

United Nations Global Compact:

Communication on Progress ●

Financial year 2019/20

Overview.

Tesco has been a signatory of the United Nations Global Compact (UNGC) since 2015. We are committed to implementing and promoting the UNGC ten principles in support of human rights, labour rights, the environment and anti-corruption.

As in previous years, this document summarises our contribution to the sustainable development goals (SDGs) and signposts to our existing approach to corporate reporting, including our Little Helps Plan, our Annual Report and corporate website for our 2019/20 financial year. To demonstrate our alignment with the ten principles we have provided examples of our plans, progress and achievements.

In summary, we fulfil our commitments to the UNGC by:

- Contributing to UN SDGs;
- Implementing the 10 principles into our strategy and operations;
- Supporting the Compact's global platforms, including the Business Ambitions for 1.5°C and Responsible Climate Policy Engagement;
- Working to make our supply chain more sustainable;
- Reporting transparently.

"I am pleased to confirm Tesco's continued support of the UN Global Compact (UNGC) and the important work it does to create a better world and reaffirm our commitment in the important areas of Human Rights, Labour, Environment and Anti-corruption in this Communication on Progress."

Dave Lewis, Group Chief Executive

THE TEN PRINCIPLES OF THE UNITED NATIONS GLOBAL COMPACT

HUMAN RIGHTS

- 1 Businesses should support and respect the protection of internationally proclaimed human rights; and
- 2 make sure that they are not complicit in human rights abuses.

LABOUR

- 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- 4 the elimination of all forms of forced and compulsory labour;
- 5 the effective abolition of child labour; and
- 6 the elimination of discrimination in respect of employment and occupation.

ENVIRONMENT

- 7 Businesses should support a precautionary approach to environmental challenges;
- 8 undertake initiatives to promote greater environmental responsibility; and
- 9 encourage the development and diffusion of environmentally friendly technologies.

ANTI-CORRUPTION

- 10 Businesses should work against corruption in all its forms, including extortion and bribery.

Our priority goals.




The UN Sustainable Development Goals (SDGs) are a blueprint to achieve a better future for all. They are a collection of 17 global goals set by the United Nations General Assembly in 2015 and contain 169 sub targets to be achieved by 2030. They address the global challenges we face and cover social, environmental and economic development issues such as poverty, education, inequality, climate, water and food crises. The SDGs provide a focus for how businesses, governments and civil society can tackle these challenges in order to promote a more sustainable future for all.


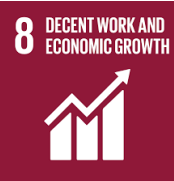





Tesco's Little Helps Plan helps us to deliver our purpose of serving shoppers a little better every day. It's a core part of our business and focuses on responding to the global challenges affecting Tesco; our suppliers, customers, colleagues and other stakeholders. The SDGs have helped to inform our thinking about where we can play a role and make the biggest difference.


Tesco contributes in different ways and to different degrees to all the SDGs. In line with UN Global Compact guidance, we have identified which goals are particularly relevant to us: where expectations, risks and opportunities for Tesco are greatest, and where we can make the most significant contribution.

Table 1: Priority Goals

SDG and relevant target	Tesco Commitment	Tesco Action	Data performance
 <p>2.1 2.3 2.4</p>	<p>As a global food retailer, supporting sustainable food and agriculture systems that optimise production, minimise waste and provide nutrition for everyone is fundamental to our business. We are committed to making affordable, healthy, sustainable food accessible to all and supporting communities during a crisis.</p>	<p>In 2018 Tesco and WWF-UK launched our 4-year partnership aiming to halve the environmental impact of the UK shopping basket by helping shoppers eat more sustainably, restoring nature in food production and eliminating waste from the retail industry.</p> <p>The UN estimates that approximately one third of all food produced in the world is lost or wasted. At Tesco, we think it's simply not right that good food goes to waste when one in nine people are going hungry each night. We work closely with food banks and charities wherever we operate to donate good food that would otherwise go to waste. Organisations we have supported have included homeless shelters, after-school clubs, food banks and domestic violence hostels. We also organise regular food collections during festive periods giving our customers the opportunity to join us in donating food to help feed people in need.</p>	<p>59.4 million meals donated Group-wide through our food surplus redistribution programmes in 2019/20.</p> <p>67% of our stores across the Group participate in our surplus food donation programme.</p>
 <p>3.4 3.5</p>	<p>We are committed to helping our colleagues be at their best, both physically and mentally, while at work and at home and recognise the role we play in helping our customers make healthier food choices every time they shop with us.</p>	<p>We want to make Tesco a healthier place to work and shop. Guided by our partnerships with Cancer Research UK, Diabetes UK and the British Heart Foundation we conducted colleague insight to help us shape a new colleague health programme. We have provided health information through our colleague wellbeing weeks and various trial interventions have taken place during 2019 with both colleagues and customers. We continue to be proud supporters of Time to Change and in collaboration with six other retailers and the Samaritans charity developed the Wellbeing in Retail guide.</p> <p>We are sharing 'helpful little swaps' in stores and online for customers, highlighting products lower in sugar, fat or salt compared to the regular alternatives; and lowering prices on hundreds of healthier products during our health events. During our health event in July 2019 our 'helpful little swaps' basket cost 11.6% less than a regular basket. We've also introduced Fresh 5 all year round; offers on 5 lines of fresh produce which change every fortnight.</p> <p>We recognise that some products we sell, such as alcohol, can be harmful if misused and we take our responsibility as a retailer of these products seriously. Our Responsible retailing of alcohol, tobacco and other age-restricted products policy sets out our approach to the sale of alcohol. We are committed to providing clear information to customers and we are the lead retail partner of Drinkaware and work with them to highlight alcohol awareness and responsible drinking guidance.</p>	<p>76% of Group colleagues and 57% of UK customers agree that Tesco helps them lead a healthy lifestyle.</p> <p>42% of our ready meal range now contains 1 of 5 a day</p> <p>24.46bn calories removed from eight food categories through our reformulation strategy</p>
 <p>5.1 5.5 5.a</p>	<p>We are committed to building an inclusive culture to unlock the value of our diverse workforce. We champion gender diversity and are committed to increasing the number of women in leadership positions across the business.</p>	<p>At Tesco, inclusion means that everyone's welcome. We value individuality and uniqueness, and everyone is treated fairly and with respect. We are part of the 30% Club, a campaign group of Chairs and CEOs acting to increase gender diversity on boards and senior management teams. In Tesco Ireland we have been accredited as one of 19 Best Workplaces for Women in recognition of the steps we have taken to ensure women are treated fairly when it comes to recognition, training and promotion opportunities.</p> <p>Across the business we have various colleague network groups aimed at supporting an inclusive workplace. Our 'Women at Tesco' group focuses on providing women with advice and inspiration to drive their careers forward, develop a network and articulate how they add value to the business.</p>	<p>81% of Tesco colleagues agree there is an inclusive culture at Tesco.</p> <p>In 2019 our UK mean gender pay gap was 12.6% and 8.0% median.</p>




		<p>In addition to our mandatory UK gender pay gap report, we have measured and reviewed our gender pay position in Central Europe with the intention to voluntarily disclose in 2020/21.</p> <p>We also continue to strive towards gender equality in our supply chains and it forms a key theme of our updated human rights strategy. In 2019, we developed a gender strategy identifying key areas of focus and outlining our approach within priority supply chains. For example, in Latin America, as part of our ethical due diligence and SMETA audit quality programme, we have begun strict enforcement of gender balance in all the worker committees to guarantee female workers have adequate representation. This ensures issues of specific importance to women are given the necessary attention during worker/management meetings.</p>	<p>250,000 women, girls and boys are being helped, directly and indirectly through the Assam Improving Lives Programme that Tesco is involved with in partnership with Unicef and other stakeholders.</p>
 <p>7.2 7.3</p>	<p>We are committed to using cleaner energy and have pledged to source 65% of our electricity from renewable sources by 2020 and 100% by 2030.</p>	<p>100% of the electricity sourced in the UK, Republic of Ireland, Slovakia and Hungary is supported by renewable energy certificates.</p> <p>In the UK we have installed four wind turbines and equipped 47 stores with solar panels to generate their own energy. In Thailand we have fitted 36 sites with solar panels.</p>	<p>Group-wide, 68% of electricity comes from renewable sources.</p>
 <p>8.3 8.5 8.6 8.7 8.8</p>	<p>Everyone's welcome at Tesco and we are committed to helping our colleagues succeed by providing them with the flexibility, skills and opportunities to get on.</p> <p>We want everyone who works for, or with, Tesco to have their human rights respected. We are committed to continually raising supply chain standards and ensuring that those working within our supply chain are protected.</p>	<p>We are committed to equipping our colleagues with the skills they need to succeed, now and in the future. As well as building on their existing skills, we are creating opportunities for colleagues to reskill in areas where demand is likely to increase. We are also helping to develop the next generation of talent through programmes such as Movement to Work, which provides unemployed young people with training and work experience, and our partnership with the Prince's Trust which gives disadvantaged young people the opportunity to learn new skills.</p> <p>Our 'Learning at Tesco' training platform provides colleagues with opportunities to gain knowledge and skills they need for the future, including management and digital skills. The platform delivers training via virtual and face-to-face workshops and provides a library of useful information.</p> <p>We are committed to upholding human rights and fully support the UN Universal Declaration of Human Rights, the International Labour Organization Core Conventions and the UN Guiding Principles on Business and Human Rights. We are also committed to reporting regularly on our work to uphold human rights in our supply chains. For our supply base specifically, we require that our suppliers uphold the full range of labour standards set out in the Ethical Trading Initiative's Base Code.</p> <p>A review in 2018/19 led us to modify how we mitigate human rights risks in our supply chain. Our new approach is based on three pillars: improving standards for people working in our own operations and our supply chains through continuous improvement programmes with suppliers, driving transformative industry-wide efforts to address endemic labour and community issues, and using our convening power to advocate for change. Our updated human rights strategy focuses on addressing the root causes underlying human rights abuses and we focus on the following four themes: sustainable livelihoods, worker representation, forced labour and gender equality.</p>	<p>77% of colleagues Group-wide agree they have the opportunity to learn and develop at Tesco.</p> <p>19,000 young people have been helped to develop their employability and life skills through our work with the Princes Trust and the IGD.</p> <p>In 97% of our tier 1 high risk sites in which critical non-conformances were identified in 2019/20, mitigation or remediation processes have been implemented on time.</p>






SDG and relevant target	Tesco Commitment	Tesco Action	Key Data
 <p>12.3 12.5 12.6</p>	<p>We take the sustainability of our products and packaging extremely seriously and are committed to supporting responsible consumption and production. We believe no food that is safe for human consumption should be wasted and are committed to helping halve global food waste, from farm to fork, by 2030</p> <p>We are committed to promoting a closed loop system for packaging, where packaging is treated as a valuable resource that can be used, reused, collected and recycled. All our packaging will be fully recyclable by 2025.</p>	<p>We have adopted UN SDG 12.3 to help halve food waste from farm to fork. We are proud members of Champions 12.3, a coalition of leaders chaired by our CEO Dave Lewis to accelerate progress on this target. In September 2019 we pledged support to the Champions 12.3 10x20x30 initiative and continue to engage and partner with suppliers to publicly report food waste data and to make as much use of their crops as possible to minimise food waste. In December 2019 we widened our specifications on potatoes for our Farm Brands and Perfectly Imperfect ranges.</p> <p>Our Community Cookery School in the UK has trained over 1,000 community cooks to get the most out of surplus food donations and help ensure perfectly edible food can be prepared into nutritious meals.</p> <p>Our packaging strategy is focused on removing unnecessary plastic packaging and hard-to-recycle materials, reducing packaging to an absolute minimum, exploring new opportunities to reuse packaging and ensuring all packaging is recycled as part of a continuous loop.</p> <p>In September 2019 we announced the removal of plastic bags from home deliveries and in January 2020 we became the first retailer in the UK and Ireland to remove shrink-wrapped multipacks across our Own Brand and branded tinned food.</p>	<p>77% of food surplus safe for human consumption redistributed to humans or animals in the UK</p> <p>58% reduction in tonnes of food wasted as percentage of tonnes sold compared to 2016/17 baseline in Central Europe</p> <p>10,000 tonnes of hard-to-recycle materials eliminated</p> <p>83% (by weight) of UK Own Brand packaging is widely recyclable</p>
 <p>13.1 13.2 13.3</p>	<p>We are committed to science-based climate targets on a 1.5°C trajectory. We will reduce absolute carbon emissions from our operations from 2015 levels: 35% by 2020, 60% by 2025 and 100% by 2050.</p>	<p>Climate change is the biggest environment challenge the world faces and we are committed to taking climate action. We have worked with external experts to set science-based targets which are aligned with a 1.5°C trajectory and enable us to meet our zero-carbon ambition. Our carbon reduction strategy focuses on the biggest emission hotspots in our operations: electricity and heating, refrigeration and transport.</p> <p>In 2017 we became signatories to the Taskforce on Climate-related Financial Disclosures and are committed to assessing, mitigating and disclosing the future risks and opportunities associated with climate change. We have completed scenario analyses of our biggest market, the UK, and prioritised our UK estate, produce and animal protein categories. Findings from the analyses is provided in our 2019/20 Annual Report.</p>	<p>37% reduction of GHG emissions across the Group since 2015/16</p>
 <p>14.1 14.4</p>	<p>As a global retailer we have a crucial role in promoting healthy oceans and fish stocks and preserving its resources for future generations. We are committed to Sustainably source all our wild fish.</p>	<p>We are committed to supporting truly sustainable fisheries and the protection of marine environments. We are working with the Marine Stewardship Council (MSC) to increase our range of certified sustainable counter, pre-packed, canned and frozen fish. Beyond certification we have helped create the Global Tuna Alliance as part of a cross-industry collaboration to ensure the highest standards in the tuna supply chain.</p> <p>We continue to partner with the charity Sustainable Fisheries Partnership to collect data on our source fisheries, risk assess them and work with suppliers on improvements. Our commitment to transparency continues and all our wild seafood sources are publicly disclosed.</p>	<p>79% of UK seafood volume is certified as sustainable by MSC</p> <p>Tesco were awarded MSC UK Supermarket of the Year 2019</p>

SDG and relevant target	Tesco Commitment	Tesco Action	Key Data
 <p>15.2 15.3 15.5</p>	<p>We are committed to achieving zero-net deforestation in our sourcing of raw materials in our Own Brand products, including palm oil, wood/paper products and soy. Our sustainable agriculture agenda aims to promote food production that is compatible with protecting water resources, biodiversity, climate and soil health.</p>	<p>We continue to be a leading member of the Palm Oil Transparency Coalition (POTC), promoting certified palm oil in our supply chain. We use the POTC annual rankings to push for faster industry progress to protect forests, workers and communities.</p> <p>We developed our Zero Deforestation Soy Transition Plan in 2018 in consultation with leading NGOs to help achieve our aim to source all the soy-based animal feed in our UK supply chain from areas verified as having zero deforestation by 2025. We are supporting this with trials of more sustainable sources of animal feed such as algal oil and insect protein.</p> <p>In 2019 we became a signatory to the Statement of Support for the Cerrado Manifesto, signalling our intention to incentivise soy farmers in the Cerrado to limit production to existing agricultural land. We became one of the first companies to join a new industry initiative, Funding for Soy Farmers in the Cerrado, committing £10m in funding over five years.</p>	<p>100% palm oil used in our products in the UK, Republic of Ireland and Central Europe is RSPO certified</p> <p>93% paper/wood in UK Own Brand products are certified by Forest Stewardship Council (FSC), Programme for the Endorsement of Forest Certification (PEFC) or from a recycled source.</p>

Our contribution to the other goals.

Table 2 summarises how we are contributing to the SDGs we have identified as lower priority for Tesco, where risks and opportunities for Tesco are fewer and/or where the contribution we can make is less significant.

Table 2: Our contribution to the other goals	
SDG	Tesco Action
 <p>1 NO POVERTY</p>	<p>We have recently incorporated sustainable livelihoods for workers and smallholder farmers as one of four themes in our revised human rights strategy. This recognises that, although our trade provides opportunities and employment, there is still poverty associated with many different products and supply chains. For example, minimum wages may not be enough to meet worker's basic needs or national infrastructure (e.g. in healthcare) may be insufficient. We recognise that workers and farmers need to receive a fair share of the value they contribute to a company's products and be able to afford basic needs for themselves and their families.</p> <p>We are committed to working with workers, trade unions and NGOs in relevant supply chains to identify living wage benchmarks and publish examples of the gaps in prevailing wages. Examples of this work include our involvement in the Malawi 2020 tea project and our involvement in the Living Wage Advocacy Initiative, part of the World Banana Forum. In 2019/20 we have developed a sustainable livelihoods strategy which outlines priority supply chains, our approach to supporting livelihoods and key actions we will be taking. Further information is available on our website.</p>
 <p>4 QUALITY EDUCATION</p>	<p>We are committed to providing opportunities to help young people develop their employability skills and start their careers. In 2019, we welcomed 52 graduates, 18 apprentices and 44 paid interns onto one of our programmes in the UK. We have been working with the Prince's Trust and specialist research and training charity Institute of Grocery Distribution (IGD) and have helped over 19,000 young people develop their employability and life skills since August 2018. Our partnership with the Prince's Trust sees us supporting its Achieve Clubs, which give disadvantaged young people in secondary school the opportunity to develop the skills they need for the future.</p> <p>We also work with the IGD to help young people learn about the wide variety of roles available across the food and drinks industry, and the skills needed for a successful career in it. We have exceeded our original target of helping over 10,000 young people in three years in the first year of the partnership and are committed to continuing to create more opportunities in the future.</p>
 <p>6 CLEAN WATER AND SANITATION</p>	<p>Our agricultural and manufacturing supply chains use water for the production of our food and non-food products. It is therefore important that wherever our products are made, our supply chain operates in a way that safeguards this valuable resource for the future. This stewardship of water resources means using water more efficiently (especially in locations of water scarcity) and protecting water quality.</p> <p>We have analysed a number of our key UK supply chains to understand their exposure to water risk, including their overlap with environmentally sensitive river basins. Starting with some of our fresh produce supply chains, which rely heavily on natural sources of freshwater, we are putting in place improvement action plans. These include setting local reduction targets for water-stressed areas and establishing on-the-ground collaboration with other stakeholders. We continue to work with suppliers, NGOs and others within the industry to drive water stewardship in particular regions and commodities, for example we're working with the WWF to drive improvements in the leather supply chain.</p>

SDG	Tesco Action
	<p>Sustainable innovation supports the Little Helps Plan in all areas. As a business we encourage a culture of innovation so that our business remains at the cutting edge of new trends and demands. For example, we have a market leading range of plant-based foods, catering to a growing trend of veganism and flexitarian diets that also help shoppers eat more sustainably.</p> <p>We have initiatives across the Group to make our stores and operations more efficient and these investments have enabled us to reduce our net carbon intensity per sq. ft. of retail and distribution floor space by 8% compared with 2018/19.</p>
	<p>We are committed to upholding human rights and fully support the UN Universal Declaration of Human Rights, the International Labour Organization Core Conventions and the UN Guiding Principles on Business and Human Rights within our own operations and supply chains internationally.</p> <p>Our work often promotes equality in our supply chain, supporting disadvantaged groups and promoting sustainable development. For example, we are helping to provide training for young people from disadvantaged communities in South Africa by funding a number of mentoring and leadership programmes specifically aimed at empowering women in our grape, stonefruit and topfruit supply chains.</p> <p>We are committed to creating an inclusive environment for customers and colleagues where everyone is welcome. We have a wide range of networks and initiatives to promote inclusion and in December 2019 we signed up to The Valuable 500, committing to making Tesco a more accessible place for colleagues and customers with disabilities.</p>
	<p>We're committed to supporting projects and causes that bring benefits to the communities where we operate. In 2019/20, across the Group, we supported over 22,000 local projects and causes. To ensure our support goes to the right places in the UK, Ireland and Central Europe we give our customers and colleagues the opportunity to vote for the local causes that we support.</p>
	<p>Our Code of Business Conduct, which defines the standards and behaviours expected of colleagues, is a fundamental part of our culture and supports our values. The Code is supported by Group policies and mandatory training which includes: anti-bribery and corruption; competition law; data protection; and supplier legislation. In addition, 'Protector Line', an independent and confidential whistleblowing service, allows colleagues and suppliers to raise concerns regarding misconduct and any breaches of the Code of Business Conduct.</p>
	<p>We work in partnership with NGOs, suppliers and the wider industry to progress the Little Helps Plan, contribute to the SDGs and build the resilience and sustainability of our business. Examples include our four-year partnership with WWF with the ambition of halving the environmental impact of the average UK shopping basket; our work with FareShare to reduce food waste and support vulnerable people in communities across the UK; and our health charity partnership with Cancer Research UK, Diabetes UK and the British Heart Foundation to deliver our health strategy, to name but a few.</p>

UN Global Compact Principles.

We have demonstrated our progress against the UNGC's ten principles in our Little Helps Plan Report, Annual Report and on our website. The Table below summarises our approach against each of the ten principles accompanied with links to find more information.

Issue Area	Principle	Tesco approach	Links to more information and outcomes
Human Rights	1 Businesses should support and respect the protection of internationally proclaimed human rights.	Our Human Rights Policy outlines our commitment to respecting human rights and UNGC principles and sets out our governance and monitoring approach. We are committed to upholding human rights and support in full the UN Universal Declaration of Human Rights and the International Labour Organization (ILO) Core Conventions on labour standards, working hours and health and safety for workers.	www.tescopl.com/lhp www.tescopl.com/codeofbusinessconduct www.tescopl.com/human-rights www.tescopl.com/ar2020
	2 Businesses should make sure that they are not complicit in human rights abuses.	If human rights issues are identified, we will seek to address them and understand the root causes of these abuses, working with suppliers, and other stakeholder groups to drive improvement. We know that many of the serious abuses that exist in countries around the world can be in lower tiers of supply chains, hidden from easy sight and hard to identify – particularly forced labour. Addressing these requires collaborative efforts with other businesses and civil society. We have committed to working to eradicate forced labour from our supply chains and have taken on a leading role through our membership of the Consumer Goods Forum (CGF) to develop this work.	
Labour	3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	We have incorporated effective worker representation as the third theme in our revised human rights strategy, recognising input from stakeholders, including global trade unions, and our experience of working to remove barriers to effective worker representation in our supply chains. A significant part of our work within the worker representation pillar is about promoting dialogue between trade unions, suppliers, industry organizations, certification & audit companies. We have also worked with factories in Bangladesh, India and Turkey which supply	www.tescopl.com/codeofbusinessconduct www.tescopl.com/human-rights www.tescopl.com/sustainability/publications/policies/downloads/multi-stakeholder-initiatives/ www.tescopl.com/sustainability/ff-sustainability www.tescopl.com/lhp www.tescopl.com/modernslavery www.tescopl.com/ar2020
	4 Businesses should uphold the elimination of all forms of forced and compulsory labour.	to Tesco to engage in the ETI Social Dialogue Programme to empower worker representatives and ensure free election of worker representatives. Our work will increasingly mean engaging strategic suppliers in the importance of worker representation via the ETI resources on Freedom of Association, Collective Bargaining and worker representation.	
	5 Businesses should uphold the effective abolition of child labour.	To further emphasise to suppliers the importance Tesco places on worker representation, in 2019 we developed a set of expectations and guidance points for our suppliers. This document helps to make clear to suppliers what adequate worker representation means when local laws and cultures differ so considerably.	

	<p>6 Businesses should uphold the elimination of discrimination in respect of employment and occupation.</p>	<p>We are fully committed to eradicating modern slavery in our operations and supply chains. We recognise that forced labour is a widespread issue in food and non-food supply chains and is therefore a key theme within our refreshed human rights strategy.</p> <p>As part of our membership of the Consumer Goods Forum (CGF), we are one of the companies leading 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. We helped to develop and strongly support the CGF's Priority Industry Principles:</p> <p>(1) every worker should have freedom of movement; (2) no worker should pay for a job; (3) no worker should be indebted or coerced to work.</p> <p>Our UK labour providers are registered with the Gangmasters Labour and Abuse Authority and prohibited from actively recruiting from outside of the UK without the prior agreement of Tesco, as recruiting people who have moved to the UK autonomously, and have the legal right to work here, reduces the risk of human trafficking and exploitation. We work collaboratively with our service providers to help ensure all temporary workers receive a reasonable number of paid hours each week and have the opportunity to transfer to permanent employment when vacancies arise.</p> <p>We have also reviewed our use of labour providers in other Tesco markets, starting with Thailand and Malaysia where we know that the charging of fees to workers by recruitment agents can be commonplace. We are working to reduce the number of labour providers we use placing our business with those we trust most, and where possible recruiting directly from migrant workers' home countries where we need to do so, rather than recruiting via intermediaries, which can increase risks of worker indebtedness.</p> <p>In addition to work in our own operations on this issue detailed above, we have supported a number of programmes linked to tackling forced labour. In recent years, we have continued to address the risk of Sumangali and the restriction of workers' freedom in India through the ETI Tamil Nadu Multi-Stakeholders Platform (TNMS) local consultative committee.</p> <p>We also continue to support and promote Stronger Together, an initiative combating forced labour risks in the UK and South Africa. More information can be found in our Modern Slavery Statement</p>	
<p>Environment</p>	<p>7 Businesses should support a precautionary approach to environmental challenges.</p> <p>8 Businesses should undertake initiatives to promote greater environmental responsibility.</p> <p>9 Businesses should encourage the</p>	<p>Our business success depends on the health and stability of our natural environment. We have a responsibility to help maintain the natural balance of our planet's ecosystem and climate, from the sourcing of our fresh produce and other products to how we adopt and promote sustainable production and consumption behaviours with our suppliers, colleagues and customers.</p> <p>Within our Little Helps Plan, our Product and Planet pillars focus on initiatives to address important environmental issues, from packaging and food waste to climate change and deforestation. Against each of these areas we have published commitments and action plans and are working across our supply chain to drive improvement.</p> <p>In 2018 we embarked upon a four-year partnership with WWF-UK in support of our</p>	<p>www.tescopl.com/lhp</p> <p>www.tescopl.com/ar2020</p> <p>www.tescopl.com/carbon-footprint</p> <p>www.tescopl.com/planet</p> <p>www.tescopl.com/wwf</p>

		<p>development and diffusion of environmentally friendly technologies.</p> <p>commitment to make affordable, healthy, sustainable food accessible to all. This year we have created a pioneering industry measurement called the Sustainable Basket Metric that will enable us to measure progress towards our aim of halving the environmental impact of the average UK shopping basket.</p> <p>We recognised climate change as the biggest environmental threat the world faces, and one which poses particular challenges to our business, including our supply chain and operations. Conversely, responding to climate change effectively can enhance our business resilience and enable us to respond to any opportunities it may offer, making us a better business in the long-term. We are committed to becoming a net zero business by 2050 and have established science-based carbon reduction targets in line with a 1.5°C trajectory.</p> <p>Alongside the work we are doing to our own operations to achieve our carbon goals, we also recognise that addressing climate change requires cross-industry action and supportive public policy. We engage with our peers as well as policy makers through our membership of various cross-industry forums, including the Aldersgate Group, The Prince of Wales's Corporate Leaders Group and RE100. Through these and other pre-competitive forums, we share our climate change approach and learnings and inspire others to raise our collective ambitions in the transition to a low-carbon economy.</p>	<p>www.tescopl.com/sustainablebasket</p> <p>www.tescopl.com/food-waste/own-operations</p> <p>www.tescopl.com/packaging</p>
Anti-Corruption	10	<p>Businesses should work against corruption in all its forms, including extortion and bribery.</p> <p>Bribery and corruption distort competitive markets, increase the cost of doing business and harm customer trust. We have a zero-tolerance approach to bribery and to those involved in bribery and our anti-bribery programme operates around the Group. The programme is built around a clear understanding of how and where bribery risks affect our business and comprises key controls such as policies, procedures, training and ongoing assurance programmes to test that the controls are functioning effectively.</p> <p>Our Code of Business Conduct, which defines the standards and behaviours expected of colleagues, is a fundamental part of our culture and supports our values. The Code is supported by Group policies and mandatory training which includes: anti-bribery and corruption; competition law; data protection; and supplier legislation. In addition, 'Protector Line', an independent and confidential whistleblowing service, allows colleagues and suppliers to raise concerns regarding misconduct and any breaches of the Code of Business Conduct.</p>	<p>www.tescopl.com/codeofbusinessconduct</p> <p>www.tescopl.com/human-rights</p> <p>www.tescopl.com/group-anti-bribery-policy</p> <p>www.tescopl.com/group-conflicts-of-interest-policy</p> <p>www.tescopl.com/group-whistleblowing-policy</p> <p>www.tescopl.com/lhp</p> <p>www.tescopl.com/ar2020</p>