

MODERN SLAVERY STATEMENT

JULY 2018

Message from the CEO

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

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

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

Our business

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

We have a worldwide supply chain and in order to ensure visibility, traceability and safeguarding of any modern slavery risks we are members of SEDEX. In addition, we carry out our own welfare audits and are members of the Ethical tea partnership.

The business has a full-time supplier assurance technologist focused solely on our Sustainability and Social Responsibility activity and our supplier's compliance.

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

Our policies relating to Modern Slavery and Human Trafficking

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

- Health and Safety Policy
- Equality & Diversity Policy
- Colleague Privacy notice
- Whistleblowing Policy
- Recruitment & Resourcing Policy
- Right to Work process and check
- Working Time policy
- Work Experience & Intern policy
- Staff handbook including: Bullying & Harassment Policy / Escalation

- Anti-Bribery and Corruption Policy

Due Diligence

We have robust due diligence measures in place when taking on new suppliers

This includes;

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

Training

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

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

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

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

If a risk is found in a current supplier, the risk will be assessed and appropriate corrective actions taken. If any of our audits identify a risk of modern slavery, it is reported to the Executive Board and PLC Board in the business monthly reports.

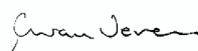
Conclusion

This statement is issued pursuant to section 54 of the Modern Slavery Act 2015.

It reflects the actions and processes put in place during 2017-2018 to ensure our business and supply chain is not engaging in modern slavery and human trafficking.

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

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



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

Ewan Venters

Date:

11/01/2019