

WORKING IN PARTNERSHIP FOR A HAPPIER WORLD

# Our Plan for Nature

JOHN LEWIS  
& PARTNERS

JOHN LEWIS  
PARTNERSHIP

WAITROSE  
& PARTNERS



# It's time to go back to our roots

Marija Rompani,  
Director of Ethics & Sustainability, John Lewis Partnership

**This year, as we considered both our heritage and our Purpose, we have taken stock of the impact of our business on the world around us, and reaffirmed our long-term relationship with nature. Our founder, John Spedan Lewis, was passionate about our environment and the wildlife in it, so amidst global climate and biodiversity crises, it makes sense that we have our own Plan for Nature.**

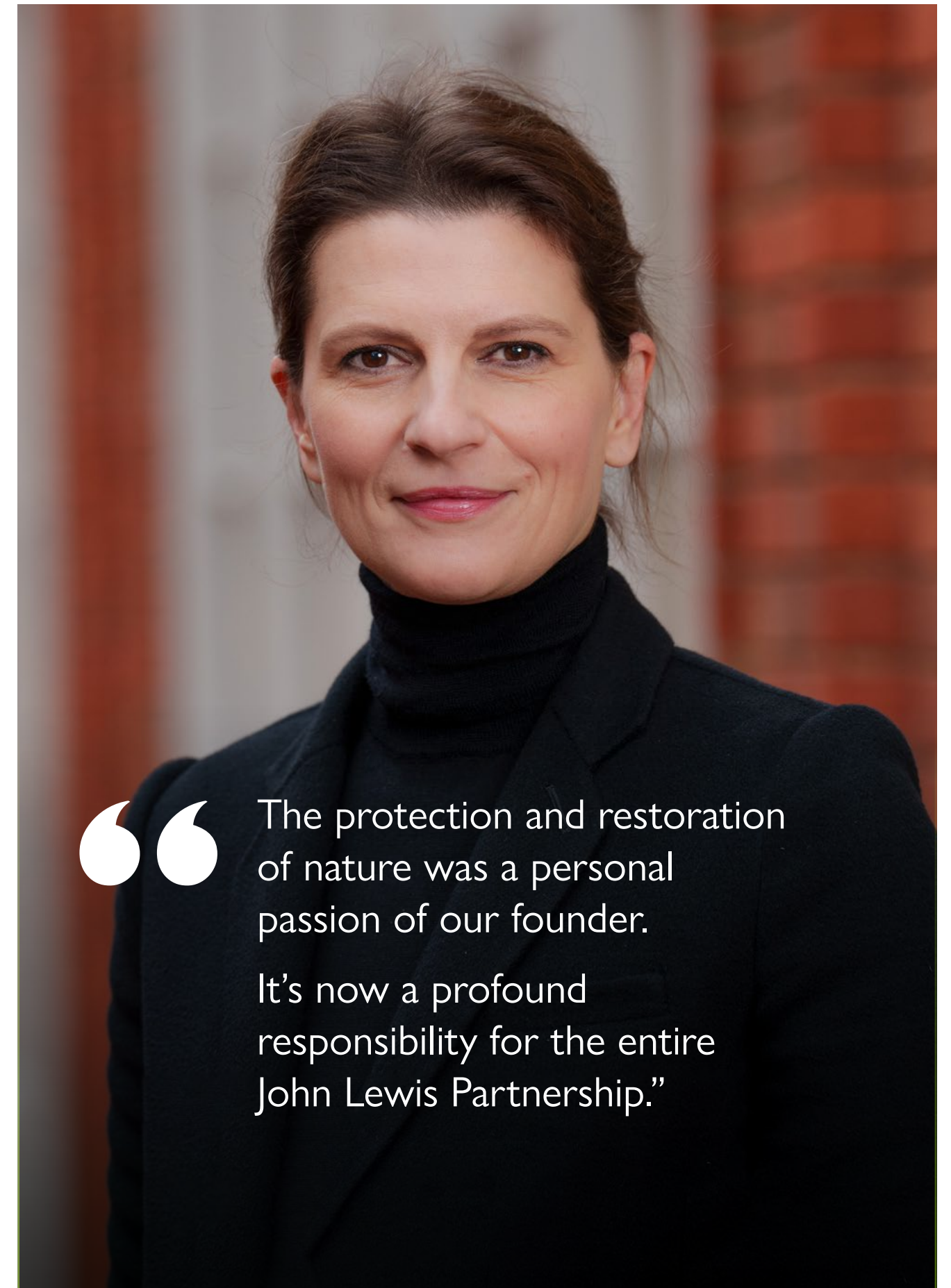
Within these pages, you will find details of our commitment to be bolder in protecting and restoring nature, and how our commitments to reducing the impact of our

commercial activity on the natural world will be put into place. We will continue to work collaboratively to raise the bar, be bold, challenge ourselves, and share our progress for all to see.

In April 2022, the Intergovernmental Panel on Climate Change (IPCC) issued the stark warning that without immediate and severe emissions reductions across all sectors and nations, limiting global warming to 1.5°C above pre-industrial levels would be impossible. Alongside this, wildlife has declined globally by 68% since 1970,<sup>1</sup> and unless we all work together the extinction of more species will accelerate, with dire consequences for humankind too. What needs to be done is clear – the future of our planet hangs in the balance.

Our founder, a passionate naturalist, was ahead of his time in supporting natural history and environmental education projects across the UK. He even embarked on his own ambitious nature project, purchasing the Leckford Estate in Hampshire in 1929 which would serve the Partnership both as a farm to supply products to our stores and as a site to enable the study and conservation of the natural world.

40% of the land at the Leckford estate is managed primarily or solely to promote biodiversity, and our farmland is managed using regenerative agricultural practices, enhancing soil health and water quality. While the protection and restoration of nature was a personal passion of our founder, it's now a profound responsibility for the entire John Lewis Partnership.



“The protection and restoration of nature was a personal passion of our founder. It's now a profound responsibility for the entire John Lewis Partnership.”



I have always thought that, if my own work for the Partnership has in the end some real importance, it will be because to the problems that it is an attempt to solve, I have brought the mind of a naturalist.”

JOHN SPEDAN LEWIS, The Gazette of the John Lewis Partnership, 2 Feb, 1935, p.4



The Covid-19 pandemic has been deeply tragic and painful for many, but during the lockdown period, we learned some valuable lessons. As global transport came to a standstill and industrial sites closed, we experienced falls in carbon dioxide and nitrogen dioxide, and wildlife thrived.

We have seen similar benefits from human intervention, such as the revival of the Patagonian toothfish in the Southern Oceans. A once endangered species, the toothfish population has recovered thanks to the implementation of sustainable, properly managed and monitored fishing. This is one of countless examples where ecosystems have bounced back through human intervention. But more urgency and more action needs to be taken by global leaders, and the British public seem to agree.

77% of respondents to our research commissioned in August 2022 said they want the government to continue taking action to protect and restore nature and biodiversity across the UK. British shoppers would also like to see more collaboration between British businesses, with 67% saying they’d like retailers to work more closely together to solve the most important environmental challenges we face.

That’s why as well as partnering with the World Wide Fund for Nature (WWF), we have teamed up, through our Waitrose brand, with other retailers to support the Responsible Commodities Facility to incentivise farmers in Brazil to farm more sustainably. While we recognise that the scale of the global challenge is bigger than something we can accomplish ourselves, we continue to take industry-leading action. and we’re putting renewed energy into safeguarding our natural world.

With the publication of this plan, we will educate ourselves and others, and seek community-based solutions to the environmental problems which we and the natural world face. This work will apply to both our retail brands – John Lewis and Waitrose – as well as any business, initiative and campaign the Partnership creates in the future.

We know that we are part of the problem when it comes to global nature loss and we must, therefore, be part of the solution.

- Here are just some of the reasons why Our Plan for Nature is so important to us:
- 2022 saw one of the hottest summers in England since records began, and four out of five of the country’s hottest summers in the last 138 years have occurred in the last 19.<sup>2</sup>
  - Insects vital for crop pollination are adversely affected by a loss of biodiversity and may come under threat from invasive species migrating to the UK as the climate warms.<sup>3</sup>
  - Heavy rains after a long dry spell create flash floods devastating to wildlife habitats, and our homes and businesses.<sup>4</sup>
  - Nature is vital in keeping us emotionally, psychologically and physically healthy.<sup>5</sup>
  - Our founder was a passionate advocate for the natural world – honouring his legacy is in our DNA.



# Our business operations

Throughout our business operations, we interact with nature in many ways. We have seven key commitments through which we believe we can make a difference to our natural environment, and which are built into our business strategy: **the Partnership Plan**.



# Our new commitments

We know we need to do more to live up to our ambition to protect and restore nature and we are making new commitments to do so – these are our key five:



We will invest £2 million to fund ecosystem protection and regeneration projects in two key sourcing regions for Waitrose and John Lewis

Read more on page 7



We commit to zero deforestation in the sourcing of key commodities across Waitrose and John Lewis own-brand product supply chains

Read more on page 7



We will provide funding for sustainable water management programmes in three key fresh-produce sourcing areas

Read more on page 7



We will aim to incorporate natural elements and design principles into all key new build and renovation projects

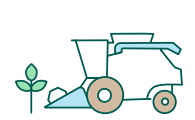
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We will reduce our GHG emissions across our farm at Leckford with the aim to be net zero well ahead of our 2035 commitment

Read more on page 7





# Our new partnership with WWF

We are excited to be partnering with WWF to protect and restore nature in two of our key sourcing regions at home and abroad.

**This new partnership will fund ecosystem regeneration projects and we will share insights gained within our supply base.**

Our ambition in Norfolk, a key source of Waitrose meat, cereal and vegetable products, is to show that regenerative agriculture, nature restoration and carbon sequestration are possible even in one of the most intensively farmed areas of the UK. We aim to create and restore wildlife-rich habitats across the county's landscape as well as in its freshwater and marine environments.

In India, a key source for John Lewis cotton products, we will address water scarcity and water quality in the Noyyal and Bhavani river basins. As well as harbouring unique wildlife upstream, the rivers enable agricultural and industrial activity downstream. The project aims to support local farmers in adopting new land and pollution management practices and help them to develop wetland conservation and invasive species management programmes.

We will be sharing the results and findings of these projects as widely as possible, to encourage collaboration and help create lasting, meaningful change in these environments and beyond.

## The WWF Basket

Our new partnership with WWF builds on our existing work with the organisation. In 2021, Waitrose signed WWF's Retailers' Commitment for Nature alongside four other UK supermarket groups. As part of this industry collaboration, we share an ambition to halve the environmental footprint of a UK shopping basket by 2030

Progress will be measured annually by WWF against metrics linked to climate, deforestation, nature, packaging, food waste and other key criteria, and the results made public.



“The UK is in the bottom ten per cent of countries globally for the abundance of nature, and the way we produce our food is one of the main reasons behind this, as well as being a major contributor to our greenhouse gas emissions.

One of our ambitions with the John Lewis Partnership is to scale up regenerative, nature-friendly agricultural approaches in one of the UK's most intensively farmed landscapes and use our learnings to inspire change across the food sector.”

DAVID EDWARDS,  
Director of Food Strategy at WWF





# Growing and making our products

Everything we sell depends on nature. It is important we source raw materials responsibly, taking only what we need. Our nature-focused sourcing commitments reflect the variety of environments from which we source and include actions we are taking today and will take in the future.



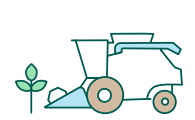
## OUR NEW COMMITMENTS

- We will encourage species regeneration and reduce greenhouse gas emissions across our farm at Leckford to reach net zero ahead of our broader 2035 commitment. Guided by a team of experts and researchers, we will enhance the Estate’s natural habitats – hedgerows, woodland, rivers and arable land – to support animal species such as the water vole, grey partridge and lapwing, and boost a variety of arable plants, sharing all knowledge gained with our UK farmers.
- Through our partnership with WWF, we will fund ecosystem restoration and regeneration pilot projects in priority sourcing regions, sharing the findings with the Science Based Targets Network. We will support grass-roots conservation and nature protection activity in sourcing areas that are key for our business. The impact of those projects will stretch beyond these areas, informing our approach to landscape protection and restoration, and providing lessons which we will share with suppliers and policy makers.
- We will fund and support sustainable water management programmes in three key sourcing areas for our fresh produce, including Medway and southern Spain. This is in line with our target that by 2030 at least 50% of our fresh food will be from areas with sustainable water management. We know that water quality and water security are key considerations for agriculture – a sector that is dependent on both, but that often negatively affects them. Water scarcity is set to increase in many of our sourcing regions due to a combination of climate change and population pressure. We will fund programmes in key regions, through the Courtauld 2030 Water Roadmap of leading sustainability charity WRAP, to collaboratively support sustainable water management, ensuring that our suppliers in these areas are implementing practices that do not contribute to water scarcity or poor water quality.
- We commit to zero deforestation in the sourcing of key commodities across Waitrose and John Lewis own-brand product supply chains for soy, palm oil, cocoa, beef, leather, timber and man-made cellulosics. Building on our work to date, we will create change through improving our own sourcing standards, advocating at a policy level and collaborating across industry in the UK and globally to help

make responsible sourcing and zero deforestation the norm. We are currently working to a zero deforestation and conversion target date of 2028 where we have not already established a target of 2025. We will share more on our targets and plans following the release of the Science Based Targets initiative (SBTi) guidance for land use change.

- We will ensure a human rights lens is applied to any activities designed to mitigate and adapt to climate change or biodiversity loss in our supply chains. This year, along with PwC and Farm Africa, we supported two pieces of research in our supply chain as part of the UK government’s ‘Work and Opportunities for Women’ programme. The research explored the current impacts of climate change and future implications of net zero strategies on women farmers and workers in our Kenyan fresh produce and horticulture value chains. Using the findings, we will be piloting projects over the next 18 months to improve climate resilience, whilst enabling greater economic empowerment and leadership roles for women.





## WE ALSO REMAIN COMMITTED TO ACHIEVING OUR ESTABLISHED TARGETS

- 100% of our own-brand fish and shellfish will come from third-party verified responsible sources by 2025
- Building on our four consecutive ‘Best Retailer’ awards for farm animal welfare from Compassion in World Farming, we commit to continuing to champion world-class animal and fish welfare
- As part of the Waitrose Agriculture Plan, we will support our farmers to farm with nature, establishing our farm on the Leckford Estate as an innovation hub for regenerative farming best practice
- All key raw materials used in own-brand products to be from more sustainable or recycled sources
  - 100% of the cotton, timber, cashmere, and feather and down used in own-brand products will be from more sustainable or recycled sources by 2025
- 100% of the soya used in Waitrose animal and fish feed will be deforestation- and conversion-free by 2025
- 100% palm oil and palm kernel oil-based ingredients and derivatives used in all own-brand products to be RSPO segregated certified by 2025
- 100% of the cocoa used in own-brand products will meet independently certified sustainability standards (Fairtrade and Rainforest Alliance) by 2025
- 100% of polyester, leather and man-made cellulosics used in own-brand products will be from more sustainable or recycled sources by 2028<sup>7</sup>
- Greenhouse gas emissions from our UK farms supply base will be net zero by 2035







# Operations – buildings and transport

Our business operations impact the natural world and create emissions, but it does not have to be this way. Our use of alternative fuels means we are already emitting 38% less CO<sub>2</sub> than if we used conventional fuels, and we are transitioning our operations to be net zero carbon by 2035, whilst setting Science-based targets for our scope 1, 2 and 3 emissions.

## OUR NEW COMMITMENTS

- For all new-build construction projects, we will target a minimum 10% biodiversity net gain. As we expand into the build-to-rent sector and draw up plans for our first sites, we will ensure we are targeting designs that will increase biodiversity.
- We will support science-based targets for nature and we will seek to support and guide the development of the Taskforce on Nature-related Financial Disclosures (TNFD). We are supporting the launch of science-based targets for nature and aim to be amongst the first to set our own targets. These targets will ensure that our activity to protect and restore nature is impactful and science led. Supporting TNFD will build on our ongoing work with the Task Force on Climate-related Financial Disclosures.

## WE REMAIN COMMITTED TO ACHIEVING OUR ESTABLISHED TARGETS

- Net zero carbon emissions across our entire operations by 2035
- Continue to source 100% renewable electricity
- All heavy trucks to be converted to biomethane fuel by 2028
- We will end the use of fossil fuels across our transport fleet by 2030
- Our transport fleet will continue to use biomethane fuel that is created from post-consumer waste
- At our Leckford farm, we will capture and process fugitive biomethane from a newly created lagoon and use this fuel on site





# Customers, Partners and communities

We support our customers and communities in the work they do to enhance the natural world around them through our health work and charitable giving programmes. In this way, we achieve more for the benefit of nature than we can achieve on our own.

## OUR NEW COMMITMENTS

- We will disclose the proportions of meat and plant protein sold by Waitrose. We will also disclose and set a target for the sales of healthier products from which we will implement a health plan to help customers make healthier and more sustainable food choices.
- We will aim to incorporate natural elements and design principles into all key new build and renovation projects. We will work to ensure we are building and creating spaces in which nature can thrive among the people that live and work there, enjoying the benefits this brings.

[Link to strategy](#)  
COMMUNITIES AND CUSTOMERS







To help us achieve our plan for nature, we are working with charitable organisations focused on improving nature in the UK:



John Spedan Lewis Foundation

The John Spedan Lewis Foundation (JSLF), established in 1964, is the Partnership’s UK natural history and conservation charity. Created with an endowment fund, it seeks to continue Spedan’s interests in UK nature and natural history.

Prince of Wales’s Charitable Fund (PWCF)

Enhancing the natural world, inspired by His Majesty King Charles’ values of harmony and sustainability, is a key area of PWCF’s grant making. Waitrose donates funds from the sale of its Waitrose Duchy Organic range that enable PWCF to provide grants to a wide range of nature-based initiatives.



The Prince’s Countryside Fund

We contribute to The Prince’s Countryside Fund (PCF) through an annual donation. The PCF believes a healthy, thriving environment, with flourishing nature and biodiversity, is integral to productive agriculture. It is supporting UK farmers to farm in harmony with nature – to identify their environmental assets, and consider practical steps that can be taken to allow biodiversity and wildlife to thrive alongside their farming practices.



The Golden Jubilee Trust

The Golden Jubilee Trust is our flagship volunteering programme; providing the chance of a lifetime for our Partners to work for a charity of their choice. The purpose of the Trust is to support UK registered charities to bring their ambitions to fruition. Partners are able to volunteer with any charity they choose, and an increasing number are applying for, and being appointed to nature-related charities.

Image by SoStock



WE REMAIN COMMITTED TO ACHIEVING OUR ESTABLISHED TARGETS

- Encouraging direct Partner involvement in nature locally, via volunteering opportunities and support of local charities and community organisations. In 2022 Community Matters, our local giving programme, will focus on nature-related causes throughout the autumn
- We will increase our support of nature and biodiversity-related causes through our charitable giving programmes, and through Partner volunteering activities in the UK
- Through the Prince’s Countryside Fund, we will invest in programmes to address rural deprivation and social cohesion/community togetherness to support the delivery of our on-farm biodiversity ambitions





# Product end of life

The transition towards a more circular economy can help society tackle the root causes of biodiversity loss. It will minimise waste and pollution, reduce the use of new natural resources and support the regeneration of nature.

## OUR NEW COMMITMENTS

- All new John Lewis own-brand products will meet circular design principles from 2028, ensuring they are made to be more durable, reusable or recyclable.<sup>8</sup> Closing the loop on consumption is crucial to ensuring we are making the most of the natural resources we consume. We are working with the Exeter Centre for Circular Economy (ECCE) at the University of Exeter to develop our circularity programme and create own-brand products that are more reusable, durable and recyclable.

## WE REMAIN COMMITTED TO ACHIEVING OUR ESTABLISHED TARGETS

- By 2030, we will reduce operational food waste by 50% against a 2018 baseline
- We will halve food waste in our supply chains by 2030
- All our own-brand packaging will be widely recyclable or reusable by 2023
- 85% of our operational waste to be recyclable by 2028





# Our Ethics & Sustainability Strategy

Under the three pillars of Supply Chains, Environment, and Communities & Customers, our Ethics and Sustainability Strategy guides the work we do in six areas of activity. The health of nature and of the world’s population is present in each area of the three pillars.

For more information about our wider Ethics & Sustainability Strategy, commitments and progress, please read our [Ethics & Sustainability Report](#) or visit the Ethics & Sustainability pages on [our website](#).

## WORKING IN PARTNERSHIP FOR A HAPPIER WORLD

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.

SUPPLY CHAINS	ENVIRONMENT	COMMUNITIES & CUSTOMERS
		
PEOPLE IN SUPPLY CHAINS	CIRCULARITY & WASTE	SOCIAL IMPACT
Protecting the rights of workers in our supply chains and championing the worker voice	Designing with circularity in mind and eradicating waste	Connecting and giving back to communities and charitable causes
		
AGRICULTURE, AQUACULTURE, FISHERIES & RAW MATERIAL SOURCING	CLIMATE ACTION & BIODIVERSITY	HEALTH, NUTRITION & WELLBEING
Guaranteeing a fair deal for producers and supporting them to farm with nature	Reducing greenhouse gas emissions in our operations and supply chains, and protecting and enhancing nature through biodiversity	Enabling customers, Partners and communities to lead healthy and happy lives



# Endnotes

- <sup>1</sup> WWF, The Living Planet Report 2020, 08.09.2022 , <https://livingplanet.panda.org/en-gb/>.
- <sup>2</sup> Met Office 2022, Joint hottest summer on record for England, 21.09.2022, <https://www.metoffice.gov.uk/about-us/press-office/news/weather-and-climate/2022/joint-hottest-summer-on-record-for-england>.
- <sup>3</sup> WWF 2019, Bees feel the sting of climate change in the east of England, 21.09.2022, <https://www.wwf.org.uk/updates/bees-feel-sting-climate-change>.
- <sup>4</sup> Met Office 2022, What causes flash floods?, 21.09.2022 <https://www.metoffice.gov.uk/weather/learn-about/weather/types-of-weather/rain/flash-floods>.
- <sup>5</sup> Mental Health Foundation 2021, How connecting with nature benefits our mental health, 21.09.2022 <https://www.mentalhealth.org.uk/sites/default/files/2022-06/MHAW21-Nature-research-report.pdf>.
- <sup>6</sup> Raw materials in scope of 2025 target: timber, cotton, soya, palm oil, cocoa and cashmere. We have extended this commitment to include polyester, leather, man-made cellulosics and feather and down by 2028.
- <sup>7</sup> Scope and standards are being developed and will be published in due course.
- <sup>8</sup> New durability, repairability and recyclability criteria in the process of being established with industry experts and WRAP working groups.

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