

## What it means to be a Partner

The John Lewis Partnership is the UK's largest employee owned business which is owned in Trust by over 89,000 Partners. Partners have five values that were created by Partners, for Partners, to explain what it means to be a Partner and what makes a great one:

- **Do Right**
- **Give more than you take**
  - **All or nothing**
- **Be yourself always**
  - **We not me**

## Democracy

The Partnership operates on democratic principles, sharing power with all its Partners. Partnership Council represents all Partners by reflecting their opinion to ensure the business is run for and on behalf of the Partners. It shares responsibility for the Partnership's health with the Partnership Board and the Chairman. Its role is to hold the Chairman to account, influence policy and make key governance decisions.

On a branch level, Partner's have the freedom to hold meetings to discuss branch-level and wider business matters that feed into Forum representatives that then pass on to the Partnership Council.

## Partner Choice

Once new starters have successfully passed their earning membership, they become a Partner in our business. With this, comes the benefits available to us.

Partners have 20% discount in Waitrose and 25% discount in the majority of lines at John Lewis, including online. Partners have a wider range of discounts and benefits available to them from discounted stays in our Partnership Hotels to free online cooking classes and even free entry to Jersey Zoo.

As a Partner, you can allocate one additional cardholder, who gets to share these discounts and benefits with you.

Partners are also supported with financial wellbeing, partner support and life insurance. We have our own Partners' Dining Room in branches which is the heart of the branch. Each branch also has its own Social Club run by Partners that is responsible for discounted events throughout the year.