



Memorandum of Understanding

This Memorandum of Understanding (MoU) dated January 21, 2022, is made between:

TESCO Plc of Shire Park, Kestrel Way, Welwyn Garden City, AL7 1GA (hereafter TESCO)

and

International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers Associations of 8, Rampe du Pont-Rouge, Petit Lancy, 1213 Switzerland (hereafter IUF).

TESCO is a British multinational groceries and general merchandise retailer with headquarters in Welwyn Garden City, Hertfordshire, England, United Kingdom.

The IUF is the global trade union federation with headquarters in Geneva representing workers throughout the food chain.

This MoU has been agreed between TESCO and the IUF in response to shared recognition of the challenges faced by workers in global food supply chains, including workers exercising their rights to be in a trade union and to negotiate collectively. There is acknowledgement that women workers are disproportionately disadvantaged in this area.

1. PURPOSE

This MoU is a joint commitment outlining how TESCO and IUF can work together to support workers' rights globally, with a specific focus on how women in global foods supply chains can benefit from effective grievance mechanisms, freedom of association and trade union representation.

2. SCOPE

The scope of this MoU covers priority supply chains identified and agreed upon by both parties.

3. EXPECTATIONS AND BENEFITS

Under the terms of this memorandum of understanding TESCO and IUF seek, within the scope of this agreement, to:

- Work collaboratively to support workers to access effective representation.
- Jointly create a process for incident reporting that allows for effective resolution/remediation of identified issues.



- Identify opportunities for future joint activities and projects which focus on effectively reducing women's vulnerability and increasing women's voices and representation in the workplace.

4. THE WORKING RELATIONSHIP

Specific activities developed through this working relationship will be appended to this MoU as and when TESCO and IUF agree to initiate joint activities.

Activities may include, but are not limited to:

- Sharing information and analysis on broader trends and issues in global food supply chains and identifying potential human rights risks.
- Working collaboratively and transparently to ensure effective remediation where breaches are identified.
- Reducing the vulnerability of women to exploitation, abuse and all forms of harassment and discrimination in recruitment, terms of employment and workplace practices, in accordance with ILO Convention 190.
- Promoting safe workplaces involving unions representing employees, with reference to ILO Health and Safety Conventions through the promotion of risk assessments, hierarchy of hazard control approach and the participation of elected Health & Safety representatives.
- Supporting suppliers to develop workplace policies to eliminate harassment and discrimination and implement training and support programmes that include both men and women.
- Supporting the establishment of gender sensitive grievance mechanisms and ensuring that women employees who come forward as victims of sexual harassment and discrimination are safeguarded.
- Assessing the effectiveness of ethical auditing in relation to worker representation and grievance mechanisms, and specifically the access of female workers to effective worker representation and grievance mechanisms.
- Promoting gender equality and developing and sharing of targeted plans to increase women's participation in representative forums, including in trade union leadership.
- Evaluating the impact of the collaboration.

5. MANAGEMENT OF THE RELATIONSHIP

The parties agree to use reasonable endeavours to:

- Have regular meetings between the senior management of TESCO and representatives from IUF at international, regional and national and company level (where applicable). The purpose of these meetings will review the current collaborative activities and agree new activities where applicable.



- Hold the above meetings three times a year (with the anticipation, where possible, of one physical meeting in an agreed venue and two virtual meetings), an agenda will be agreed 2 weeks before the meeting.
- That the parties individually shall bear the cost of participating in these meetings and nothing in this MoU shall be construed, interpreted or understood as obliging a party to remunerate the other party for any obligation or cost arising out of this MoU.
- Ongoing communications will be maintained through identified contact persons.
- That Tesco will only share specific information on individual suppliers, where they are permitted to do so under the contractual relationship with the supplier in question.

6. COMMENCEMENT, DURATION, TERMINATION

- The effective commencement date of this working relationship will be the date of the signing of this MoU and the working relationship shall remain in force for a period of 36 months from the commencement date.
- The working relationship can be terminated at any time by any Party giving 30 (thirty) calendar days written notice of termination to the other Party.
- The working relationship will not be automatically renewed and will be reviewed before the end date with a view to assessing delivery against the objectives set out in this MoU and whether a renewed working relationship aligns with the strategies and objectives of the Parties.

Giles Bolton, Director Responsible Sourcing, TESCO

19/01/2022

DATE

Paddy Lillis

Witness

USDAW Representative

Sue Longley, General Secretary, IUF

21/01/2022

DATE

20/1/22

DATE