



VALUING OUR PEOPLE, ENABLING THEIR SUCCESS

MODERN SLAVERY STATEMENT

2018/19

Selfridges Retail Limited, 400 Oxford Street, London W1A 1AB

SELFRIDGES&C^o



02

INTRODUCTION FROM THE
MANAGING DIRECTOR

03-04

WHO WE ARE

05

ENSURING WE ARE ON TRACK

06

OUR APPROACH: OVERVIEW

07

OUR APPROACH: KEY ACTIVITIES
FROM 2018/19

08

OUR APPROACH: TEAM MEMBERS

09

OUR APPROACH: PEOPLE
WORKING ON OUR SITES

10

OUR APPROACH: BRAND
PARTNERS AND SUPPLIERS

11

OUR 2019/20 ACTION PLAN

12-13

COLLABORATING WITH
OUR PARTNERS

14

MONITORING THE EFFECTIVENESS
OF OUR APPROACH

**INTRODUCTION FROM
THE MANAGING DIRECTOR,
SIMON FORSTER**



Our third Modern Slavery Statement sets out the steps we are taking to prevent modern slavery in our business and supply chain, and the progress we have made over the past year. Modern slavery goes against everything we stand for as a family-owned values-led business and it is distressing it still exists across the world. We remain supportive of the aims of the Modern Slavery Act and are committed to working collectively with our brand partners, suppliers, retail industry, wider business community and experts.

As we have highlighted in our previous statements, our approach to tackling modern slavery is embedded within our sustainability programme: Buying Better, Inspiring Change. We also have governance, policies and management processes in place to support this and over the past year we have focused on tackling some of the key challenges we face in building an effective approach.

As a multi-brand retailer, a key challenge is obtaining visibility across supply chains that we do not directly control but which are critical to us. We want more information about who, where and how the products which we sell are made, and we are committed to working with our brand partners and suppliers to make the sharing of this detail common practice. Like many large organisations, another challenge we experience is the scale, diversity and decentralised management of our supply chain. In addition to product supply chains, we have goods and services not for resale supply chains, which are all managed by different teams across the business.

This year, we responded to these challenges by building on the foundations of our modern slavery approach and focusing on three core activity areas: understanding our supply chain and assessing its risk; raising awareness of modern slavery through proactive communications across our business, and engaging key brand partners and suppliers. We joined Stronger Together as a project sponsor this year, a business-led multi-stakeholder collaborative initiative that supports organisations in tackling modern slavery within their businesses and supply chains. Over the coming year we will continue to proactively engage our higher risk suppliers and brand partners, and further build awareness and understanding of modern slavery across key groups.

We remain committed to ensuring everyone in the extended Selfridges family, who work for or with us, is respected, protected, and is able to access support should they need it. We recognise there is still a lot more we can do and will continue to look for new ways to meet this commitment.



1 February 2019
Signed for and on behalf of the Selfridges Executive Committee

WHO WE ARE

Selfridges, a world renowned department store, is part of the Selfridges Group. The Group comprises Brown Thomas and Arnotts in Ireland, Holt Renfrew in Canada, Selfridges in the UK and de Bijenkorf in the Netherlands.

OUR VISION

To be the destination for the most extraordinary customer experience.

OUR PURPOSE

To surprise, amaze and amuse
- and everyone is welcome.

OUR VALUES

We own customer experience
We share our knowledge
We show respect
We take responsibility and deliver
We lead and inspire

OUR BUSINESS

4
stores



London



Manchester Exchange



Manchester Trafford



Birmingham

1 digital store

1 million products

Fashion Home Food
Beauty Accessories Selfridges Selection
Restaurants

£1.75 billion sales

Over 160 million customers

from around the world visit our stores, website and app

1 distribution centre

2 offices

OUR PEOPLE

TEAM MEMBERS

3,000 – 3,500

People directly employed by us

PEOPLE WORKING ON OUR SITES

16,000 – 20,000

Agency workers, brand/concession staff, contractors and consultants who work on our sites but are not employed by us

OUR BRAND PARTNERS AND SUPPLIERS

Over 2,650* direct suppliers:

- Over 2,600* suppliers of goods and services not for resale: suppliers that provide goods or services that we use within our business and do not sell
- Over 50 Selfridges Selection suppliers: suppliers that produce our own brand 'Selfridges Selection' food products

Over 2,650 indirect suppliers:

- Over 2,400 own bought suppliers: brand partners who we buy product from to sell in our stores or on our digital platforms
- Over 250* concessions: brand partners who sell their product in our stores or on our digital platforms

**Numbers have been rounded*

ENSURING WE ARE ON TRACK

Buying Better, Inspiring Change is our approach to sustainability. It is integrated into our strategy and informs the way we do business. We have set ourselves ambitious and clear targets for delivery in terms of how we Build, Buy, Work, Ship and Sell. This provides a structure to focus on key issues for us and our stakeholders. Modern slavery issues are captured within the Buy and Work elements of our programme.

Buying Better, Inspiring Change is governed and managed by: committees made up of our senior leaders, who set strategic direction and help integrate sustainability across the business; working groups, who develop and implement plans, and our people, who provide technical expertise and champion sustainability across our business. Regular communication and information sharing ensures alignment between our committees, working groups and people.

OUR COMMITTEES

EXECUTIVE COMMITTEE

Our Executive Committee, chaired by our Managing Director, is ultimately accountable for ensuring we are a sustainable and responsible business. The committee meets at least twice a month.

AUDIT AND RISK COMMITTEE

The Audit and Risk Committee meets four times a year to review business risk. This captures key sustainability, ethical trade, human rights and modern slavery business and supply chain risks.

SUSTAINABILITY STEERING COMMITTEE

Our Sustainability Steering Committee, chaired by our Managing Director, continues to bring senior leaders together to focus on Buying Better, Inspiring Change. The Committee agrees our strategic direction and monitors progress against our plans, including modern slavery, in their bi-monthly meetings.

OUR WORKING GROUPS

ETHICAL TRADE WORKING GROUP

This year we agreed to introduce an Ethical Trade Working Group, chaired monthly by our General Counsel and Company Secretary, to provide additional oversight, structure and focus to the range of ethical trade activities we are progressing. This will help position our modern slavery plans alongside and within wider ethical trade activities.

MODERN SLAVERY WORKING GROUP

To ensure a continued focus specifically on modern slavery issues, our Modern Slavery Working Group meets monthly. It continues to be chaired by our Director of Property and Facilities Management and manages and monitors progress against our Modern Slavery Action Plan.

BUYING BETTER NETWORK

Our Buying team is crucial in helping our brand partners understand our sustainability requirements. Our Buying Better Network are sustainability champions from each of our buying categories. They meet fortnightly and help ensure understanding of our policies, promote our initiatives, highlight risks and identify opportunities to collaborate further with our brand partners on sustainability.

OUR PEOPLE

DIRECTOR OF SUSTAINABILITY

Our Director of Sustainability oversees and drives our Buying Better, Inspiring Change programme as a whole. This includes setting the strategic direction aligned with Selfridges Group, understanding key risks to our business and stakeholders, ensuring appropriate policies and processes are in place and monitoring compliance and action.

ETHICAL TRADE MANAGER

Our Ethical Trade Manager is responsible for evaluating and tackling our ethical trade risk, providing technical support and advice to the Buying teams, helping engage our brand partners and suppliers and managing our partnership with the Supplier Ethical Data Exchange (Sedex). Sedex enables us to gain visibility of our brand partners' and suppliers' responsible sourcing information through its database.

TEAM MEMBERS

Everyone in our wider business has mechanisms available to them to raise issues, report concerns, share ideas and engage with our Buying Better, Inspiring Change programme, including our confidential Speak Up Helpline.

OUR APPROACH: OVERVIEW

Our people really are at the heart of our business. Our values set out our responsibility to respect those who work for and with us; our commitment to share knowledge, and to lead inspire and deliver change. Our approach to tackling modern slavery is based on our values and covers three closely related groups of people across our business and supply chain:

- Team members: People directly employed by us
- People working on our sites: Agency workers, brand/concession staff, contractors and consultants who work on our sites but are not employed by us
- People working within our supply chain: People who work for a brand partner or supplier elsewhere, not on our sites

We have three workstreams of activity targeting each of these groups and the risks within them. We focus our efforts proportionately based on the risk presented.

Our people really
are at the heart of
our business.



OUR APPROACH: KEY ACTIVITIES FROM 2018/19

Over the past year we have progressed activity within each of our three workstreams. We share some of the headline activities from each area below.

OUR TEAM MEMBERS

The modern slavery risks within our team member population are relatively low, due to the nature of the roles and human resources policies, processes and controls we have in place. However, we want to ensure all our team members understand modern slavery, know how to seek support and are aware of the action we are taking.

This is why we have continued to develop and roll out a communications programme, including email briefings cascaded out by managers to all team members and targeted additional face-to-face briefings to key populations, including new starters.

For us, this is an ongoing activity within our Buying Better, Inspiring Change programme. We monitor awareness of Buying Better, Inspiring Change through our annual people survey and use the results to target future engagement activity.

OUR BRAND PARTNERS AND SUPPLIERS

We recognise our greatest modern slavery risk exists in our supply chain. To ensure we focus our efforts where we can have the most effective impact, we take a risk-based approach, which we continued to review this year.

We further developed a supplier risk assessment framework that takes into consideration the types of products or services brand partners and suppliers provide, their location, our relationship with them, and the information we have on their business and ethical trade approaches. This helps us assign a risk rating to our brand partners and suppliers. We piloted this approach with our Selfridges Selection and key branded product suppliers to identify high-risk suppliers, and gain further visibility of practices in our supply chain. We also developed a suite of actions to respond to the risks.

Our aim is to work collaboratively with our brand partners and suppliers to support them to improve their practices. During 2019/20 we will be carrying out further pilots to inform the future roll-out of our approach.

PEOPLE WORKING ON OUR SITES

We are aware that industries such as construction, cleaning, security and those with high volumes of temporary workers have a higher inherent modern slavery risk and we focus our attention here when looking at people working on our sites.

Contractors: We have a number of contractors who work temporarily on our sites, especially overnight, making improvements and changes to our stores and displays. For our Oxford Street store, we specifically targeted this population with modern slavery training and communications. This included integrating modern slavery into our written and video inductions and contractor guidelines.

Concession partners: Another large population of people working on our sites are our concession partners. This year we held a Buying Better, Inspiring Change conference for 35 of our food concession partners at the Zoological Society of London (ZSL) London Zoo, which included outlining our approach to modern slavery and how we want to work with our partners. The result of this conference was a significant increase in Sedex registrations amongst the concession partners who attended and positive feedback about the session.

OUR APPROACH: TEAM MEMBERS

Our team members include everyone who is directly employed by Selfridges, including those who work in our stores, in our head office and in our support centre. Our policies and processes embedded across our business help us ensure our team members are treated fairly, understand the expectations of them and know where to find support. Our managers help us to uphold these standards and support our team members. Our approach in relation to our team members is described below in more detail, including the developments we made this year to enhance our existing approach.

OUR EXISTING APPROACH	ADDITIONAL STEPS TAKEN IN 2018/19
POLICIES Reviewing policies: Our Code of Conduct and HR Policies set out our expectations of, and our responsibilities towards, our team members. These are provided to new starters with contracts, are referenced in inductions and are available on our intranet. In 2017/18 we began a review of our HR Policies and practices to identify areas that needed enhancing.	Accessing policies: To make it easier for team members to access our policies, we made them available on our HR portal, My Workday. This can be accessed remotely by all Selfridges team members. Updating policies: We continued our review of our policies against good practice including integrating modern slavery considerations. This included specifying recruitment fees should never be charged to an individual and introducing a restriction on having salary paid into a bank account in someone else's name.
DUE DILIGENCE PROCESSES ON-BOARDING Right to work: We review our new team members' right to work as part of our on-boarding process.	Regular checks: We continued to check right to work and visa statuses of our team members each month, proactively acting ahead of time to ensure right to work was renewed where applicable.
MONITORING Grievance process: We have a grievance process for highlighting and addressing any concerns or issues that team members have. Proactive monitoring: We monitor key team member details to identify any unusual patterns. For example, checking for multiple team members with the same address, emergency contact or bank account details.	IT systems: With the introduction of My Workday, our HR portal, all team member details are centrally held. The new system has enabled us to analyse team member information more easily, which has supported our proactive monitoring approach. All queries were followed up with team members, and no concerns were raised during the monitoring in the year.
ESCALATING Whistleblowing: We have a dedicated whistleblowing and support line, our Speak Up Helpline. This is accessible 24 hours a day all year round by anyone who works for or with us. Awareness raising: We raise the awareness of our Speak Up Helpline and the UK Modern Slavery Helpline through a series of communications.	Issues raised: We continued to raise awareness of our Speak Up Helpline and the UK Modern Slavery Helpline through quarterly general communications and also in our modern slavery communications. We monitor calls for indications of modern slavery. 23 calls were made in total to the Speak Up Helpline this year, none relating to modern slavery.
TRAINING AND COMMUNICATIONS Inductions: Every new team member attends our induction, 'The Big Yellow Welcome'. New managers across our business also attend a Management Induction. These both feature an introduction to our sustainability programme, Buying Better, Inspiring Change, including modern slavery. Buying communications: Our Buying Better Network and Buying teams have regular communications on Buying Better, Inspiring Change, including issues relevant to their brand partners and suppliers such as modern slavery. Sedex briefings: Our Buying team, Procurement team and stakeholders who manage suppliers elsewhere in the business are briefed on our ethical trade programme and Sedex, the supplier ethical data exchange, which is the mechanism via which we would like brand partners and suppliers to share responsible sourcing information.	General awareness: We raised awareness of modern slavery through communications on our office screens and through briefings our managers cascaded to their teams. Targeted briefings: We continued to target those who work in higher risk areas with more detailed briefings aimed to raise awareness and understanding of the issue, relevant to their roles. This included: <ul style="list-style-type: none"> Managers: We provided our managers with a detailed briefing via email. Buying teams: We refreshed our sustainability communications packs for our Buying teams which include modern slavery information. We reviewed our Buying Better App, a tool to support buyers conversations, and determined our communications packs were a more effective way of communicating. Our Food Buying team also had a specific session on modern slavery in their 'Working as One' event, which covers key business issues.

OUR APPROACH: PEOPLE WORKING ON OUR SITES

Alongside our team members we have a number of other people who work on our sites, including agency workers, contractors, brand concession staff and consultants. They aren't directly employed by us, and are managed by the brand partners and suppliers we contract with. However, when on our sites we take additional steps to ensure these people are safe and treated fairly with the support of our managers. This year we have focused on our contractor and concession team member populations. How we engage with the brand partner and supplier organisations who employ these people is detailed overleaf.

OUR EXISTING APPROACH	ADDITIONAL STEPS TAKEN IN 2018/19
POLICIES Ethical Trade Requirements: We issue our Ethical Trade Requirements to our brand partners and suppliers, including contractors and concession partners as part of our Terms and Conditions. These Ethical Trade Requirements apply throughout our supply chain. Contractor Guidelines: Our contractors also have to abide by our Contractor Guidelines when working on site. Concession team member guide: Our concessions team members are made aware of our policies in our guide.	Contractor Guidelines update: This year we updated our contractor guidelines to include a section on modern slavery.
DUE DILIGENCE PROCESSES ON-BOARDING Brand partner and supplier checks: We rely on our contractors, concessions and agencies to ensure people working for them on our sites are eligible to work and are compliant with our policies and procedures. This is set out in our Ethical Trade Requirements.	Collaborating with concessions: We have introduced a process which means that both Selfridges and the Concessions' own Human Resources teams have to approve concession staff before they can work in store. We seek written confirmation that right to work has been checked for each concession team member. We also hold a store approval interview to ensure these individuals are aware of and will work in line with our values.
MONITORING Manager responsibility: Key managers in our business are responsible for the safety and wellbeing of those who work in their areas whether they are team members, contractors or concession staff.	IT systems: We have continued to explore opportunities to use our IT systems to enhance our monitoring processes.
ESCALATING Whistleblowing: We have a dedicated whistleblowing and support line, our Speak Up Helpline. This is accessible 24 hours a day all year by anyone who works for or with us. Awareness raising: We raise the awareness of our Speak Up Helpline and the UK Modern Slavery Helpline through a series of communications.	Issues raised: We continued to raise awareness of our Speak Up Helpline and the UK Modern Slavery Helpline through quarterly general communications and also in our modern slavery communications. We monitor calls for indications of modern slavery. 23 calls were made in total to the Speak Up Helpline this year, none relating to modern slavery.
TRAINING AND COMMUNICATIONS Contractor site induction: Those who work on our sites must undergo a site induction. Concession team member induction: Concession team members attend a relevant version of our 'Big Yellow Welcome' induction, including information on Buying Better, Inspiring Change.	Contractor discussions: We have engaged some of our key contractor partners with our modern slavery approach over the year. This has been done via one-to-one discussions as well as via a presentation to some of our key property and facilities contractors as part of our aim to support them to improve their practices. Contractor and concession briefing: For contractors we integrated modern slavery into our written and video inductions and contractor rules document, which are mandatory for everyone who works in our store overnight to receive and complete. Our concessions were included in our awareness-raising exercise on modern slavery. Food concession partners event: We held a Buying Better, Inspiring Change conference including a modern slavery presentation for 35 of our food concession partners.

OUR APPROACH: BRAND PARTNERS AND SUPPLIERS

In addition to those people who work directly with us and on our sites, we have an extensive supply chain. Our brand partners and suppliers produce the products we sell in store and online, and the products and services we need to operate our business. The brands and suppliers we partner with to deliver these elements are carefully selected. We encourage them to collaborate with us to achieve our sustainability vision and ask that they abide by the standards and policies we set out including tackling modern slavery. It's important to us that everyone we work with is fairly treated and supported.

OUR EXISTING APPROACH	ADDITIONAL STEPS TAKEN IN 2018/19
POLICIES Ethical Trade Requirements: We issue our Ethical Trade Requirements to our brand partners and suppliers, including contractors and concession partners as part of our Terms and Conditions. These Ethical Trade Requirements apply throughout our supply chain.	Highlighting Ethical Trade Requirements: Our Buying team has continued to highlight our Ethical Trade Requirements in specific sustainability conversations they have with our brand partners. Non-Buying or Procurement managed supplier engagement: Where other stakeholders around the business manage our relationships with suppliers, we have continued to engage these teams in our ethical trade programme, seeking their support in engaging our suppliers in turn. Labour providers: We co-created and signed up to Sedex minimum standards for labour providers as an initial commitment.
DUE DILIGENCE PROCESSES ON-BOARDING Sedex: We request that our brand partners and suppliers join Sedex, the supplier ethical data exchange. Sharing responsible sourcing data via this collaborative platform helps us to increase the visibility we have over our brand partner and suppliers' ethical policies and practices. Brand discussions: Our Buyers have regular discussions about ethical trade and enhancing transparency on responsible sourcing practices with our brand partners and suppliers.	Transparency: We continued to target our long-standing brand partners and suppliers, requesting they provide us with responsible sourcing information via Sedex. This year, our major cleaning contractor signed up and completed the SAQ. Objectives: Our Buying teams were set objectives to engage their brand partners and suppliers with Sedex. Tender questions: In Procurement tenders ethical trade questions were added where relevant to help us evaluate supplier approaches ahead of contracting with them.
MONITORING Self-Assessment Questionnaire: We ask our brand partners and suppliers to complete a Self-Assessment Questionnaire (SAQ) and provide us with access to their ethical information through the Sedex platform. Positive Luxury: We have a partnership with Positive Luxury that highlights brands with sustainability at their core, this includes best practice management of environmental and social issues including forced labour and modern slavery specifically. These brands are highlighted on our digital platforms.	Risk assessment: We completed a review of our risk assessment process which we use to identify brand partners and suppliers which present a higher inherent risk. Based on the type of brand partner and supplier and risk that presented, we have developed a suite of actions to respond to the risks. Assessment approach: One of these actions is an assessment approach which we finished designing with a third-party provider specifically for our Selfridges Selection and key branded product suppliers, who are often small businesses. This is targeted to support them to improve their practices in a pragmatic way. Branded product: In advance of new factories being approved to produce our key branded products, a social compliance audit is reviewed by our Procurement team.
ESCALATING Whistleblowing: We have a dedicated whistleblowing and support line, our Speak Up Helpline. This is accessible 24 hours a day all year and by anyone who works for or with us. Awareness raising: We raise the awareness of our Speak Up Helpline and the UK Modern Slavery Helpline through a series of communications.	Issues raised: We continued to raise awareness of our Speak Up Helpline and the UK Modern Slavery Helpline in our sustainability communications with brand partners and monitor calls for indications of modern slavery. 23 calls were made in total to the Speak Up Helpline this year, none relating to modern slavery.
TRAINING AND COMMUNICATIONS Brand partner and supplier briefings: We provide various communications to our brand partners and suppliers on our sustainability requirements and how to collaborate with us. Our Buying teams continue to discuss our approach to sustainability and ethical trade during buying conversations and have specific sustainability discussions with our key brand partners.	Food brand partner and supplier engagement: Our Food Buying team has added sustainability as a standard agenda item in their commercial discussions. Refreshed brand partner and supplier information: We refreshed the sustainability pack our Buying teams use with our brand partners to make it more user-friendly this is part of our on-going engagement campaign. IT conference: We had a specific modern slavery session within a conference we held for 80 of our IT suppliers, to help raise awareness of the issue and our approach.

OUR 2019/20 ACTION PLAN

We set out our action plan for 2019/20 below. These activities will supplement and build on the existing policies and procedures we have in place and which are described earlier in the report.

KEY:

* New activities for 2019/20

● Our team members

● People who work on our site

● Our brand partners and suppliers

OVERALL PROGRAMME

Developing our programme: We will work with Stronger Together to review our current programme and identify additional activities and improvements*.

● ● ●

POLICIES

Ethical Trade Requirements: We will review the content and communication of our Ethical Trade Requirements to ensure they continue to support our approach and obligations.*

●

Procurement Policy: We will complete our new internal Procurement policy and due diligence procedures which consider a range of factors including ethical trade and modern slavery, to inform internal stakeholders when making purchasing decisions.*

●

Labour providers: We will review the changes we need to make in our labour provider processes to meet the Sedex minimum standards, which we signed up to this year.*

●

DUE DILIGENCE PROCESSES

ON-BOARDING

Regular checks: We will continue to check right to work and visa statuses of our team members each month, proactively acting ahead of time to ensure right to work is renewed where applicable.

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On-going supplier conversations: Our Buying teams will continue to work with our Ethical Trade Manager to engage a targeted group of brand partners and suppliers, and encourage them to join and share information via Sedex.

●

Supplier reviews: Our Procurement team will review processes for on-boarding new suppliers across the business, considering how sustainability needs to be further integrated into the selection and on-boarding process. We will also continue to ensure all suppliers enter into contracts with us that include obligations to comply with modern slavery related requirements.

●

MONITORING

Proactive monitoring: We will continue to monitor key team member details to identify unusual patterns.

●

Piloting assessment approach: We will pilot our revised approach with a selection of brand partners and suppliers to test in different scenarios before rolling out more widely.*

●

ESCALATING

Issues raised: We will continue to raise the awareness of our Speak Up Helpline and the UK Modern Slavery Helpline through general communications and also in our modern slavery communications.

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TRAINING AND COMMUNICATIONS

Awareness raising communications: We will continue to issue periodic communications to raise awareness of the signs of modern slavery.

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IT systems: We will explore opportunities to use our HR system, My Workday, to track completion of modern slavery training.

●

Addressing issues: We will continue to address any modern slavery issues brought to our attention on a case-by-case basis.

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Integrating modern slavery: We will explore potential opportunities to integrate modern slavery into our mandatory training courses such as anti-bribery and corruption.*

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Targeted communications and training: We plan to develop and roll out detailed communications and training with key audiences including face-to-face sessions, online modules and conferences.*

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COLLABORATING WITH OUR PARTNERS

Internal and external collaboration remains integral to our approach to sustainability and in tackling modern slavery. We recognise the need and importance of this to learn, share and collectively make progress in understanding and addressing issues. As part of our activity to tackle modern slavery we engage with a range of external organisations. We group these into three areas and explain who, how and why we work with them.

SPECIALISTS AND EXPERTS:

To ensure we access advice, insight and expertise to help inform, direct and enhance our programme we:

- Engaged DNV GL, a global quality assurance and risk management company providing advisory services. To support the review and further development of our risk assessment approach. Using their experience and insight helped us develop an approach based on good practice.
- Provide our ethical team with access to training. For example, this year one team member completed training with the Ethical Trading Initiative, a leading alliance of companies, trade unions and NGOS providing respect for workers' rights around the globe. This offered further learning and collaboration opportunities and helped us stay abreast of good practice.
- Seek technical advice and support to ensure materials we develop are technically correct through engaging with specialist modern slavery organisations.

A NEW STRATEGIC COLLABORATION - STRONGER TOGETHER

www.stronger2gether.org

Towards the end of 2018 we were delighted to become a project sponsor for Stronger Together. Stronger Together is a business-led, multi-stakeholder, collaborative initiative that supports organisations in tackling modern slavery within their businesses and supply chains. Stronger Together provides guidance, pragmatic resources and training to help employers and labour providers deter, detect and appropriately deal with forced labour, human trafficking and other hidden labour exploitation. Over the course of 2019/20 we will work with Stronger Together in the delivery of our action plan and further development of our modern slavery programme.

“We are delighted that Selfridges has joined Stronger Together as a project sponsor and look forward to working with them to develop their modern slavery programme, and further build awareness and understanding with Selfridges team members by providing guidance, resources and training. As a multi-stakeholder initiative we know leading businesses who want to tackle all forms of modern slavery will be most effective through collaboration.”

David Camp, Founder and Programme Lead,
Stronger Together

COLLABORATING WITH OUR PARTNERS

INDUSTRY:

To collectively act on risks and issues across our industry we:

- Partner with Positive Luxury to help highlight brands with sustainability and responsibility at their core. Positive Luxury's Butterfly Mark is awarded to purpose-driven brands that demonstrate their positive social and environmental impact across five areas, including in relation to modern slavery issues. Highlighting these brands helps our customers to buy better.
- Engage with other multi-brand retailers and large businesses outside our sector to share and learn from each other's approaches in addressing common issues.
- Attend relevant industry events - this year included a specific apparel sector modern slavery event hosted by ASOS and the House of Lords; a panel discussion on the challenges and opportunities of tackling modern slavery in global supply chains hosted by The British Academy, and a supply chain conference hosted by The Crowd.

We have continued to partner with Positive Luxury, who highlighted brands with sustainability and responsibility at their core.

"We are delighted to partner with Selfridges. Using the Butterfly Mark to highlight brands that embody sustainability values helps provide transparency for customers. We are pleased Selfridges has integrated this labelling on its digital platform. Selfridges is a valuable partner and one that is not afraid to disrupt the norm for the benefit of people and the planet."

Diana Verde Nieto, Co-Founder, Positive Luxury

BRAND PARTNERS AND SUPPLIERS:

To gain further transparency across our supply chain and investigate potential risk areas and issues we:

- Share our approach to sustainability and ethical requirements including those in relation to modern slavery with our brand partners and suppliers through policies, discussions, communication packs and events.
- Seek confirmation our policies are being adhered to through discussions with selected brand partners and suppliers based on risk.
- Investigate and remediate any issues found, first and foremost ensuring workers are safe, and then enhancing our processes for the future.
- Are members of Sedex, the Supplier Ethical Data Exchange. We request our brand partners and suppliers register with Sedex to increase transparency across our supply chain and to enable us to gather responsible sourcing information. We participate in Sedex events such as the annual conference, Stakeholder Forums, Self-Assessment Questionnaire Working Group and the Goods and Services Not for Resale Working Group. These provide us with an opportunity to learn from other large organisations, stay abreast of emerging practices and feed into future developments. We have co-created and signed up to Sedex minimum standards for labour providers.

We have also co-created and signed up to Sedex minimum standards for labour providers.

"Over the past year we have continued to work with Selfridges, which is an active member of Working Groups. Selfridges also co-created and signed the minimum standards for labour providers. The brand has demonstrated it's committed to driving transparency across its supply chain and has taken further proactive steps to engage more of its suppliers. We look forward to continuing to collaborate."

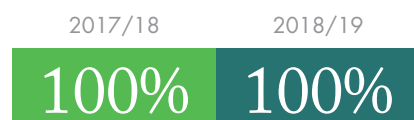
Barry Marshall, Chief Finance Officer & Chief Operating Officer, Sedex

MONITORING THE EFFECTIVENESS OF OUR APPROACH

Monitoring key measures helps us to evaluate whether our approach is effective, directs our future activity and highlights potential areas of improvement. Over the next year we will review the measures we use to help us continue to do this. We intend these measures to grow and evolve as our programme does. Figures correct as of 31 December 2018.

MONITORING

Team members covered by monitoring checks



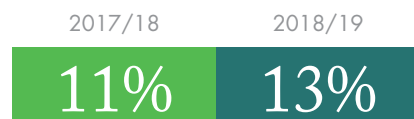
Modern slavery issues identified in monitoring checks



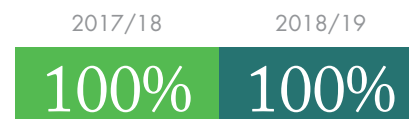
Number of calls and emails to the Speak Up Helpline, none related to modern slavery



Suppliers registered on Sedex



Currently active Selfridges Selection suppliers registered on Sedex



Suppliers with a complete Sedex Self-Assessment Questionnaire



Currently active Selfridges Selection suppliers with a completed Self-Assessment Questionnaire



COMMUNICATING

Team members trained and communicated with



Contractors trained





In accordance with section 54 of the Modern Slavery Act 2015, this document sets out Selfridges Retail Limited's ("Selfridges") Modern Slavery Statement for the year ended 31 January 2019.

For all comments or queries in relation to this document, please contact us at buyingbetter@selfridges.co.uk

Selfridges Speak Up Helpline: 0808 234 7287

UK Confidential Modern Slavery Helpline: 08000 121 700

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