

## **Sexual Harassment mission statement**

The John Lewis Partnership is committed to making sure all Partners feel safe and comfortable in their work environment and we maintain a zero-tolerance policy towards any unwelcome or inappropriate behaviour. Reports of bullying, harassment of any kind (including sexual harassment), discrimination, or victimisation are thoroughly investigated, and any necessary actions taken. Such behaviours are considered serious misconduct which could result in dismissal. We expect every Partner or anyone working on or visiting any of our Partnership locations to take responsibility for the impact of their actions.

We consistently evaluate each aspect of our business and strive to identify and take action to provide our Partners with the best possible working environment. We make sure our Partners, or anyone working in Partnership locations, feels safe and are aware that confidential support is available to them should they need it. Our commitment is directly aligned with our Purpose, 'Working in Partnership for a Happier World' through our core 'Happier People' principle.