchandise and clothing supply chain

Worker voice

In 2021, we piloted a worker interview assessment to understand workers' perspectives on their recruitment and employment journeys. We worked with a third party, Ulula, to roll out a remote survey across 21 of our factories across general merchandise and clothing. Following the success of this programme, we ran the second cycle of worker interviews in 18 of the factories to understand whether the improvements that had been implemented were reflected in the workers own experience. The direct worker feedback was conducted through interactive voice response (IVR) and web.

This year, we used the support of Good Weave India Trust to support onsite deployment within 8 of these our factories. Good Weave India Trust is an independent, not-for-profit organisation established in India in 2012 to support businesses to achieve better working conditions for workers, environmental action and governance in their main factories and extended value chains.



GoodWeave India Trust

The results of the second cycle have been analysed and suppliers provided with individual reports. This analysis includes a breakdown of all the results with aggregations by gender and migration. We will continue to support our suppliers with action plans and will continue to monitor the improvement plans through worker engagement.

- 5,082 responded to the second survey, an increase of 1,108 workers completing the survey
- 8 on-site deployments with the support of Good Weave
- 10 virtual deployments

The three areas identified as opportunities for the biggest improvement were anxiety and stress, freedom of movement and forced overtime. We will be sharing these results with our suppliers and supporting them to create action plans to enable them to make improvements in these areas.

Over the next year, we will be looking to scale up our approach to worker engagement and will be deploying worker engagement tools in other high-risk countries



Better Buying Institute

We have subscribed to the Better Buying Institute, an initiative that examines the impact of purchasing practices on the financial, environmental, and social sustainability of suppliers. Through their assessment, we will better understand how our day-to-day practices internally are affecting our suppliers and, by extension, their workers, and the environment.

Over the next year, we will be reviewing the questions to see how we can use the results to make more informed business decisions.



Collaboration case studies

We believe collective action is the only way to tackle global challenges at the speed and scale required. Here are some of our current collaborations.

Leading with The Consumer Goods Forum (CGF)

Simon Roberts, our Chief Executive Officer, continued in the role of Retailer Colleague Co-Sponsor for The Consumer Goods Forum's Sustainable Supply Chain Initiative (SSCI) in our 2021/22 financial year, covering issues including human rights.

We are active members on the steering committees for the CGF Sustainable Supply Chain Initiative (SSCI) to ensure that major social compliance schemes meet minimum customer requirements on issues such as forced labour and recruitment fees. With the overarching framework developed, this year we completed benchmarks for primary production and at-sea operations, as well as encouraging schemes to apply for benchmarking.



CGF Human Rights Coalition

The CGF officially launched the Human Rights Coalition (HRC) of action on Human Rights Day 2020. We are proud to be members of this coalition working to advance the CGF Forced Labour Resolution and its Priority Industry Principles in alignment with the UN Guiding Principles on Business and Human Rights.

We will drive individual and collective action in our businesses and supply chains to:

- Implement Human Rights Due Diligence (HRDD) systems
- Support responsible recruitment markets
- Support a focused movement with all relevant stakeholders to jointly expedite the elimination of forced labour

Coalition member commitments

1. Establish and deploy HRDD systems in our own operations with the aim of reaching 100 per cent coverage by 2025.
2. Activate pre-competitive practices (e.g. roundtable discussions and open-source training materials) to support responsible recruitment markets using the leverage of our own operations and collective engagement in selected geographies / commodities by 2025.
3. Collaborate with selected suppliers starting with palm oil supply chains to develop and deploy HRDD systems from the refinery to the plantation level by 2023.
4. Engage relevant stakeholders to enable the adoption and enforcement of measures with governments to eliminate forced labour.
5. Act with relevant industry, multi-stakeholder groups and inter-governmental organisations to enhance cooperation and share information and resource openly.
6. Support transparency and disclosure efforts on risks and challenges in addressing forced labour within own operations and associated with supply chains.

ETI's Gender Sensitive Program

Commencing April 2022, we are supporting three of our factories through the ETI's Gender Sensitive Program. The purpose of this initiative is to empower female garment workers within their factory workplace through increasing their knowledge and capacity to address gender-based harassment and violence and promote gender sensitivity at work. It is hoped that the gender programme will further enhance social dialogue mechanisms within the factory and contribute to strengthening industrial relations for sustainable development.

Food Network for Ethical Trade

We continue to be active members of FNET which is a supplier-led initiative aiming to use the collective leverage of suppliers and retailers to bring about positive change in global food supply chain working conditions by providing guidance, resources, training, and opportunities for collaboration.

This year, we have focussed on our efforts on responsible recruitment by taking part in working groups and contributing to the Common Principles for UK Seasonal Workers Scheme. The common principles set out best practice guidelines for suppliers recruiting seasonal workers.



Responsible Car Wash Scheme

We're proud of our commitment to addressing modern slavery in the car wash sector through our engagement with the Responsible Car Wash Scheme. We have engaged with industry stakeholders and other retailers to support the development of a national car wash accreditation scheme.

Through the development and launch of a pilot in 2020, a not-for-profit accreditation scheme was created to promote compliance and raise standards in the car wash industry. The first hand car wash site was given accreditation in June 2021 as part of the licensing pilot.

The Responsible Car Wash Scheme worked with the Gangmasters and Labour Abuse Authority and other regulatory bodies throughout the pilot, which provided valuable insights into embedding the protection of workers' rights.

Following the pilot, individual car wash sites can now receive RCWS accreditation, which strives to create improved conditions for workers; upholding their statutory rights and protecting them from exploitative work practices.

We will continue to support the Responsible Car Wash Scheme to drive improvements across the industry and inform our car wash strategy. We will continue to implement improvements in car washes on our estates.



Partnering with the Issara Institute in Southeast Asia

We continue to partner with Issara Institute, to tackle forced labour and human trafficking in Southeast Asia, through worker voice, data, technology, partnership and innovation.

In our Thailand supply chain, Issara is directly working with fourteen primary processing facilities and businesses in their upstream supply chain. In 2021, the long-term effects of Covid-19 have continued to impact direct in-person engagement with workers, so we have used digital channels to continue this important work. Issara's independent worker voice channels are more active than ever with worker outreach and empowerment focusing more on digital communications and support through Issara's independent helpline, Golden Dreams migrant worker app, closed Facebook chats as well as Line and Viber messaging.

Building on previous research on the Myanmar-Thailand recruitment corridor, Issara continues to work with Sainsbury's suppliers in its Ethical Recruitment programme. This brings together companies and their recruitment agencies to improve recruitment practices and reduce recruitment costs for jobseekers, working closely with local civil society to empower jobseekers and disrupt informal brokers in recruitment systems. The vast majority of foreign migrant workers in Sainsbury's Thailand supply chain come from Myanmar. Our collaboration with Issara and their work with our suppliers enables over 29,000 workers to have access to Issara's worker voice channels and remediation support for grievances raised, also helping suppliers to advance their internal capacity to handle grievances.

During the 2021/22 season there was a total of 18 worker reported violations, all of which have been resolved.

Labour recruitment

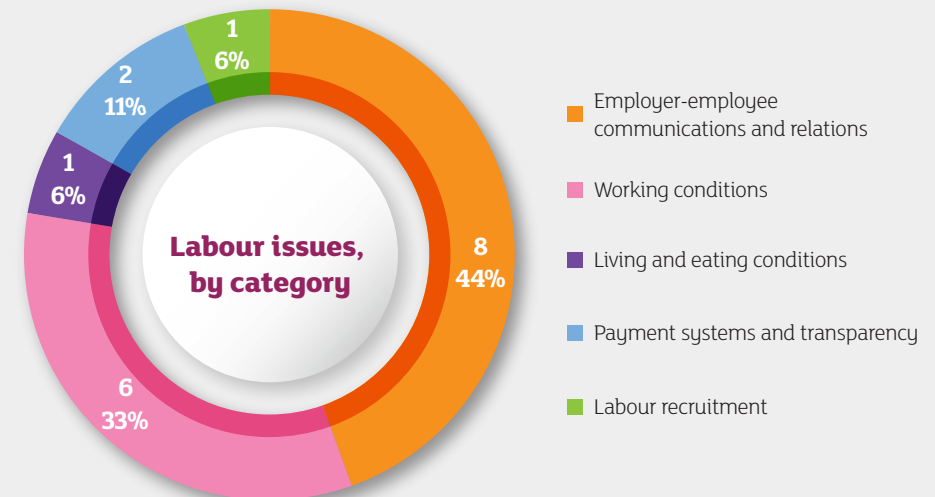
Proper, legal documents not provided to worker

Very late or missing payments

Supplier A

Supplier B

Labour issues



Looking forward



Following our human rights saliency assessment, we will be developing plans to implement these findings into our approach to modern slavery and broader human rights concerns in the next year. This assessment has given us focus on the key risks people in our supply chains face and where the highest risks are. We will be using that information to inform our approach and embedding this in ways of working across our teams to ensure the best possible human rights due diligence.

Technical Change Programme

As part of our Technical Change Programme, we are reviewing our direct and indirect supplier requirements as part of our Supplier Management project. Ethical performance will be built into a cross-functional balanced scorecard to risk assess our suppliers and influence our business decisions.

As part of our Technical Change Programme, we are reviewing our Ethical Assurance approach. We will review our supplier due diligence requirements at Tier 1 level and beyond and improve our supplier performance KPIs. We will implement clearer management systems and escalation processes. We will also deliver further training to our technical teams to empower our colleagues to drive improvement in our supply chain and will report on the outputs of this work next year.

Agency labour

We know that agency labour presents a higher risk of exploitation and modern slavery. In the coming year, we will bring on dedicated resource to look at this area as well as developing an internal audit programme of our labour agencies used within our Logistics and Supply Chain Operations.

Training

In the next year, we intend to expand our supplier training to both our GM&C and GNFR suppliers and continue to raise awareness of our supplier training offer—both through our Sainsbury's specific training as well as third-party training available free of charge to our suppliers through our corporate memberships, such as Stronger Together.

GNFR

In addition, we will encourage our GNFR suppliers to attend relevant modern slavery training through our sponsorship of initiatives such as Stronger Together and the Responsible Recruitment Toolkit.

By March 2023, we will publish our Tier 1 supplier lists for the products we source within our GNFR supply chain.






FNET






This year we have reviewed our FNET membership and have decided that we will join and actively participate in additional FNET workstreams to improve our requirements and management systems and deliver best practice with our supply chain. We will focus on:







- Risk assessment and mitigation
- Responsible recruitment
- Worker representation
- Raw materials
- Agent's requirements
- Climate change risks and human rights







Collaboration overview







We have a strong track record of partnering to help address global challenges and drive change in our supply chains. Here is an overview of some of our collaborative work this year.

Partner		Project / Initiative	Purpose
&Wider		Worker Voice	To facilitate the use of inclusive technologies to allow us to hear from workers who might otherwise go unheard.
International Accord		International Accord on Health and Safety in the Textile and Garment Industry	The Accord is an independent, legally-binding agreement between brands and trade unions to work towards a safe and healthy textile and garment industry. Its purpose is to enable a working environment in which no worker needs to fear fires, building collapses, or other accidents that could be prevented with reasonable health and safety measures. Sainsbury's has been a member of the Accord since it launched in 2013 as the Bangladesh Accord.
Aquaculture Stewardship Council			The Aquaculture Stewardship Council (ASC) is an independent, international non-profit organisation that manages the world's leading certification and labelling programme for responsible aquaculture. We have supported the ASC since its inception in 2010 and have been Board members since 2018.
Better Buying			To support us in seeing our suppliers as trusted and respected partners whose insights are critical to building resilient supply chains.
British Retail Consortium		Ethical Labour Working Group	As members of this group, we share best practice with UK retailers on tackling modern slavery, the responsible use of labour providers and other topics related to the human rights of workers in our supply chains.

Partner	Project / Initiative	Purpose
Better Cotton Initiative 		<p>The Better Cotton Initiative exists to make global cotton production better for the people who produce it, better for the environment it grows in and better for the sector's future by developing Better Cotton as a sustainable mainstream commodity. Through BCI and its partners, farmers receive training on how to use water efficiently, care for the health of the soil and natural habitats, reduce use of the most harmful chemicals and apply decent work principles.</p>
Carnstone and UK retailers 	Everyone's Business	<p>The Everyone's Business application is a mobile application that is designed to educate Sainsbury's employees on responsible sourcing practices and spotting potential issues at supplier sites. The application can be used by any employee who visits supplier sites and captures users' observations and raises any concerns they have about the factory to our dedicated ethical trade team. This application was developed in partnership with Carnstone, an ethical consultancy.</p>
The Consumer Goods Forum 	Sustainable Supply Chain Initiative (SSCI) Human Rights Coalition of Action – Working to End Forced Labour and Forced Labour Priority Industry Principles	<p>We are active members of The Consumer Goods Forum (CGF) Sustainable Supply Chain Initiative (SSCI), a global benchmarking initiative for third-party audit and certification programmes. We contribute to the Social and Management Criteria Technical Working Group and the Steering Committee.</p> <p>Through our policies and practices, we also support the CGF's Human Rights Coalition – Working to End Forced Labour and Forced Labour Priority Industry Principles, tackling three of the most problematic employment practices that can lead to forced labour and deploying a collectively developed HRDD framework to address forced labour in our own operations, and palm oil supply chains.</p>
Ethical Trading Initiative 	Italian Produce Modern Slavery Peru India	<p>We are founding members of the Ethical Trading Initiative (ETI), working closely with suppliers, non-profit organisations and unions to develop innovative responses to worker exploitation and forced labour.</p> <p>We participate in a number of ETI working groups focusing on particular supply chains where there are opportunities to improve working conditions through collaboration.</p>
Fairtrade 		<p>Fairtrade sets social, economic and environmental standards for the companies and farmers involved in the supply chain. As a company, we pay a Fairtrade Minimum Price and an additional Fairtrade premium. This premium contributes to projects across our supply chain.</p>

Partner	Project / Initiative	Purpose
Food Network for Ethical Trade		Being members of the Food Network for Ethical Trade enables us to work alongside 57 suppliers and retailers to use our collective leverage to bring about positive change in global food supply chain working conditions by providing guidance, resources, training and opportunities for collaboration.
The Forest Stewardship Council®		The Forest Stewardship Council® helps take care of forests and the people and wildlife who call them home. This includes respecting the rights of workers, communities and indigenous peoples and ensuring that slavery and human trafficking are not part of the production process of FSC®-certified products.
Gangmasters and Labour Abuse Authority		We partner with the Gangmasters and Labour Abuse Authority, sharing intelligence and supporting the GLAA to identify and protect vulnerable and exploited workers.
Good Weave India Trust		Good Weave India Trust is an independent, not-for-profit organisation established in India in 2012 to support businesses to achieve better working conditions for workers, environmental action and governance in their main factories and extended value chains.
Issara Institute	 Strategic Partners Program	Issara Institute is an independent, not-for-profit organisation that works to transform the lives of millions of workers across Southeast Asia through worker voice, partnership and innovation. Sainsbury's has been a member of the Issara Strategic Partners Program since its inception in 2014.
Rainforest Alliance		Rainforest Alliance is an international, non-profit organization working at the intersection of business, agriculture, and forests to make responsible business the new normal. They are building an alliance to protect forests, improve the livelihoods of farmers and forest communities, promote their human rights, and help them mitigate and adapt to the climate crisis.

Partner	Project / Initiative		Purpose
Responsible Car Wash Scheme			We are founding members of the Responsible Car Wash Scheme to protect vulnerable workers in the UK's hand car wash businesses.
Responsible Recruitment Toolkit			We are founding sponsors of the Responsible Recruitment Toolkit, providing access to guidance and training to our suppliers and their labour providers, as part of our efforts to ensure responsible recruitment in our supply chains.
Retailer Cocoa Collaboration			The Retailer Cocoa Collaboration has a membership of 11 retailers and aims to be a pre-competitive group that supports existing industry efforts to drive environmental and social improvements in the cocoa sector. The principle activity is the Annual Trader Assessment which is a robust process to assess major cocoa traders on their sustainability progress across topics such as deforestation, traceability, gender equality, farmer incomes and child and forced labour. More information here .
Seafish		Seafood Ethics Common Language Group	Through Seafish, we collaborate with stakeholders in the seafood supply chain on initiatives that respond to concerns regarding unethical practices within the global seafood market.
Seafood Ethics Action Alliance			We participate in the Seafood Ethics Action Alliance which provides a platform for businesses to work together to share information on emerging issues and agree solutions.
Sedex		Stakeholder Forum	<p>We actively engage with Sedex to develop industry tools and we use their platform to risk assess our suppliers, manage their social audits and non-compliances.</p> <p>We have joined the Sedex SMETAx and SAQ Technical Advisory Groups to collaboratively work on the new SMETA code, audit and management systems.</p>

Partner	Project / Initiative	Purpose
Spanish suppliers and UK retailers	 <p>Foros Comercio Ético Ethical Trade Forums</p>	Spanish Supplier Ethical Trade Forums
Stronger Together		Stronger Together
Ulula		Worker Voice
Unseen		Unseen
World Banana Forum		World Banana Forum
World Cocoa Foundation		Cocoa & Forests Initiative

We participate in independently facilitated local forums for our suppliers in Spain to address discrimination against migrant agricultural labourers and investigate the provision of labour in first and second-tier suppliers.

We are project sponsors of Stronger Together, a multi-stakeholder business-led initiative aiming to reduce modern slavery, particularly forced labour, labour trafficking and other hidden third-party exploitation of workers.

Ulula amplifies worker and community voices to create more responsible supply chains.

Sainsbury's supports the UK's Modern Slavery Helpline which is a free, independent and confidential service, operated by Unseen, available 24/7. Our partnership and membership of Unseen's Business Portal gives us access to intelligence on modern slavery and exploitation reports linked to either our own operations or supply chain in the UK (where this is appropriate). We also receive anonymised information about other appropriate cases reported through the helpline related to our sector. This is invaluable in helping us build up a picture of risk so we can work to keep modern slavery out of our business and our supply chain.

We are members of the World Banana Forum, which brings together stakeholders in the global banana supply chain to work towards consensus on best practices for sustainable production and trade.

The World Cocoa Foundation provides a platform for us to work with cocoa and chocolate companies, non-governmental organisations and governments on challenges facing the cocoa sector to achieve a thriving and sustainable cocoa sector, where farmers prosper, communities are empowered, and the planet is healthy. More information [here](#).