

Governance of the Little Helps Plan.

May 2019

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‘Every little help makes a big difference’ is a core value at Tesco and emphasises our belief that small actions can add up to make a big difference. Our Little Helps Plan identifies the most pressing social and environmental challenges facing the business, our customers and our communities, and sets out our commitments to help tackle these.

We have a robust governance framework in place to support us in delivering the Plan and integrating it into our business strategy and processes. This establishes clear responsibility and accountability for our performance, and ensures effective decision making.

Our Group Communications Director, Christine Heffernan, is the Little Helps Plan’s Executive sponsor, and provides oversight of overall progress against the Plan. Each pillar of the Little Helps Plan has a director level owner within the relevant business function to ensure that the Plan is fully integrated in our corporate strategy. As part of our long term business planning process, each country has set a three year roadmap for delivering the Little Helps Plan actions.

Day to day delivery against these plans is led by action owners in each country or region, who also track progress against the relevant KPIs and provide updates to the Group Corporate Responsibility team. Progress across these KPIs is fed back to our country leadership teams, and subsequently to the Tesco Group Executive for review, particularly where there is a performance question that requires escalation.

Updates and progress on the Plan are also reviewed by the Non-Executive

Board Corporate Responsibility Committee, which meets three times each year. The responsibilities of the Corporate Responsibility Committee include:

- Approving and monitoring changes to the Little Helps Plan
- Overseeing the Tesco Group’s conduct with regard to its corporate and societal obligations as a responsible corporate citizen
- Overseeing the creation of appropriate policies and supporting measures
- Identifying and monitoring those external developments that are likely to have a significant influence on the Group’s reputation and/or its ability to conduct its business appropriately as a good corporate citizen
- Overseeing the Group’s engagement with external stakeholders and other interested parties.

In developing this governance framework, we have avoided duplicating existing effective governance arrangements. For example, tackling food waste has been a core component of the UK business strategy since well before the launch of the Little Helps Plan, and already has effective arrangements in place to track and monitor progress. This has been incorporated into the overall Little Helps Plan governance framework.

