

# M&S

EST. 1884

Waterside House  
35 North Wharf Road  
London W2 1NW  
Tel: 020 7935 4422  
marksandspencer.com

15<sup>th</sup> April 2016

H.E. Ban Ki-moon  
Secretary-General United Nations  
New York,  
NY 10017 USA

Dear Mr. Secretary-General,

I am pleased to confirm that Marks & Spencer supports the ten principles of the Global Compact on human rights, labour, environment and anti-corruption. With this communication, we express our intent to implement those principles. We are committed to making the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals.

With regard to principle 3, in regard to our own business from a brand integrity perspective we want to be clear what this means. We respect the right for employees to join a trade union and the principle of freedom of association. We respect the right for employees to join a trade union and the principle of freedom of association. Where our employees are represented by a legally recognised trade union, we respect the principle of collective bargaining. However at Marks & Spencer we are committed to direct employee engagement and participation as we believe that the people who work for us: have invaluable first-hand knowledge of our business operation; have the greatest vested interest in our commercial success and know most about what issues really matter to workplace colleagues. This is the successful approach we have taken since the company was founded in 1884.

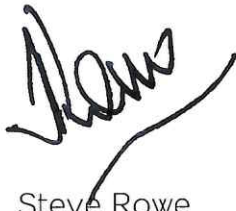
- 
- Marks & Spencer will make a clear statement of this commitment to our stakeholders and the general public. We recognise that a key requirement for participation in the Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to

Marks and Spencer plc  
Registered Office:  
Waterside House  
35 North Wharf Road  
London W2 1NW  
Registered No. 214436  
(England and Wales)

implement the ten principles. We also support women's empowerment principles, children's rights and business principles and confirm our commitment to join UK Local Global Compact Network. We support public accountability and transparency, and therefore commit to annually report on progress within of joining the Global Compact, and annually thereafter according to the Global Compact COP policy. This includes:

- A statement signed by the Chief Executive expressing continued support for the Global Compact and renewing our ongoing commitment to the initiative and its principles. This is included in our annual, Plan A and Human Rights report which will be published in June 2016.
- A description of practical actions (i.e., disclosure of any relevant policies, procedures, activities) that the company has taken (or plans to undertake) to implement the Global Compact principles in each of the four issue areas (human rights, labour, environment, anti-corruption) will be included in our future Plan A reports.
- A measurement of outcomes (i.e., the degree to which targets/performance indicators were met, or other qualitative or quantitative measurements of results).

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Steve Rowe', with a long, sweeping underline that extends to the right.

Steve Rowe

CEO