
More Information on our Motions:

The majority of motions proposed this year relate to the standard business we consider each year – our annual report and accounts, remuneration report, director re-election, auditor appointment and political donations.

Motion 3 – Changes to our Executive Pay Policy

You are being asked to consider an additional motion this year to approve our Executive Pay Policy for a further three years. This can be found on pages 77-81 of our Annual Report and Accounts (co-operative.coop/annualresults). The Pay Policy in its entirety was last voted on by members at the 2016 AGM.

In 2017, members voted to support the Remuneration Committee's plans to simplify the incentive arrangements for the Executive by adjusting the balance and design of the annual and long-term incentives provided the total quantum that could be received for annual and long-term incentives did not exceed the amount available under the present arrangements.

In addition, in 2018, members supported a change to the maximum amount payable to our Chief Executive for performance related pay. This change was proposed after a review of what is paid under our bonus plan compared to similar organisations showed that our Chief Executive's total package was a lot lower than the market rate. Rather than increase base pay, your Committee believed it was better to increase the part of pay which links to performance.

While technically not binding, in the event of a vote against motion 3, the Board has committed to consult with the Council Remuneration Working Group on amendments to the Pay Policy with a view to bringing an amended version forward for another vote at the 2020 AGM. In the meantime, the existing Pay Policy would remain in force until it is amended.

Motion 8 – Political Donations

We follow best practice and any decisions on the principles of political donations is put to a vote at the AGM. We are a founding-member and funder of the Co-operative Party, and have member representation on the Party's National Executive Committee. The Co-operative Party was created in 1917 to defend and further the cause of co-operation in the UK, ensuring that co-operators are elected and the Co-operative Movement's voice is heard in Parliament and at all levels of government.

As a subscribing member of the Co-operative Party, last year we agreed funding of £625,600 for 2019 – this level of funding has remained unchanged from the previous year. If this motion is not passed, we will give notice to the Co-operative

Party that we will withdraw as a subscribing member; however, we will honour our existing commitment to give them a minimum of 12 months' notice to terminate our membership and will provide funding until the end of 2020 to allow them time to think about the Party's future. If this motion is passed, we will continue to be a subscribing member, and will also be able to make additional small donations to other political parties, campaigns and organisations which support co-operative values and principles, with total expenditure not exceeding £750,000.

Motion 9 - Safer Colleagues, Safer Communities

Levels of violence directed against shop workers are at unprecedented levels with recent USDAW surveys suggesting 250 shop workers face violence and abuse every day. At the Co-op we see this on a daily basis and also see the increasing use of weapons like knives, axes and guns in those incidents. Of course, this level of violence reflects the increasing problem of violence, particularly knife crime, in communities up and down the country.

At the Co-op our most important duty is to ensure our colleagues can work in a safe environment every day but we also recognise that colleagues and members also live in communities scarred by violence and crime. Therefore, in December 2018 the Co-op announced its latest campaign - Safer Colleagues, Safer Communities - to both keep colleagues safe at work and to help tackle the root causes of crime in communities. You can find further detail of the campaign in our [Safer Colleagues, Safer Communities](#) report.

Motion 10 - Increasing our Commitment to Fairtrade

In 2019 we celebrate 25 years of the Fairtrade Mark in the UK. Throughout this time the Co-op and our members have been pivotal in supporting the movement.

At the Co-op we believe that the principles of Fairtrade chime with our own; paying a fair price, a social premium, and ensuring producer voice is embedded in decisions. These speak to the co-operative values of self-help, self-responsibility, democracy, equality, equity and solidarity.

We are proud of our Fairtrade firsts, including being the first retailer to stock Fairtrade products in every one of our stores and launching the first Fairtrade own brand product helping to truly mainstream Fairtrade. We have also supported the wider Fair Trade movement by working with Traidcraft to bring Fairtrade products to our shelves where the Mark is not available.

Despite the life changing impact Fairtrade has had over the last 25 years the need to continue is as strong as ever. Around 2 billion people globally are dependent on smallholder agriculture and represent the majority of people living in poverty around the globe. The ability to trade on fair terms and receive a fair price remains the best way for these communities to lift themselves and their families out of poverty.

In our Future of Food 2030 we lay out our commitment to ensuring that ‘Everyone that produces Co-op food will get a fair deal’ and Fairtrade remains a core way for us to do this.

Motion 11 - Responsible Sourcing

Climate Change and the impact of humanity on the planet represents the global challenge of this generation.

We note the concerns of the United Nations Intergovernmental Panel on Climate Change, which state that in order to mitigate against disastrous climate change global GHG emissions should be cut in half by 2030, and the statement from the World Wildlife Fund (WWF) that “We are the first generation to know we are destroying the planet, and the last one that can do anything about it.” We acknowledge the natural environment and a sustainable future for people are intrinsically interlinked.

For our Co-op, how we source the resources and ingredients we use is one of the defining legacies we will leave for future generations. We have a great heritage around the responsible sourcing of key ingredients; from a market leading FSC position in wood products and coffins, to use of British protein, sustainably sourced palm oil and responsibly sourced fish in our food products.
