

The John Lewis Partnership's seven principles define how we run our business. They are as relevant today as they were when they were set out by our founder, John Spedan Lewis, in our constitution



PURPOSE

The Partnership's ultimate purpose is the happiness of all its members, through their worthwhile and satisfying employment in a successful business. Because the Partnership is owned in trust for its members, they share the responsibilities of ownership as well as its rewards profit, knowledge and power.

PROFIT

The Partnership aims to make sufficient profit from its trading operations to sustain its commercial vitality, to finance its continued development and to distribute a share of those profits each year to its members, and to enable it to undertake other activities consistent with its ultimate purpose.



Employee Ownership as a Model!

POWER

Power in the Partnership is shared between three governing authorities:

the Partnership Council—representing Partners as a whole most of its members are elected by Partners. Its main role is to hold our management to account, to influence policy and to make key governance decisions. Partnership Council has the power to discuss, to ask questions, and to make recommendations on any subject and elects five directors to the Partnership board.

the Partnership Board—the John Lewis Partnership board is responsible for the proper management of the Partnership's commercial activity. Members of the Partnership Board include the

Chairman, five directors appointed by the Chairman, five directors elected by the Partnership Council who provide a direct link with the Partnership's democratic structure and three non-executive directors. the Chairman The Chairman has personal responsibility for ensuring that the Partnership retains its distinctive character and democratic vitality.



MEMBERS

The Partnership aims to employ people of ability and integrity who are committed to working together and to supporting its Principles. Relationships are based on mutual respect and courtesy, with as much equality between its members as differences of responsibility permit. The Partnership aims to recognize their individual contributions and reward them fairly.