JOHN LEWIS PARTNERSHIP

CONSTITUTION

AUGUST 2026

JOHN LEWIS | WAITROSE

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This edition includes all amendments agreed between the Partnership Council and the Chairman to July 2025. The current edition of the Constitution is available via the Partner Intranet. Further information, including copies of the Constitution and the Trust Settlements, may be obtained from the Partnership Council Office or the Company Secretary.

FOREWORD

WE ALL OWN IT.

Not many companies have a Constitution. But the John Lewis Partnership isn't like most companies; we're the UK's largest employee-owned business.

We're a truly special organisation, from our unique culture to how we share knowledge and power. We try our best to act with integrity. And we use our passion and tenacity to help make the world a little bit happier for our customers, our suppliers, and each other.

We're a business driven by a desire to make 'sufficient,' not 'maximum,' profit, enabling us to reinvest in our Partners and build a sustainable and equitable Partnership for future generations. As Partners, we're not just employees; we are custodians of an ongoing experiment in industrial democracy, a powerful legacy envisioned by our Founder, John Spedan Lewis.

This Constitution is the foundation of that experiment. It enshrines the values that define us and guides everything we do. It's a living document that protects these values, outlining our governance, and ensuring we are guided by a long-term vision rather than short-term pressures. This reflects our commitment to doing business differently, with principles and rules that can only be changed with the agreement of our elected Partnership Council.

A century on since its first edition in 1928, our Constitution still embodies the ideals and values of our Founder's experiment, while evolving and adapting to meet the modern demands of business and reflecting our purpose today and for generations to come.

Jason Tarry
Chairman

PART 1 – INTRODUCTION

1 The John Lewis Partnership was established by John Spedan Lewis and is owned for the benefit of its members, who are known as Partners.

2 The Partnership is the general body of Partners, working together for the success of the business to fulfil the purpose and principles of this Constitution.

3 The Partnership is governed according to a written Constitution, which applies to all Partners (and to all other employees as described in their contracts of employment) and in all units of the Partnership's business, except when:

(i) the Rules specifically provide for a more limited application; or
(ii) the Chairman has excluded specific parts of the Partnership's business from specific Rules.

4 Every Partner is responsible for knowing, complying with and upholding the Partnership's Principles and those Rules which concern them. The Principles define the Partnership's aims and ultimate purpose and the Rules are statements of general policy.

PART 2 – PURPOSE

1 Working in Partnership for a happier world

(i) Our Partnership is an ongoing experiment to find happier, more trusted ways of doing business, for the benefit of us all.

(ii) We work together to create a successful business and a fairer, more sustainable future for Partners, customers, suppliers and communities.

(iii) Our Partnership is owned entirely in trust by Partners which means we are more than employees; we share knowledge, power and profit.

(iv) Our Purpose inspires our principles, drives our decisions and acts as our guide.

PART 3 – PRINCIPLES

1 Happier people

(i) Our happier business starts with happier Partners, enjoying worthwhile and satisfying work in a supportive environment we all help to create.

(ii) We treat people with fairness, courtesy and respect, and we work with others who do the same.

(iii) We create an inclusive environment and celebrate diversity with our Partners, customers and the communities we serve. We're at our best when we all feel welcomed and free to be ourselves.

(iv) We take pride in making our customers happy. We put everything we have into everything we do, earning the loyalty and trust that we need to be successful.

2 Happier business

(i) We build happier businesses that are honest, fair and free to think and act for the long term. We aim to make sufficient profit to retain our financial independence, invest in our Partners and pursue our Purpose.

(ii) Our Partnership is built on democratic principles. We share the responsibilities and rewards of ownership: knowledge, power and profit.

(iii) Partner opinion is crucial in driving the actions of our governing authorities: the Partnership Council, the Partnership Board and the Chairman.

3 Happier world

(i) We champion the role our Partnership can play in advancing the happiness of the communities we work with and the wellbeing of society.

(ii) We build trusted business relationships, acting with integrity and doing what's right.

(iii) We take responsibility for our impact on the planet. We work tirelessly to protect and restore nature, creating a more sustainable future for generations to come.

PART 4 – RULES

SECTION 1 – HOW POWER IS SHARED

General

1 The Partnership operates on democratic principles and as much sharing of power among its members and representative bodies as is consistent with efficiency.

2 The three governing authorities of the Partnership are the Partnership Council, the Partnership Board, and the Chairman. Their power to direct the Partnership's affairs depends on the consent of Partners, whose opinion is expressed through:

(i) formal arrangements for sharing knowledge;
(ii) representative bodies;
(iii) personal contact between Partners, both formal and informal.

3 Deleted (April 2019)

4 The shared aim of the three governing authorities is to safeguard the Partnership's future, to enhance its prosperity and to ensure its integrity. They should encourage creativity and an entrepreneurial spirit but must not risk any loss of financial independence.

5 Commitments, either legal or moral, to spend Partnership funds may only be made upon written authority from the Partnership Board or from someone delegated to give authority on its behalf.

6 The Partnership needs a sufficiently wide commercial base to ensure its long-term vitality, and to achieve this it may engage in as wide a variety of enterprises as it can undertake efficiently.

The Partnership Council

Purpose and authority

7 The Partnership Council represents Partners as a whole and reflects their opinion. In sharing responsibility for the Partnership's health with the Partnership Board and the Chairman, it holds the Chairman to account. It discusses, influences and makes recommendations on the development of policy. It shares in making decisions about the governance of the Partnership.

The Council may ask the Partnership Board or the Chairman anything it wishes, and they must answer unless doing so would in their opinion damage the Partnership's interests.

8 The Council shares in decision-making through making recommendations to the Chairman on any subject.

9 Soon after the end of each trading half year, the Chairman must attend a meeting of the Council, to account for the progress of the Partnership under their leadership.

10 If the Council judges that the Chairman has failed to fulfil, or is no longer a suitable person to fulfil, the responsibilities of the office as laid down in the Constitution, it may pass a 'Resolution upon the Constitution' to dismiss the Chairman according to the Articles of Association of John Lewis Partnership Trust Limited.

Constituencies and elections

11 Elected members of the Council represent constituencies which are decided by the Trustees of the Constitution. The number of constituencies and of Councillors is determined so that the Council as a whole may have properly informed discussion, rather than to provide proportional representation for the different groups and sectional interests of Partners.

Any Partner may stand as a candidate for election to the Council to represent the constituency in which they work. If they move from the constituency, their membership of the Council automatically ends.

Elections to the Council are held every three years.

12 Every Partner has a single vote in elections to the Council.

13 The Trustees ensure that elections are held by secret ballot. When a vacancy occurs, the call for candidates for a by-election must be published within 28 days, unless the Trustees of the Constitution decide otherwise. The rulings of the Trustees on correct procedure for elections are final.

The President may appoint a Councillor to represent a constituency before an election can take place.

Other members of the Council

14 Members of the Partnership Board, the Director of Distinctive Character and the Partnership Secretary are automatically members of the Council, so that the Council may rely on their advice, experience and specialist knowledge.

The President may appoint to the Council other Partners whose membership will benefit the Council as a whole to have properly informed discussion, subject to the agreement of the Trustees of the Constitution.

Council business

15 Only elected Councillors, and any who have been appointed by the President in accordance with Rules 13 and 14 above may vote in Council proceedings.

16 Upon joining or election to a representative body, or appointment to the Council by the Chairman, every member undertakes to carry out the duties of membership to the best of their ability and in ways that they judge best further the interests and purposes of the Partnership.

17 All representatives will be supported by their people managers both through the provision of time to attend to the business of the body to which they are elected, and also engagement with the representative's work. The Partnership also provides facilities for representative bodies to meet, and such administrative and other help as they reasonably request.

Elections by the Council

18 During each term, the Council elects:

(i) the President & Director of Democratic Engagement (who may not be the Chairman or Deputy Chairman);

(ii) three Partners to be Trustees of the Constitution and to be appointed as Directors of John Lewis Partnership Trust Limited. The Chairman, members of the Executive Team and the Company Secretary may not be Trustees of the Constitution;

(iii) three Partners to be appointed as members of the Partnership Board;

Those elected in accordance with paragraphs (i), (ii) and (iii) of this Rule may not at the same time represent Partners as elected members of the Partnership Council.

The Council elects four trustees to serve as Directors of the John Lewis Partnership Pensions Trust and two members to serve on the Pension Management Committee for four year terms.

The Council also elects two Partners to be members of the John Lewis Partnership Foundation Programmes Committee.

If a vacancy occurs in any of these positions, the Council elects a replacement as soon as possible.

Finance of the Council

19 Each year the Council is entitled to funds equivalent to at least one percent of the pay and Partnership Bonus received by Partners for the previous trading year.

20 The Council has authority to spend this money in any way that it considers good for the Partnership, although the Chairman has a veto over any proposed expenditure they consider too damaging to the

Partnership's business interests. Councillors may not spend any of these funds for their own personal benefit.

21 The Council may incur capital expenditure on amenities up to a total sum sanctioned each year by the Chairman.

Procedures

22 The Council determines its own procedures and how best it may fulfil its role as set out in Rule 7.

23 The Council meets whenever it wishes, but at least twice a year, and when the Chairman or the Trustees of the Constitution ask. Meetings take place within working hours whenever the Council considers that to be necessary.

24 Any Partner who is free to do so may attend any meeting of the Partnership Council, unless it rules otherwise for a particular occasion. Non-Partners may attend only with the President of Partnership Council & Director of Democratic Engagement's permission.

Other representative bodies

25 The Partnership Council delegates to Forums the task of holding relevant leaders responsible for achieving the Partnership's Purpose. The President of Partnership Council & Director of Democratic Engagement determines where they are established. Any concerns may be escalated through the Partnership Council to the Chairman.

26 Constituencies and the number of representatives are determined by the Trustees of the Constitution, such that Partner opinion from every area of the business is represented in a Forum, rather than to provide proportional representation for the different groups and sectional interests of Partners. Forum elections are held every three years, with every Partner in the constituency entitled to vote.

27 Deleted (December 2019)

28 Conversations between representative bodies and leaders should be of an ongoing nature, underpinned by at least four formal meetings each year. Meetings take place within working hours whenever representatives believe that to be necessary.

29 Deleted (December 2019)

30 The President of Partnership Council & Director of Democratic Engagement is responsible for the development of detailed guidelines for all representative bodies.

31-37 Deleted (June 2013)

The Partnership Board

38 The Partnership Board is the board of directors of John Lewis Partnership plc. The Board has ultimate responsibility for issues of major policy and for allocating the financial and other resources of the business. It decides the Partnership's policy for the prudent and adequate financing and development of its business, and monitors its efficient implementation. It takes responsibility for preparing financial statements, which must give a full and fair view of the state of affairs of the company.

39 In exercising this responsibility, the Partnership Board:

(i) approves the Partnership Strategy and Business Plan and oversees their delivery by the Executive;

(ii) oversees behaviours within the Partnership so that they are aligned and consistent with the Partnership's Purpose, Principles and Values;

(iii) approves and monitors performance against the Partnership's annual budget including its revenue and capital spending and liquidity;

(iv) determines each year the amount of the Partnership's profits that should be reserved for the maintenance and development of the Partnership's business, and thus the rate at which Partnership Bonus may be paid;

(v) ensures that the Partnership pays its debts promptly, and does not enter into undertakings which would prevent it from making all payments immediately they become due;

(vi) examines and approves each year the size and security of the Partnership's liquid reserves and unused borrowing facilities;

(vii) approves cash and profit forecasts sufficiently far ahead to satisfy itself that the Partnership is not overreaching its financial and personnel resources;

(viii) satisfies itself that proper systems of audit and control are in place throughout the Partnership;

(ix) considers any proposal that places 12 or more Partners at potential risk of redundancy, either as part of the Business Plan or on a case by case basis;

(x) approves the Chairman's pay;

(xi) nominates the Chairman's successor for appointment in accordance with the Articles of Association of John Lewis Partnership Trust Limited.

40 A majority of the members appointed to the Board after election by the Partnership Council may seek the Council's opinion on any matter that concerns the Board and, in particular, when it considers a proposal under Rule 39 (ix). However the Chairman may prevent a reference to the Council under Rule 39 (iii) or (vii) if it would significantly damage the interests of an organisation or an individual outside the Partnership.

The Chairman

41 The Chairman must ensure that the Partnership develops its distinctive character and its democratic vitality. The Chairman also chairs the Partnership Board, by virtue of their appointment as Chairman of John Lewis Partnership Trust Limited. The Chairman's successor is appointed in accordance with the Articles of Association of John Lewis Partnership Trust Limited.

42 As the senior executive in the Partnership, the Chairman is ultimately responsible for its commercial performance. The Executive Team - which coordinates executive responsibility in the Partnership, and the views of principal management - is appointed by the Chairman.

43 On taking office, the Chairman makes a written undertaking to the Partnership Council, as follows, that:

(i) they will uphold the Constitution and work to the utmost of their energy and ability for the fulfilment of the Partnership's Purpose and Principles;

- (ii) while in office they will not accept any paid employment or any other position of official responsibility, either public or private, without the agreement of the Trustees of the Constitution (who act on behalf of the Partnership Council and must inform the Council of their agreement);
- (iii) they will be impartial and reticent in political and other matters which do not directly concern the Partnership and which may be controversial;
- (iv) they have not sought and will not seek any return or favour for themself or anyone else either in their appointment as Chairman, or in the nomination of their successor, or in the exercise of their authority.

44 The Chairman must ensure that the system for deciding the pay and benefits of individual Partners is fair.

45 In carrying out their duties the Chairman will:

- (i) actively seek to share power with their subordinates, delegating as much responsibility and encouraging as much initiative as possible. However, the Chairman retains personal responsibility for ensuring that the decisions of others do not put at risk the long-term security of the Partnership, and that they are consistent with the democratic principles of the Partnership;
- (ii) accept as fully as possible the recommendations of the Partnership Council. The Partnership Board must be consulted before any are rejected;
- (iii) maintain open communication with Partners at all levels, who for their part have a duty to inform the Chairman of anything they reasonably should know.

SECTION 2 – PARTNERS' RIGHTS AND RESPONSIBILITIES

Happiness of members

46 Partners are expected to be aware of this Constitution, act in accordance with the Partnership's purpose, constructively participate in co-ownership and maintain the distinct character of the Partnership, and demonstrate to customers and each other that it is a better way of doing business. Partners who are unable to do so should consider their position in the Partnership.

47 All Partners, especially managers, have a responsibility to be imaginative and energetic in promoting each other's wellbeing and to recognise the importance of a healthy balance between the needs of the Partnership and the personal life of Partners.

48 The greatest care shall be taken of the health and safety of all Partners and anyone else affected by the operations of the company. Working conditions for Partners must be comfortable and businesslike but not luxurious.

Relationships

49 Partners must be scrupulously honest in their dealings with the Partnership and with each other, and never seek to gain from the Partnership any more than they sincerely believe is fair.

50 Partners must respect and be courteous to each other and to anyone else with whom they have dealings on behalf of the Partnership. The Partnership will do all it can to encourage good personal relationships between Partners at all levels.

51 Information is the basis of democratic participation. So the Partnership aims for openness, tolerance and freedom to express criticism, questions and suggestions (even at the risk of controversy). All people managers and leaders must ensure there are appropriate local arrangements for the voice of Partners to be effectively heard, valued and acted upon. Every Partner shall strive to make heard and to hear things that may promote and develop the principles of the Constitution.

52 Partners should encourage each other and give praise and recognition for exceptional effort.

Employment Conditions

53 The Partnership seeks to recruit only those who share its values and will contribute to its success.

54 The Partnership takes no account of age, sex, marital status, sexual orientation, ethnic origin, social position or religious or political views.

55 The Partnership employs disabled people in suitable vacancies and offers them appropriate training and careers.

56 The Partnership encourages Partners to fulfil their potential and increase their career satisfaction in the Partnership, by:

- (i) promoting Partners of suitable ability;
- (ii) encouraging changes of responsibility;
- (iii) providing knowledge and access to training to help them carry out their responsibilities better;
- (iv) encouraging their personal development and interests in fields not directly related to their work.

57 No Partnership contract of employment will have a notice period longer than 12 months, unless the Partnership Board agrees.

58 Every Partner is free to belong to a trade union, although if there is conflict between a trade union and the Partnership those concerned must consider carefully their responsibilities as Partners.

59 A Partner's performance is reviewed with them by their manager at least once a year.

60 The personal records and details of Partners are made available only to those who are properly authorised to see them.

Pay

61 (i) The Partnership sets pay which is informed by the market and supports the attraction and retention of high calibre people.
(ii) Managers must take great care in adhering to Partnership guidelines, ensuring each individual's pay is appropriate for their role and if made public would pass the closest scrutiny.
(iii) Partnership Bonus is not taken into account when setting pay.

62 Each year, those who make the highest level of individual contribution will receive additional reward or recognition. Only by exception would this not be possible.

63 The pay of the highest paid Partner will be no more than 75 times the average basic pay of non-management Partners, calculated on an hourly basis.

64 Partners in exceptional need may receive financial assistance, normally through the Partnership Council, but also directly from management.

Security of Employment

65 The Partnership aims to offer secure employment to its members, and will therefore give all the help it reasonably can to any Partner who has difficulties at work.

66 Recognising that five years is a milestone for a Partner, this should be recognised in an appropriate way by the Partnership. A Partner with more than five years' membership will be encouraged, if their performance remains satisfactory, to develop their skills so that they may continue in the Partnership for all their working life.

67 The Partnership will not retain any Partner who cannot contribute satisfactorily.

68 The Partnership will not retain any Partner in a position which is no longer required.

If a particular position becomes redundant, the Partnership will make all reasonable efforts to provide the Partner in it with continued suitable employment in the Partnership, although this may be in a different type of work and the Partner's performance must continue to be satisfactory.

If continued employment is impossible, the Partner will be entitled to payment according to scales agreed by the Chief People Officer and the appropriate Partnership Council committee.

Grievances and Appeals

69 A Partner who is unhappy or has a grievance at work has the right to raise the matter in accordance with the Partnership's Grievance Procedures. Details of these procedures are available from the appropriate personnel department and in the Partner Handbook.

70 The Partnership will operate an appeal system for Partners subject to dismissal in accordance with local legal requirements where the Partner is employed. Details of these procedures are available from the appropriate personnel department and in the Partner Handbook.

71 In addition, no Partner who is or has been on one of the Partnership's democratic bodies in the last 12 months may be dismissed without the specific agreement of the President of Partnership Council & Director of Democratic Engagement. Dismissal of those elected to serve on the Partnership Board must be agreed by the Chairman.

72 The relevant Partnership Council committee is regularly informed of trends in the reasons why Partners leave the Partnership, so they can question leadership on any trends that may cause concern.

Amenities and social activities

73 The Partnership provides amenities that it believes will be welcome to individual Partners and will promote happiness, a sense of community and the Partnership's reputation.

74 In its expenditure on amenities the Partnership will not confine itself to things that may be provided inexpensively, but will be open-minded and ready to provide things that may offer exceptional opportunities for only a minority of Partners.

Pensions

75 The Partnership contributes to Partners' savings for a pension based on their rate of pay, length of service and working hours. Pensions are set at a level which the Partnership Council judges will, taking account of state pensions, enable those Partners who have spent most or all of their working lives in the Partnership to provide for their needs during retirement.

76 The Pension Management Committee is a sub-committee of the Trustee Board and has delegated authority to administer the Pension Scheme in accordance with the Scheme Rules.

Pensions may be supplemented by the management with the consent of the Chief People Officer.

Journalism

77 The Partnership publishes in-house journals, which cover the affairs of the Partnership both centrally and locally. They rely upon intelligent cooperation from Partners, and a determination on the part of management to share as much information with Partners as possible.

78 The purpose of these journals is open and responsible communication, to encourage well-informed and fair opinion among Partners about their business. The journals should be interesting and enjoyable as well as useful, but should not attempt to duplicate non-Partnership publications. They should not comment on controversial matters unconnected with the Partnership.

79 The Chairman takes a close personal interest in whether the journals are fully meeting the objectives of Rule 78.

The effectiveness of the journals is the responsibility of the Director of Communications who must ensure that the Chairman or the principal director concerned has an opportunity to amend or exclude any commercially sensitive material. If the Director of Communications disagrees with the proposed amendment or exclusion, they must take the matter to the Chairman.

80 The Partnership fosters lively correspondence in its journalism, and any Partner may write, anonymously if they wish, to the journals. The Chairman will safeguard every Partner's right, without fear of repercussions, to express any views that the Chairman believes are held in a spirit of genuine loyalty to the Partnership, however ill advised those views may seem, but a letter that is personally abusive or defamatory may be edited or withheld from publication.

81 A letter to a Partnership journal must be acknowledged in the journal as soon as possible and must be published, with any comment from the appropriate member of management, within 21 days of the acknowledgement. If it is not, the correspondent may send a copy to the Trustees of the Constitution who, if they judge that publication is of advantage to the Partnership, may recommend to the Chairman that the letter must be published immediately.

Director of Distinctive Character

82 The Chairman shall appoint the Director of Distinctive Character to support them to ensure that they fulfil their obligation to maintain and further the Partnership's distinctive character.

83 The role of the Director of Distinctive Character is to:
(i) be a provocative and engaging force that focuses on what the Partnership stands for, inspires people to think differently, and challenges and supports leaders;
(ii) provide independent perspective on the progress of the business towards its Purpose and Principles (and advise the Chairman in this respect). They must be completely open with the Chairman, and must also tell them anything which they ought to know for the good of the Partnership;
(iii) maintain focus on the distinctive character of the Partnership, including specifically humanity (amongst Partners and with the communities within which Partnership operates).

84 The Director of Distinctive Character shall attend, but not be a member of, the Partnership Board.

Right to roam

85 The Director of Distinctive Character shall have the right to roam, meaning that they shall have the right to:
(i) speak to any Partner about any matter at any time;
(ii) see any document which, in their judgement, they need to see in order to perform their work;
(iii) attend any meeting.

Protections of independence

86 The Partnership Secretary and Director of Distinctive Character may not be dismissed or made subject to disciplinary action without the consent in writing of the Trustees of the Constitution.

Delegation of work by Director of Distinctive Character

87 The Director of Distinctive Character may delegate aspects of their work to any other Partner or group of Partners. A Partner acting on behalf of the Director of Distinctive Character in all or part of their role has the same right to roam and protection of independence as the Director of Distinctive Character themself.

President of the Partnership Council

88 Partnership Council shall appoint the President of the Partnership Council & Director of Democratic Engagement after consultation with the Chairman. If the person elected is a Partner, they may not be dismissed or made subject to disciplinary action without the consent in writing of the Trustees of the Constitution.

89 The President of the Partnership Council & Director of Democratic Engagement has responsibility for the independence, health and effectiveness of the Partnership's representative bodies and supports them with the necessary practical arrangements to maximise their effectiveness.

90 The President of Partnership Council & Director of Democratic Engagement shall cooperate and work closely with the Director of Distinctive Character.

Reports to the Trustees of the Constitution

91 The Director of Distinctive Character and President of Partnership Council & Director of Democratic Engagement shall report annually in writing on their work to the Trustees of the Constitution.

92 The Trustees of the Constitution may, whenever they believe it necessary, call a meeting attended by the Director of Distinctive Character and President of Council & Director of Democratic Engagement to discuss any matter.

SECTION 3 – RESPONSIBILITIES TO OTHERS

Customers

93 The Partnership aims to offer its customers the best value in the marketplace for goods and services of comparable quality and availability. Prices must be as low as is consistent with achieving sufficient profit.

94 The Partnership must deal honestly, fairly, courteously and promptly with customers, and respond generously to complaints or claims made in good faith.

95 The Partnership must not take advantage of a customer's ignorance, and must do everything reasonably possible to put matters right if it inadvertently does so.

Suppliers

96 The Partnership's relationships with its suppliers must be based, as with its customers, on honesty, fairness, courtesy and promptness. It looks for a similar attitude throughout its supply chains. In particular, the Partnership expects its suppliers to obey the law and to respect the wellbeing of their employees, their local communities and the environment.

97 The Partnership values long-term cooperation with its suppliers. But it must carefully weigh the risk of vulnerability before becoming unduly dependent on any supplier or group of suppliers, and it should not seek to make any supplier unwillingly dependent on the Partnership.

98 The Partnership must inform every supplier promptly of the guidelines and rules that concern its relationships with suppliers.

99 The Partnership must pay all invoices promptly on the due date, and should seek opportunities for earlier payment in return for adequate discounts.

100 No Partner may use a business relationship, or privileged or sensitive information, in any way for their own or anyone else's personal advantage, or to the detriment of the Partnership.

101 If a Partner receives a gift (other than an unsolicited tip in circumstances covered by the Partner Handbook) from someone with whom the Partnership deals, and cannot reasonably and without embarrassment refuse it or return it to the donor, it must be passed on to the appropriate Partner dealing with local community involvement, so that they gain no personal benefit from it.

102 A Partner may only accept hospitality from someone with whom they have a business relationship if it is modest and if refusal would risk offence or disadvantage to the Partnership. Such hospitality should, if the Partner thinks fit, be returned either at the Partnership's expense or the Partner's own.

103 A Partner must promptly report to management any attempt to persuade them to break these Rules. Provided the matter is neither a misunderstanding nor trivial, the Partnership will refer such circumstances to the civil authorities with a view to prosecution.

104 The Partnership will resist any attempt by a supplier, competitor or other outside body to interfere with its prices, subject only to the provisions of the law.

Competitors

105 The Partnership will encourage as friendly relationships with its competitors as are consistent with fair and vigorous competition.

Public Service

106 The Partnership encourages the involvement of Partners in public service, and will consider sympathetically requests for time off from their work for this purpose.

The Law

107 Partners must know and comply with all legal requirements that apply in their fields of responsibility.

108 The Partnership will seek the prosecution of those who commit crimes against it, other than in exceptional circumstances.

The Environment

109 The Partnership must take all reasonable steps to minimise any detrimental effect its operations may have on the environment, and to promote good environmental practice.

SECTION 4 – AMENDMENT AND INTERPRETATION

110 The Introduction, Purpose, Principles and Rules of the Partnership's Constitution may be amended or cancelled by agreement between two thirds of the voting membership of the whole Partnership Council and the Chairman.

111 Except for the Rules in Section 1 ('How power is shared'), the Chairman may suspend a Rule which they propose to change or cancel, for up to three months before the Partnership Council considers the proposed change or cancellation.

112 The Trustees of the Constitution are responsible for ensuring that any amendment or change to the Constitution is properly made, and that it is recorded, published and made known to Partners. They decide on questions of interpretation, after consultation with the Partnership Secretary and with the Chairman.

113 Any Partner who believes that a Rule is inconsistent with the Introduction, Purpose or Principles of the Constitution may seek the view of the Trustees of the Constitution. They must give their answer to the Chairman and publish it as quickly as possible.

114 The Constitution consists of the Introduction, the Purpose, the Principles and the Rules. It is subordinate to and must not conflict with the two Settlements in Trust made by John Spedan Lewis in 1929 and 1950.

The trustee of the Settlements is John Lewis Partnership Trust Limited ('the Trust Company'). The Trust Company's Chairman is the Partnership's Chairman and its other directors are the Deputy Chairman and the three Partners elected by the Partnership Council as Trustees of the Constitution (Rule 18(ii)). The Chairman (Rule 43) and the other directors of the Trust Company undertake to uphold the Constitution, and to promote in every possible way the wellbeing of the Partnership.

A Partner is an employee of John Lewis plc or of any other company within the Partnership which the Trustees of the Constitution have designated under the 1929 Trust Settlement.

115 In this Constitution, unless the context requires otherwise, the masculine includes all genders and agender, and the singular, the plural and vice versa.

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