

Modern Slavery Statement: One Stop Stores

2022/23

Contents

Introduction	3
Our business and supply chains.....	5
Policies in relation to modern slavery.....	7
Governance.....	9
Due diligence.....	10
Assessing and tackling modern slavery risks.....	12
Tackling modern slavery - our business operations.....	13
Tackling modern slavery - our supply chains.....	16
Tackling modern slavery - Partnerships.....	17
Investigation modern slavery allegations.....	19
Awareness raising and capacity building.....	21
Impact and monitoring.....	22
Plans for 2021/22.....	27

Introduction.

The UK Modern Slavery Act 2015 (the 'Act') requires businesses to state the actions they have taken during the financial year to ensure modern slavery is not taking place in their operations and supply chains. At One Stop, we are fully committed to playing our part in eradicating modern slavery. We firmly support transparency and collaboration to eliminate the risks of modern slavery.

This statement refers to the financial year ending 25 February 2023 and sets out the steps taken by One Stop Stores as well as relevant measures taken at wider Group level to prevent modern slavery and human trafficking in our own operations and supply chains.

As we have continued to develop our human rights work, we have gained greater insight into risk and trends relating to modern slavery, which has enabled us to strengthen our approach. Within our full year 2022/23 we have:

- Updated our Procurement policy to include delivery partnerships. We worked closely with these third-party partners to understand and mitigate against modern slavery risks.
- Promoted the Modern Slavery & Exploitation Helpline to our Franchise stores.
- Carried out refresher Modern Slavery training for high priority colleagues (Area Managers, Business Development Managers, People Partners and Distribution Managers).
- Identified additional colleagues who need to be trained on Modern Slavery (Store Managers) and ensured new Store Managers receive Modern Slavery training when they join the role.
- One Stop's Risk and Compliance manager completed specialised forced labour training by the Customer Goods Forum and Fair Labour Association.
- Continued to carry out agency worker interviews at our distribution centres.
- Continued to monitor compliance with our Human Rights requirements as stated in our Procurement Policy.
- Continued to work in collaboration with Tesco, to share insights on emerging risks and best practices.

At Group level we:

- Jointly led industry-wide response to UK Seasonal Worker challenges with key stakeholders.
- Funded the development and launch of UK Seasonal Worker Just Good Work App and supported the development of a grower toolkit.
- Co-led the official launch of the Modern Slavery Intelligence Network and their first annual conference.

In the year ahead we will continue to develop our approach to managing the risk of modern slavery within our business and supply chains and ensure our strategy continues to respond to changing risks as we aim to eradicate modern slavery.

This statement was approved by the board of One Stop Stores Limited.

Stephanie Wood, Managing Director

A handwritten signature in black ink, appearing to read 'Stephanie Wood', is written over a light grey rectangular background.

19 July 2023

Our business and supply chains.

One Stop Stores Limited is a retail convenience business with over 720 company operated neighbourhood stores and over 291 franchise stores across England, Wales, and Scotland.

Open 7 days a week, One Stop aims to meet the needs of all its local customers. We offer a range of food, beverages, non-food groceries and general merchandise. Many stores provide additional services including free cash machines, Post Office, Pay Point, Lottery, and mobile electronic top-up.

In the past three years we launched partnerships with Deliveroo, Just Eat and Uber Eats and 596 of our stores now offer online delivery services. Our food delivery partners' riders are self-employed contractors or agency workers. Our partners' Modern Slavery Statements set out their approach to managing modern slavery risk. We have been working closely with our food delivery partners and will continue to cooperate with them to assess and mitigate modern slavery risks.

One Stop has over 10,200 employees and has been a subsidiary of Tesco since 2003. It operates as a separate business from a Store Support Centre in Brownhills, Walsall, and services its stores with ambient products from 3 distribution centres in Brownhills, Nursling (Hampshire) and Wakefield. We work with Greencore and Booker Retail Partners to deliver fresh food to One Stop stores.

There are over 400 suppliers across fresh, frozen and ambient ranges. Over the last 8 years we have been aligning our supplier base with the wider Tesco Group. All our own-label products continue to be sourced from the same suppliers as Tesco UK stores.

At the heart of everything our colleagues do is our renewed core purpose - serving our customers, communities, and planet a little better every day. This means we always keep customers at the heart of what we do, while also reflecting our responsibilities to the communities we serve, source from, and to society more broadly.

This purpose is underpinned by our values:

- Our customers are at the heart of everything we do.
- We treat people how they want to be treated.
- We work together as one team.
- We make things easier.

These values reflect that our responsibility for the welfare of people goes far beyond those we employ directly. We want everyone who works for or with One Stop to have their human rights respected and we know our customers, colleagues and suppliers do too. We believe that our trade with people across the countries we source from

should have a positive impact, creating jobs and opportunities for people all over the world.

Tesco's human rights strategy, which covers the most serious challenges faced by workers, delivers against our value to treat people how they want to be treated. As part of this, Tesco have committed to:

- Ensure international human rights standards are respected at all suppliers' sites, at tier 1 and beyond.
- Focus on the most serious risks to workers throughout our supply chains, working transparently with NGOs, unions, and others to identify and address them.

Starting with our own business operations and service providers, and then increasing the visibility we have of our global supply chains through One Stop and wider Group efforts, we work to identify actual or potential risks of modern slavery and help ensure remediation where cases are identified.



Policies in relation to modern slavery.

At the heart of our approach to human rights are a number of important internationally recognised declarations, standards and codes. These are the foundations for how we work across the Tesco Group, and include:

- [The UN Universal Declaration of Human Rights.](#)
- [The International Labour Organization \(ILO\) Declaration on Fundamental Principles and Rights at Work.](#)
- [The UN Guiding Principles on Business and Human Rights.](#)
- [The UN Global Compact.](#)
- [The Base Code of the Ethical Trading Initiative \(ETI\).](#)

Our approach to addressing modern slavery sits within this wider human rights agenda and is supported by the Group Human Rights policy, as well as One Stop's Code of Conduct and Procurement policy, which includes Human Rights due diligence. These set out our obligations to customers, colleagues and communities in our own operations and supply chain.

We take any allegations of a breach of our policies extremely seriously. One Stop provides independent and confidential 'Protector Lines' for our colleagues. Protector Line, which is also used by the wider Tesco Group, enables our colleagues and our own label suppliers and their staff around the world to raise concerns. Insights from these services are reviewed at One Stop Compliance Committee meetings.

Tesco helped to develop and strongly supports the [Consumer Goods Forum's \(CGF\) Priority Industry Principles:](#)

EVERY WORKER >>>>
SHOULD HAVE
FREEDOM OF MOVEMENT

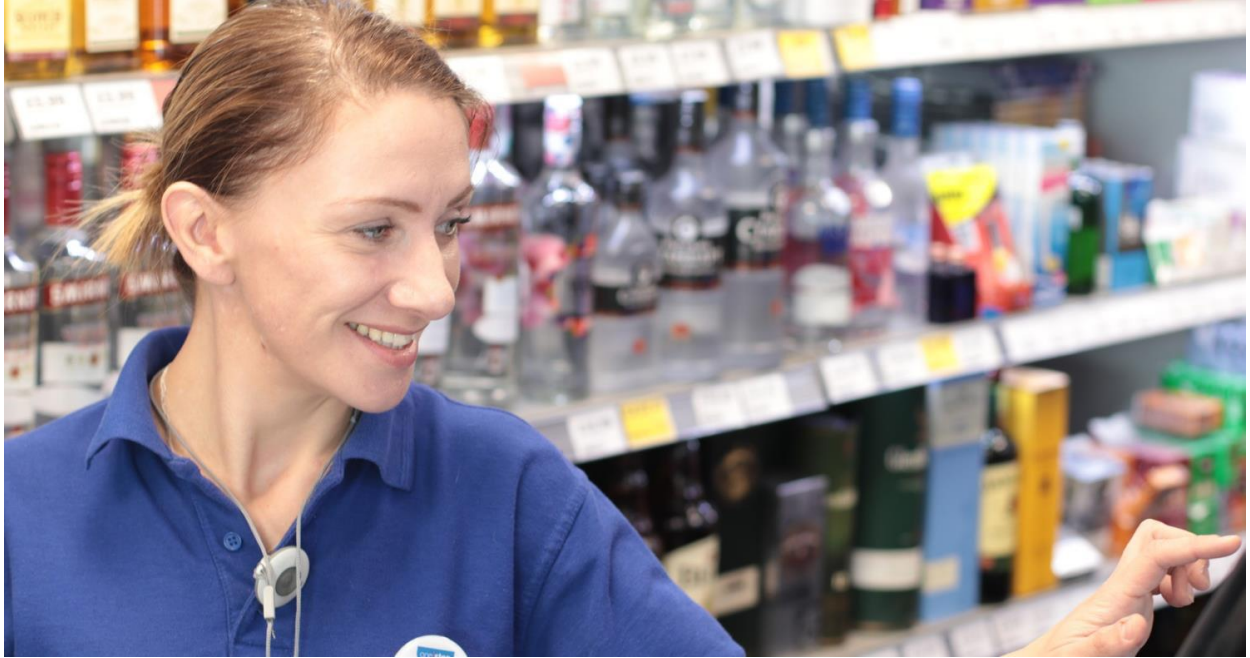
NO WORKER
SHOULD PAY
FOR A JOB

NO WORKER SHOULD
BE INDEBTED OR
COERCED TO WORK

These principles have underpinned the development of Tesco's modern slavery strategy. Tesco is one of the leading companies supporting collaborative efforts to combat forced labour in the consumer goods sector. Such collaboration is particularly important in lower tiers of supply chains where we do not have direct commercial relationships.

As members of the Institute of the [Responsible Recruitment Leadership Group](#), an initiative of the Institute for Human Rights and Business, Tesco also actively supports the Employer Pays Principle that 'No worker should pay for a job - the costs of recruitment should be borne not by the worker but by the employer.'

Following a review in 2020 which included engagement with a number of key stakeholders (representatives from the ETI, the Office of the Independent Anti-Slavery Commissioner, the Consumer Goods Forum and key suppliers) Tesco published the updated [Modern Slavery Strategy](#) in 2021. This sets out the Group's approach for tackling modern slavery, priority areas and key milestones.

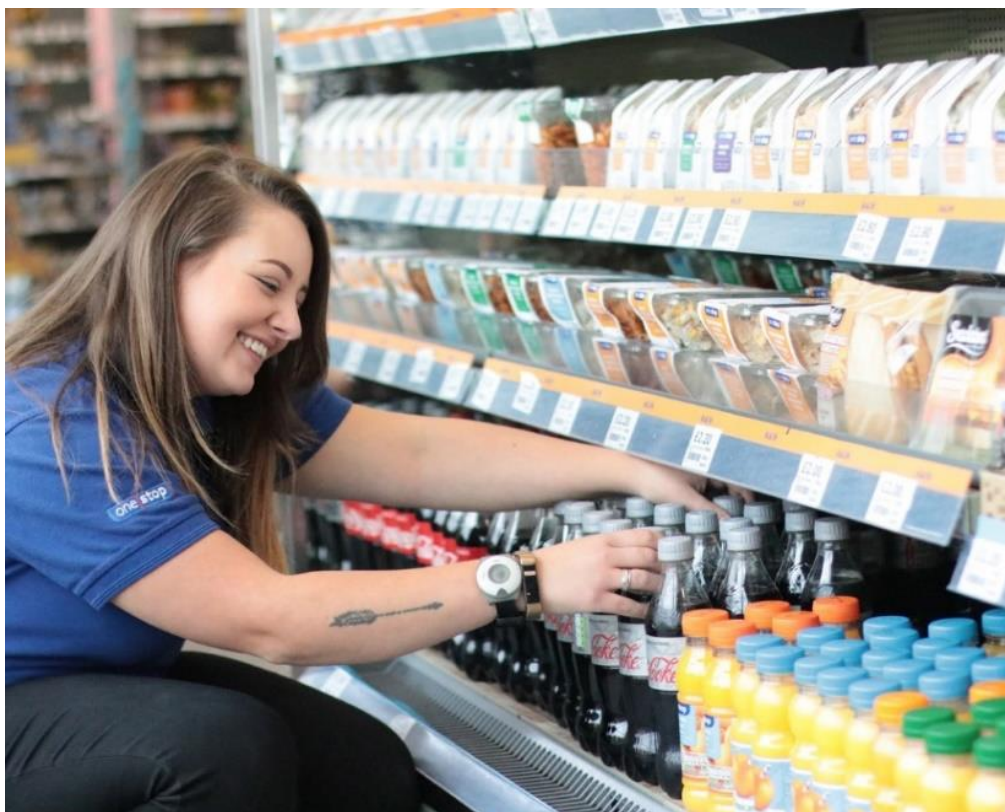


Governance

Overall governance and progress monitoring of Tesco's human rights work, for all markets and subsidiaries including One Stop's own label supply chains, sits with the Board's Corporate Responsibility Committee, which meets four times during the year. More detailed information on the work of Tesco's Corporate Responsibility Committee is set out in the [PLC Annual Report and Financial Statements 2023](#).

"Responsible Sourcing" is highlighted as a principal risk within Tesco's business wide risk assessment and is reported within the PLC Annual Report. Exploitation of workers and human rights breaches remain the key drivers of this risk. Responsible sourcing is also a key sub-risk within One Stop's principal risk on Political, Regulatory and Compliance matters. We update on current and future risks, progress and performance, and breaches of our policies, to the Group Risk and Compliance Committee chaired by the Group CEO, and the One Stop Risk and Compliance Committee, on at least an annual basis.

One Stop also has an internal modern slavery working group that meets bi-annually, at a minimum, to monitor progress against our modern slavery strategy. The group consists of colleagues within People, Franchise, Procurement, Online, Retail and Distribution. The Group Human Rights Director is accountable for Tesco's human rights strategy and chairs an equivalent modern slavery working group within Tesco. The Tesco working group is comprised of human rights and group security colleagues and its purpose is to monitor progress against the [Group modern slavery strategy](#) and to report on alleged breaches.



Due diligence.

Tesco follow a robust due diligence process that was developed in line with the UN Guiding Principles on Business and Human Rights, and in consultation with internal and external stakeholders. This process covers all One Stop own label products.

Our due diligence framework has five stages:



Potential modern slavery risks within our own operations and supply chains are assessed by considering the country of origin where products, raw materials, or services are sourced from. We use the Food Network for Ethical Trade (FNET) risk ratings to inform this, combined with internal understanding of labour rights and modern slavery risks in key sourcing sectors.

As the next stage of risk assessment, the type of work being carried out is considered (skilled, semi-skilled or un-skilled) and the type of labour (seasonal, permanent, agency, migrant labour).

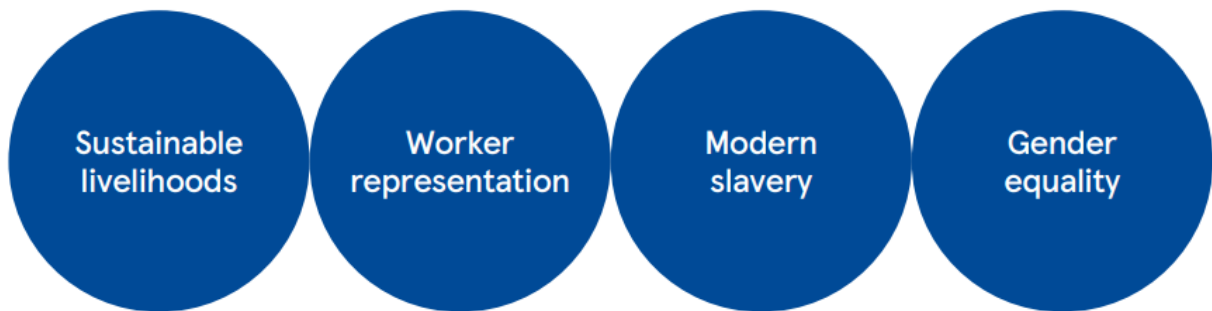
Tesco gather intelligence about emerging risks through Tesco's in-country human rights specialists and strong relationships with local groups. NGOs and organisations such as the ETI, FNET and the Consumer Goods Forum. Campaigners, activists and whistle-blowers can also play an important role in identifying where some of the biggest risks lie. Tesco engage with them and learn from their experience wherever possible.

Tesco's 40 dedicated human rights specialists, based across ten key sourcing countries are well-placed to gather on-the-ground intelligence through direct engagement with suppliers and other relevant stakeholders. This includes capturing the views of workers through conversations, confidential interviews, and surveys. Where on-the-ground capacity is not available, Tesco work with a range of experienced partners, including consultants and NGOs, who are supported by the Tesco commercial buying and quality teams. In the past 12 months, further outbreaks of COVID-19 have continued to impact Tesco's ability to directly engage with workers in certain geographies and industries. Tesco continue to explore opportunities to connect with worker experience in new ways, alongside the regular auditing programme. More details are provided under 'Grievance Mechanisms' within 'Investigating Modern Slavery Allegations'.

We use the information gathered to continually reassess and respond to the potential and actual risks in our business and supply chains. The learnings from this due diligence framework then inform our human rights strategy.

Tesco's human rights strategy was developed in consultation with 25 key stakeholders including suppliers, academics, NGOs, Trade Unions and internal stakeholders, to make sure the views of people in our supply chains informed our strategy development.

The strategy's four focus areas reflect the most salient risk areas within our supply chains and are aligned with stakeholder priorities.



Tesco has a three-pillar approach to taking action in line with this strategy:



Assessing & Tackling Modern Slavery Risks.

Our Modern Slavery risks lie in two broad areas - risks associated with our supply chains and risks linked to our own operations.

All One Stop own-label products are sourced from the same suppliers as Tesco UK. One Stop benefits from the wider group's Modern Slavery risk assessment process when it comes to our shared supply chains. For detailed information on this see the section 'Assessing and Tackling Modern Slavery Risks' in [Tesco's Modern Slavery Statement](#).

Our risk assessment in relation to our own operations benefits from alignment with Tesco's process and advice from Tesco's specialist Human Rights team (e.g., regarding modern slavery risk factors). In addition, risk assessment is based on internal knowledge of our operations by our own senior management. Risk areas are discussed and refreshed during meetings of the One Stop Modern Slavery Working Group. For more detail on the key risk criteria in our own operations, see the following section (Tackling Modern Slavery - Our Own Business Operations).



Tackling Modern Slavery – our business operations .

Our procurement policy prioritises key business areas in the UK based on our analysis of evolving risk in the sector, worker contract types, the level of skill involved in the work, wages, and our visibility of the service provider. Most of our colleagues are employed on permanent contracts. The greatest risks of modern slavery exist for workers not in permanent employment, or distribution workers employed through labour agencies, who we have less direct visibility of and often work in roles for shorter periods of time.

Our focus areas in our business operations are:

- Young people who deliver newspapers directly to people's homes
- Franchise stores
- Agency workers in our distribution centres.
- Workers providing retail labour services, such as security and cleaning, for our offices and stores.
- Workers in the construction industry who maintain and fit-out our stores.
- Goods Not for Resale manufactured in high-risk countries.
- Couriers working for third-party delivery partners.

We continue to evolve our understanding of risks in the sector, together with Tesco, suppliers and other external stakeholders. As a result, in 2022 after the reporting period, couriers working for third-party delivery partners was added to our policy.

One Stop Own Stores

Most of our store colleagues are employed on permanent contracts. For all direct employees of One Stop, we ensure colleagues have a bank account in their own name into which we will pay their salary. We complete right to work checks and investigate any duplicate bank details. As of November 2022, our store managers are required to complete Modern Slavery training upon joining. Next year we plan to ensure all Store Managers receive tailored and user-friendly Modern Slavery training. An area of risk for One Stop's own stores was related to young people who deliver newspapers directly to customers' homes and who were often under the age of 18. Our policy was to ensure we comply with all local government guidelines relating to the employment of under 18's, including restrictions on the number of working hours. Signed parental consent was required for us to employ workers under 18. We had additional measures to manage the risk related to home news delivery workers including additional training for management on work permit applications for under 18's and enhanced Personal Protective Equipment (PPE). We also ensured that all Home News Delivery colleagues were paid via bank transfer. We discontinued our Home News Delivery (HND) services in April 2023 due to continuous decline in demand over the past five years as well as the increasing complexity of operation. Thus, we no longer employ colleagues under 18. The closure of HND was managed in line with our usual redundancy process, ensuring all impacted colleagues, including those under the age of 16, had a number of individual consultation meetings before their redundancies were confirmed. As part

of the closure process we took the additional step of guaranteeing colleagues a minimum of 4 weeks 'Redundancy pay' irrespective of their entitlement to statutory redundancy Pay. This ensured colleagues under the age of 16, and those with short length of service were supported financially from the impact of the closure.

Franchise Stores

For our franchisees, our contracts include a requirement for them to obtain and check right to work documents for all colleagues as well as making a commitment to adhere to the modern slavery legislation (the Modern Slavery Act 2015). To support our franchisees, we provide right to work briefing documents which includes examples of documents that are acceptable evidence. Every quarter, as part of a routine compliance visit, we review these processes in all our franchise stores. Franchisees have access to our e-learning resources outlining our approach to tackling modern slavery and providing tools on how to recognise and respond to risks within our own-operations. New Franchisees are asked to complete the training upon joining One Stop. In 2023 we intend to launch refresher training for Franchisees with a more tailored and user-friendly content.

Distribution Centres

All labour providers we use in our distribution centres receive modern slavery training. In 2022/23, we continued to conduct worker interviews at our distribution centres. The primary aim of these meetings is to speak 1:1 with agency workers to better understand their recruitment journey and experience of being employed at a One Stop site. These visits complemented the on-going worker engagement conducted by both our labour providers and on-site supervisors. We identified no indicators of modern slavery. We will continue conducting worker interviews across our distribution sites in 2023/24. However, this area of risk is now lower for One Stop. In 2022/23 we substantially reduced the use of agency workers in our Distribution Centres due to cost optimisation. While we may still utilise agency workers during peak periods, we aim to employ permanent colleagues wherever possible.

Service Providers

Our procurement policy is aligned, where appropriate, to Group Human Rights requirements. Enhanced Human Rights requirements relate to suppliers in key risk areas (as described above). Under the policy, identified suppliers are required to undertake robust mitigating steps, such as:

- Independent ethical audits, which include a review of the supplier's management systems to ensure they are adhering to the ETI Base Code, worker interviews, and analysis of how worker recruitment is managed. This is applicable to goods not for resale suppliers who produce One Stop branded products (or products made to our specifications) with production in high-risk countries.
- Attend tailored modern slavery training hosted by Stronger Together (for labour agencies, store fitting and maintenance service providers, food delivery partners and retail labour service providers such as cleaning and security). Stronger

Together is a UK based multi-stakeholder initiative aiming to reduce modern slavery through guidance and training.

- On site due diligence (in the form of worker interviews) at sites where suppliers provide agency labour.
- Enhanced due diligence requirements for food delivery partners.

Following independent ethical audits one of our suppliers reported several critical non-conformances for three subcontracted production sites based in Turkey. This included lack of transparency in relation to time worked and accuracy of payments, as well as employees working longer than the legal minimum for the country. We worked with the supplier to ensure issues are addressed. We responsibly exited two individual sites, which failed to demonstrate sufficient. We continue to work closely with our supplier to monitor compliance. For more details refer to the section on 'Investing Modern Slavery Allegations'.

Online Partners - Food Delivery Services

Since 2019/20 we have been expanding our online food delivery offer to enhance further our customers' shopping experience. We currently partner with Deliveroo, Just Eat and Uber Eats. However, this sector often relies on recruiting couriers on a temporary and irregular basis, which can heighten the risks of certain types of exploitation such as minimum pay rates, deductions, or excessive working hours (couriers are most often classed as self-employed). In 2022 we introduced human rights requirements for these suppliers including modern slavery training, and we continue to monitor compliance.

The Consumer Goods Forum

Tesco continue to participate in the Consumer Goods Forum (CGF) Human Rights Coalition – Working to End Forced Labour, which brings together retailers and manufacturers to drive meaningful sector-wide change. In 2022 CGF members developed a Human Rights Due Diligence (HRDD) Maturity Framework designed to tackle forced labour in own operations. The Fair Labour Association (FLA) are supporting CGF to develop the framework as a self-assessment tool, which Tesco helped refine. Tesco disseminates relevant resources from the CGF to One Stop.

Tackling Modern Slavery – our supply chains.

All One Stop own-label products are sourced from the same suppliers as Tesco UK. One Stop benefits from the wider group's Modern Slavery control framework when it comes to our shared supply chains. For detailed information on these controls see the section 'Tackling Modern Slavery in Our Supply Chains' in [Tesco's Modern Slavery Statement](#).



Tackling Modern Slavery – Partnerships.

We can play an important role in improving working conditions for workers, including reducing the risk of modern slavery, through collaboration with suppliers, NGOs, industry bodies and government. One Stop benefits from being part of the wider Tesco Group when it comes to partnerships with various organisations fighting modern slavery.

Working in partnership with others pre-competitively is vital to addressing risks of modern slavery, particularly further down the supply chain where our direct commercial influence may be less significant. Over the past 12 months, Tesco have continued to engage in a number of multi-stakeholder initiatives to tackle systemic issues. Tesco continue to prioritise initiatives that align with strategy and where meaningful leverage can be achieved.

Unseen partnership

Since 2019 Tesco have partnered with the anti-slavery charity [Unseen](#), who run the UK's 24/7 independent and confidential Modern Slavery & Exploitation Helpline. The helpline's trained advisors are able to support potential victims of modern slavery as well as offer a way for businesses and the public to raise suspicions or concerns, complementing our own Protector Line. Real-time translation is available in over 180 languages. We require our primary supplying sites in the UK to promote the helpline, enabling us to continue to raise awareness of modern slavery. Since 2020 we promote the helpline in One Stop's distribution centres. In 2022/23 we also raised awareness among our Franchisees about the helpline and the possibility to obtain Unseen posters to for their stores. Through the Unseen business portal, which provides us with information about concerns reported to the helpline, Tesco gained visibility of eight potential cases linked to supply chains in 2022. Three of these related to shared Tesco and One Stop suppliers (see section Investigating Modern Slavery Allegations for detail).

Modern Slavery Intelligence Network

The [Modern Slavery Intelligence Network](#) (MSIN) is a non-profit collaboration in the UK food sector created in response to the findings of Operation Fort, the UK's largest ever modern slavery investigation. Tesco have taken leading roles in the legal and external stakeholder workstreams. Information generated by the network is used to detect, prevent, and disrupt modern slavery and labour exploitation in their industry, protecting workers and improving outcomes for those directly impacted.

In June 2022, MSIN hosted its first annual conference at G's Fresh in Cambridgeshire. As a founding member of MSIN Tesco took part in a panel discussion on some of the group's projects over the previous year. In 2023, MSIN will continue to play a key role in Tesco's overall strategy for identifying, mitigating, and preventing modern slavery within the UK.

Food Network for Ethical Trade (FNET)

Together with suppliers and other retailers, Tesco continue to participate in FNET, a network developed to support collaboration throughout supply chains, including addressing priority risks such as modern slavery. We work closely with Tesco who share relevant insights gained through their participation in FNET and other initiatives. In 2022, Tesco joined the Board of Directors for FNET and will play a driving role in the strategy and outputs of FNET in 2023 and beyond. This year FNET, has continued bi-monthly calls to serve as a forum for members to share knowledge on emerging risks around modern slavery and broader ethical challenges. Tesco co-lead FNET's Responsible Recruitment working group. In 2022, focus was given to the growing risks posed within UK seasonal labour and to highlight emerging issues brought to light through changing international recruitment trends.

Investigating Modern Slavery Allegations.

While we have limited experience with potential instances of modern slavery within our own operations, we have an investigation process which would be triggered in such cases. Our Risk and Compliance Manager, along with our People and Security teams, would be One Stop's key points of contact in case of suspected instances of modern slavery. We would also work closely with Tesco and benefit from their established internal incident management and escalation process and expertise in the field of modern slavery. Within group, allegations are investigated by Human Rights and Group Safety, Security and Resilience (GSSR) colleagues with a range of expertise and experience, including former law enforcement officers and investigators.

Tesco continue to engage proactively with the UK Gangmasters and Labour Abuse Authority (GLAA), police forces, and relevant experts to better understand risks and address issues identified. We are committed to sharing information that will help stop or prevent the exploitation or abuse of workers, whilst ensuring that this information is handled sensitively and within data protection requirements. We could receive intelligence through Group ethical audits, our own worker interviews, Protector Line or NGO or media reports. This would immediately trigger an investigation. Where our suppliers identify possible indicators of modern slavery within their own operations, we would work with group to support and monitor their investigations.

In the past 12 months, we did not identify any confirmed or alleged cases of modern slavery within our own operations. There was one case containing some indicators of labour abuse. We worked closely with our supplier to ensure corrective actions were put in place and continue to monitor this. Tesco have identified 19 allegations containing some indicators of either labour abuse or modern slavery within supply chains. Eight of these relate to suppliers that also work with One Stop. The vast majority of cases re. supply chains relate to the UK Seasonal Worker Scheme. Group have sufficient evidence to suggest these claims are at least partially substantiated.

In every instance of confirmed exploitation, Tesco implemented remediation plans, working closely with suppliers and internal teams where appropriate. In 2022 the majority of allegations have related to industry-wide challenges; the focus therefore remains on supporting ongoing collaborative efforts to address those specific concerns raised, as well as to address underlying root causes. In cases where the human rights team are not satisfied with the remediation actions taken, relationships would be exited.

Grievance Mechanisms

We know that effective grievance mechanisms are key to identifying human rights allegations. As part of Tesco's broader human rights strategy, in line with the UN Guiding Principles, we continue to ensure access to grievance mechanisms within our supply chains and own operations.

Colleagues have a range of feedback and grievance mechanisms available to them, including through their dedicated People Partner, our Whistleblowing policy, our

confidential Protector Lines, and the annual Viewpoint Colleague Survey. We also carry out ad hoc agency worker interviews in our distribution centres.

All One Stop own-label products are sourced from the same suppliers as Tesco UK. When it comes to our suppliers, we benefit from the wider group's grievance mechanisms. Detailed information on the Tesco grievance mechanism can be found in the [Tesco Modern Slavery Statement](#).



Awareness raising and capacity building.

Raising awareness of modern slavery, both within our business and our supply chains, is an important part of our strategy. We know that identifying potential and actual cases requires upskilling colleagues and suppliers to understand the drivers of modern slavery as well as the possible indicators.

This year we continued to run online training targeting the colleagues in our business who have direct contact with workers in our own-operations and supply chains (or with high risk third parties), including our Area Managers, People Partners, Business Development Managers, Online team members and relevant distribution colleagues. In 2022 we carried out refresher Modern Slavery training for these colleagues for the first time. We intend to repeat this in 2023. Since November 2022 we also ensure that store managers joining the role receive Modern Slavery training. Training on Modern Slavery is made available to our franchisees. In the coming year we intend to deliver simplified Modern Slavery training for Store Managers and Franchise stores. Finally, our Risk and Compliance Manager was given access to specialised forced labour training by the Customer Goods Forum and Fair Labour Association. This year we trained 290 Franchisees (97%) on modern slavery. In addition, over 100 (93%) new and over 120 (100%) existing priority colleagues received new starter and refresher training on modern slavery.

We continue to require all our own label suppliers based in the UK to attend 'Stronger Together' training on tackling modern slavery. This requirement also includes high risk service providers such as labour agencies and shop fitting and maintenance providers, food delivery partners, as well as the second-tier suppliers of our key UK food suppliers. Suppliers into Tesco/One Stop receive unlimited free places. Over the past seven years, 2,815 representatives from Tesco's supply chains have attended this training. We strongly encourage all fruit and wine producers to attend 'Stronger Together' training in South Africa with 1,440 individuals trained to date.

In 2021 Tesco also started mandating the completion of the Stronger Together Progress Reporting Tool for all UK based suppliers (including those supplying One Stop branded goods). Using this online self-assessment, companies can track the progress they have made in addressing modern slavery risks and identify the next steps for their businesses and supply chains, to ensure their approach continues to evolve. In 2022 we introduced additional due diligence requirements for food delivery partners including completion of relevant Modern Slavery and Responsible Recruitment training and the utilisation of the Responsible Recruitment self-assessment tool. This year Tesco delivered a supplier webinar to all primary UK suppliers in the produce sector on mitigating the modern slavery risks within seasonal labour. This covered shared suppliers of Tesco and One Stop.

Impact and monitoring.

We use the following Key Performance Indicators to track progress:

By end of	Target	Measure	Status
2023	100% priority colleagues ¹	% of in-scope One Stop colleagues, trained in the UK on modern slavery.	95% of One Stop priority colleagues trained on modern slavery, including forced labour.
2023	Zero workers pay for a job in 100% of primary sites in Thailand and Malaysia	% of in-scope sites compliant with the Responsible Recruitment requirements – Thailand and Malaysia. This KPI is led at Group level as One Stop products are sourced from the same suppliers as Tesco UK.	Although 100% of in scope sites are committed to complying with this policy, to date 20% have completed all steps to be fully compliant.

New targets for 2023/24:

Within	Target	Measure
2023/24	Provide Modern Slavery Training for Store Managers who joined the role prior to 2022	% of Store Managers trained on modern slavery, which includes forced labour

We will continue to report annually within this statement on the below additional metrics and measures of success:

Measure	Status 2022- 2023
Number of One Stop colleagues trained on modern slavery	106 (124 colleagues received refresher Modern Slavery training)
Number of Franchisees trained on modern slavery	290

¹ Priority colleagues defined as One Stop Area Managers, Business Development Managers, People Partners, Distribution Managers and Store Managers who joined the role after November 2022. In 2022 we introduced a requirement for all Store Managers to be trained in Modern Slavery. In 2023/24 we intend to roll out Modern Slavery training to all Store Managers including those who joined prior to 2022.

Number of cases with modern slavery indicators identified in own-operations and supply chains	5. Two of these have been substantiated. One of these cases relates to the UK Seasonal Worker Scheme as discussed on under the section 'Investigating Modern Slavery Allegations'. Solutions are being driven with industry-wide initiatives. In the other case, exploitation was found to be perpetrated by an individual with the victims working on a site that was not directly linked. Remediation action plans were immediately implemented and carefully monitored by the Tesco human rights team to ensure continuous improvement.
Number of cases with labour abuse indicators identified in own-operations and supply chains	4. One of these has been substantiated and two have been partially substantiated. Remediation action plans were immediately implemented in all instances and carefully monitored by the One Stop Risk and Compliance and/or the Tesco human rights team to ensure continuous improvement
Number of modern slavery cases successfully remediated	Two out of three. The remaining case relates to ongoing challenges within the UK Seasonal Worker Scheme.

We also monitor progress against the commitments we make within our Modern Slavery Statement each year.

Widen the scope of our Human Rights Requirements for Procurement to include delivery partnerships and work closely with these third-party partners to better understand and mitigate against modern slavery risks.	In 2022 we updated our procurement policy to include enhanced due diligence requirements for food delivery partners (including Modern Slavery training, self-assessment, etc.). We have been working closely with our third parties to monitor and improve compliance.
Promote the Modern Slavery & Exploitation Helpline to our Franchise stores.	We promoted the Unseen Modern Slavery and Exploitation Helpline to our Franchise stores. Franchisees can choose to promote the helpline in their stores.
Carry out refresher Modern Slavery training for Franchisees and high priority colleagues (Area Managers, Business Development Managers, People Partners, and Distribution Managers).	We carried out Modern Slavery refresher training for our priority colleagues and intend to repeat this in 2023/24. However, we delayed refresher training for our Franchise stores to ensure we have the correct content, and the format is tailored to their needs. We intend to roll out updated training for Franchise stores in 2023/24.

<p>Review modern slavery training with priority colleagues to identify potential additional priority colleagues to be trained.</p>	<p>We introduced a requirement for our store managers to carry out Modern Slavery training. Store managers are assigned this training upon joining. In 2023/24 we intend to introduce tailored and more user-friendly training for all Store Managers and for Franchise stores.</p>
<p>Facilitate colleagues receiving specialised forced labour training by the Consumer Goods Forum and Fair Labour Association.</p>	<p>Our Risk and Compliance Manager received specialised forced labour training by the Consumer Goods Forum and Fair Labour Association.</p>
<p>Continue to carry out agency worker interviews at our distribution centres.</p>	<p>We continued to carry out interviews with agency workers in our Distribution Centres. No red flags in relation to worker rights or Modern Slavery were identified. In 2022/23 we substantially reduced the use of agencies in our Distribution Centres and aim to employ permanent colleagues wherever possible.</p>
<p>Continue to monitor compliance with our Human Rights requirements as stated in our updated Procurement Policy, ensuring effective mitigation of risks within our own operations.</p>	<p>We continued to monitor compliance with our Human Rights requirements including attendance of Modern Slavery training and/or completion of SMETA audits.</p> <p>A SMETA audit for one of our suppliers identified several critical non-conformances among three subcontracted production sites based in Turkey. We worked with the supplier to ensure issues are addressed. Where two individual sites failed to demonstrate sufficient progress, we responsibly exited the sites.</p>
<p>Continue to work in collaboration with Tesco, to share insights on emerging risks and best practices.</p>	<p>We continue to collaborate with Tesco to share insights on emerging risks and best practices. For example, we worked together to develop a joint approach re. modern slavery risks associated with food delivery partners.</p>

Supply Chains

(Led at Group level)

<p>Continue support of Heriot-Watt University PhD to map social responsibility tools within the fishing sector.</p>	<p>This work has progressed as planned in 2022. For more information refer to the section 'Tackling Modern Slavery in Our Supply Chains' in Tesco's Modern Slavery Statement.</p>
<p>Use the outputs of the Seasonal Worker Scheme growers survey to inform an approach to responsible recruitment in the UK.</p>	<p>Work on the UK Seasonal Worker Scheme has developed rapidly in 2022. See further details in the section 'Tackling Modern Slavery in Our Supply Chains' in Tesco's Modern Slavery Statement. Much activity is now focused on multi-stakeholder workstreams. Tesco continue to analyse their own supplier survey data to inform the approach going forward and will continue this as a priority in 2023.</p>
<p>Continue to work with industry to embed responsible recruitment principles in UK produce supply chains and priority fisheries.</p>	<p>Responsible recruitment in the UK continues to be an area of significant challenge in the context of the seasonal worker scheme. Tesco is leading efforts to further embed principles, including through leadership of the FNET Responsible Recruitment working group. See the section on 'Tackling Modern Slavery - Partnerships' for further details. This continues to be a key priority to drive forward progress both in Tesco's own strategy and through industry collaboration. This area also remains a key focus within Tesco's work on fisheries, in which progress was demonstrated through various multi-stakeholder projects (see the section on 'Tackling Modern Slavery in Our Supply Chains' in Tesco's Modern Slavery Statement).</p>
<p>Monitor the ongoing impact of labour shortages on human rights risks, including modern slavery.</p>	<p>This has been a close focus in 2022 and will continue to be so in 2023, particularly in the UK context. Tesco have responded to various calls from government to provide evidence on these impacts and engage closely with multi-stakeholder partnerships discussed in Tesco's Modern Slavery Statement under 'Tackling Modern Slavery in Our Supply Chains'.</p>
<p>Continue to engage with the Modern Slavery Intelligence Network</p>	<p>Tesco continue to act in the capacity as workstream leads within MSIN and contribute to central leadership of the group. First data sharing was approved at the end of 2022. Live data sharing has been progressing through internal and external legal sign offs and will be</p>

	facilitated when incorporation of MSIN as a limited company is complete in 2023.
Use outcome of Reckitt pilot to inform strategy for operational-level grievance mechanisms.	This work remains ongoing, with plans to further assess outcomes and scale up dissemination of guidance in 2023. See further details in the section on Grievance Mechanisms in Tesco's Modern Slavery Statement .
Continue to trial alternative avenues for worker voice and grievance reporting, such as &Wider, as a means for identifying risks.	Worker-centric grievance mechanisms remain a priority for Tesco. In 2022 the focus has been on strengthening these in the highest risks areas including UK agriculture. As such, the launch of the Just Good Work App and promotion of the Modern Slavery & Exploitation Helpline has been vital.

In addition to publishing this Modern Slavery Statement, as part of Tesco's governance framework we report annual progress on our human rights programme to the Group Risk and Compliance Committee at least once a year. This includes any critical breaches of our policies, the results of ethical audits, and progress against our commitments to responsibly source priority raw materials. One Stop's modern slavery natural work team monitors progress against our commitments.

Modern Slavery is a key sub-risk within One Stop's principal risk on Political, Regulatory and Compliance matters. Responsible sourcing is identified as a principal risk at Group level and includes human rights and modern slavery. More detail on the key controls and responses is found in [Tesco's 2023 annual report](#).

Plans for 2023/24.

In the next 12 months we will continue to strengthen our approach to managing the risk of modern slavery within our business and supply chain and ensure our strategy is responsive to changing risks. We will act immediately to address any concerns identified.

Own business and operations

- Create and launch simplified and tailored Modern Slavery training for Store Managers and Franchise stores.
- Carry out Modern Slavery refresher training for other priority colleagues (including our Area Managers, Business Development Managers, and relevant colleagues from our Distribution, People and Online teams).
- Continue to work with our food delivery partners to ensure compliance with our Human Rights due diligence requirement.
- Continue to carry out agency worker interviews at our Distribution Centres.
- Continue to monitor compliance with our Human Rights requirements as stated in our Procurement Policy, ensuring effective mitigation of risks within our own operations. We will continue close cooperation with our third-party suppliers to ensure any critical non-conformances are addressed.
- Continue to collaborate with Tesco, to share insights on risks and best practices.

Our supply chains (led at Group level)

- Drive for full compliance with our Responsible Recruitment Requirements in Thailand and Malaysia, by implementing our enhanced supplier engagement plan.
- Fund and contribute to targeted workstream projects to advance improvements of the UK Seasonal Worker Scheme.
- Continue engagement with the UK Government on Seasonal Worker Scheme transformation.
- Continue supporting further development of the Just Good Work app and disseminating throughout our produce supply chains.
- Disseminate Oxfam grievance mechanism toolkit across our relevant supplier base.
- Continue leadership within MSIN.
- Analyse outputs of Sedex/Diginex worker voice pilot.
- Continue final year of work in Heriot-Watt University fishery pilot. Assess outputs to consider how to expand further.
- Further support the Food Farm Help website and promoting to suppliers.
- Promote the Modern Slavery & Exploitation Helpline to all UK produce sites end-to-end.
- Continue to co-lead FNET Responsible Recruitment Working Group and deliver working group objectives.