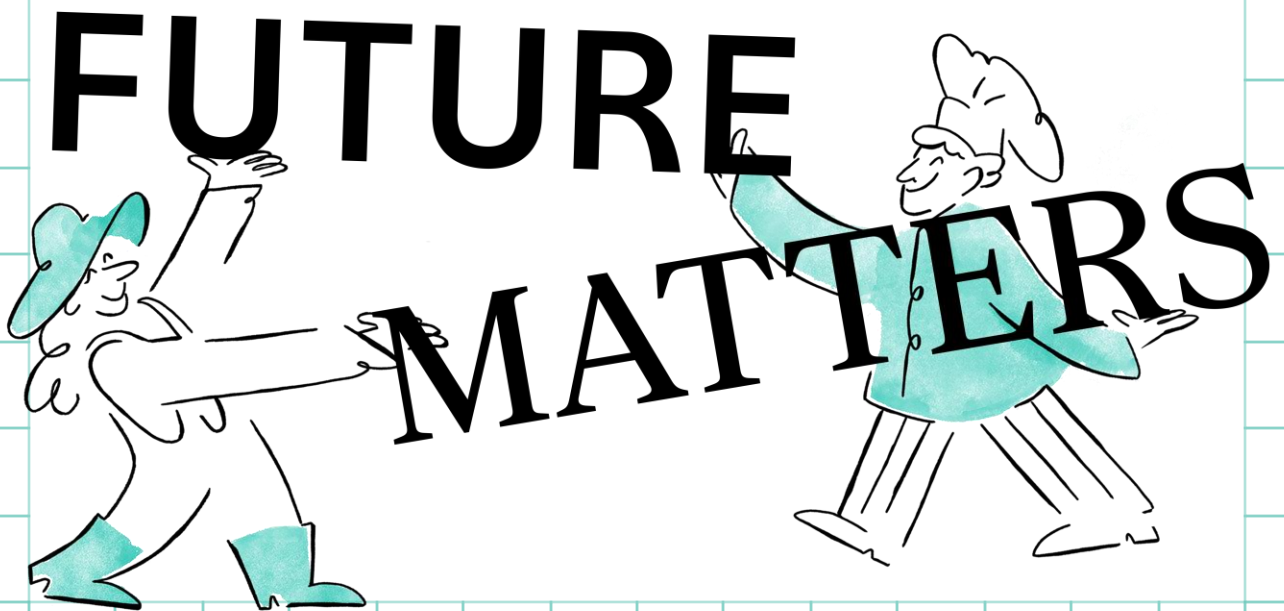


FORTNUM & MASON
EST 1707



Modern Slavery
Statement

January 2026

Modern Slavery Statement

For the 2024-2025 reporting year

Fortnum & Mason are proud to present our modern slavery statement for the financial year 2024/2025 as part of our commitment to the UK Modern Slavery Act 2015. In this statement, we reflect on our progress towards our goals and outline our plans for the coming year.

UK Modern Slavery Act 2015 (“UK ACT”)

Under the UK Modern Slavery Act 2015, companies providing goods and services with UK operations and a turnover of £36m or more are obliged to publish an annual Modern Slavery and Human Trafficking Statement setting out the steps they have taken to prevent/ensure modern slavery and human trafficking is not taking place in their supply chain or own business.

This is our statement for the reporting year 2024/2025 under the UK Modern Slavery Act, setting out our current strategies to prevent and mitigate modern slavery across our operations while identifying key areas of focus for the year ahead.

What is Modern Slavery

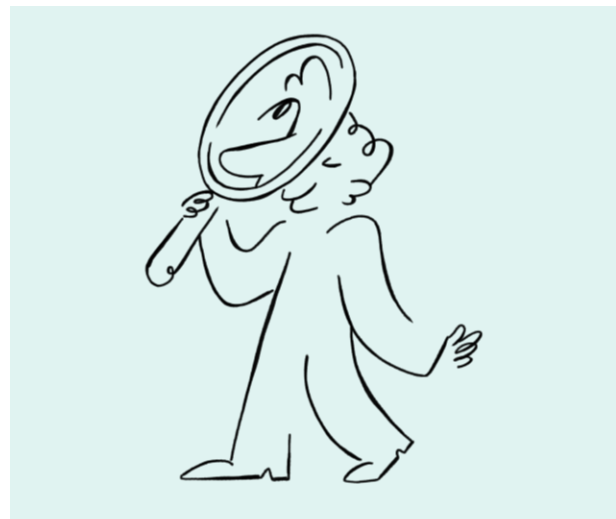
‘Modern Slavery refers to situations of exploitation in which a person cannot refuse or leave because of threats, violence, coercion, deception or abuse of power’.

Whilst modern slavery exists in all sectors, we recognise that there are vulnerabilities within our industry due to the complexity, variety and global reach of supply chains and particularly in the lower tiers of the supply chains.

Fortnum & Mason does not tolerate any form of modern slavery within our supply chains or direct relationships. We are actively committed to supporting our supply chain partners in the prevention and mitigation of modern slavery and through our own direct business relationships, as outlined in this statement.

This statement is aligned with the Home Office’s Statutory Guidance:

- **A Message from our CEO**
- **Our Business:** About us and our suppliers
- **Our Policies:** Internal policies relating to Modern Slavery and Human Trafficking
- **Due diligence processes:** Monitoring compliance of our policies
- **Areas of focus:** Looking ahead to 2025/26 objectives and areas of focus



Modern Slavery Statement

A Message from our CEO, Tom Athron

As a family run business that has been around for over 300 years, we firmly believe it is our responsibility to conduct business in a way that truly considers the next 300 plus years. Modern slavery and human trafficking, in all its guises, goes against all that we stand for, and we have a zero tolerance for it. It has no part in our business, and we are committed to ensuring we work with our global supply base to prevent and eradicate it where we find it.

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



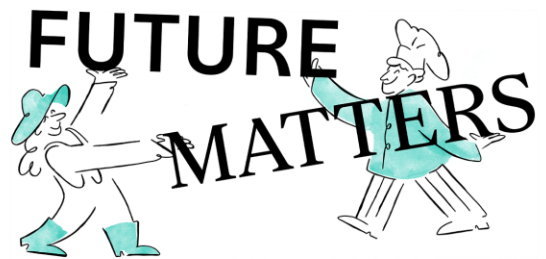
Our business

Our iconic Piccadilly store in London is home to our head office and is complemented by four retail stores.

We have a third-party managed warehouse in Corby, UK and we operate internationally through our website; [Fortnumandmason.com](https://www.fortnumandmason.com), wholesale and international partnerships.

As a business we directly employ approximately 1000 colleagues.

We have conducted a comprehensive review of our operations and have begun enacting our plan to reduce our environmental impact, make more responsible and sustainable decisions in product design and sourcing, and improve the way we manage our buildings for the benefit of the planet, our people, and those within our supply chains



We developed [Future Matters](#), our expression of commitment to sustainability, and a strategic roadmap guiding our transition towards becoming a more socially and environmentally responsible business. Human Rights and worker welfare is a major part of it. Bringing Future Matters into the heart of our decision making is one of the five strategic priorities for our business. This ensures that our principles are embedded into the fabric of the organisation. We also have Supplier Assurance Technologists responsible for ensuring that our suppliers comply with our Ethical Code of practice and Sustainability policies.

Modern Slavery Statement

Governance

To embed, advance and support our ambitions, we have a dedicated Sustainability team who lead the delivery of our roadmap in collaboration with colleagues across the business. Oversight of modern slavery risks within our supply chains is primarily led by our Sustainability Manager, with shared accountability across key stakeholders in our broader sustainability governance framework:

A Sustainability Board that is supported by the Sustainability Operational Leadership Team Meetings. The Sustainability Board is Chaired by our CEO, and attended by our Chief Commercial Officer, Chief Operating & Innovation Officer, Chief Brand & Creative Officer, Culture & Talent Director and Director of Technical and Sustainability. The remit of the Sustainability Board, as set out in the Terms of Reference, is to develop the sustainability strategy, monitor progress against our goals and ensure progress. This group discuss updates on legislation, future risk and current issues in Sustainability and the plans of the business to mitigate these.

We understand that transparency and traceability within our business relationships are crucial for us to understand where there could be vulnerabilities for occurrences of modern slavery and human rights abuses.

We have a worldwide supply chain and in order to ensure visibility, traceability and safeguarding of any modern slavery or human trafficking risks we:

- Are members of Sedex, an organisation that helps companies improve their responsible and sustainable business practices. As members we benefit from access to their risk assessment data across all our sourcing origins,

- Have carried out an in-depth risk assessment of our key high-volume, high-risk raw materials provided by our suppliers. This assessment includes 155 risk indices ranging from migrant workers' rights to freedom of opinion, human trafficking, forced labour and land and property rights and,
- Work strategically with our tier 1 suppliers, where we have a direct relationship and visibility of their site where our own label goods are produced but recognise that the primary production site, tier 1, is only one part of a broader supply network. As such, we are in the process of mapping our supply chains, tier by tier.

Our policies on Modern Slavery and Human Trafficking

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

- Supplier Ethical Trade Policy, based on the ETI base code
- Anti-Corruption and Bribery Policy
- Health and Safety Policy
- Equality, Diversity & Inclusion Policy
- Colleague Privacy notice
- Speak Up Policy (Whistleblowing Policy)
- Recruitment & Resourcing Policy
- Right to Work Policy
- Working Time policy

Modern Slavery Statement

Due Diligence

We have robust due diligence measures in place when taking on new suppliers. These include:

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

Supplier Adherence

When auditing new or current suppliers, we ask a set of specific questions designed to identify any risk of modern slavery or human trafficking. We send out a Modern Slavery questionnaire to our suppliers and use this information to further identify any new or emerging risks in our supply chain. If a risk is found in a current supplier, the risk will be assessed and appropriate corrective actions taken. If any of our audits identify a risk of modern slavery or human trafficking, it is reported to the Board.

Areas of Focus: 2025 - 2026

Focus	Action	Status
Supply Chains	Continue to map our supply chains beyond tier 1, with a focus on our high-volume commodities.	Ongoing
	Agree and implement updated sourcing standards and targets.	Ongoing
	Achieve membership of the Ethical Trade Initiative (ETI).	Target: Dec 2026
	Update colleague training to raise awareness and understand of modern slavery and the role the business takes in prevention.	Target: Dec 2026



Training

The training of our colleagues is key, and we have a risk assessment schedule in place to ensure that where relevant they are all trained. This training is reviewed regularly and recorded in our central Learning Management System. All new suppliers are informed of our expectations as part of our supplier approval process.

Modern Slavery Statement

Conclusion

This statement is issued pursuant to section 54 of the Modern Slavery Act 2015 and was approved by our Executive Board.

It reflects the actions and processes put in place during 2024-25 to ensure our business and supply chain is not engaging in modern slavery or human trafficking.

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



Tom Athron, CEO
Fortnum & Mason

Date: 20th January 2026