

TIM FALLOWFIELD

Major Career Roles

Corporate Services Director & Company Secretary, J Sainsbury plc
General Counsel & Company Secretary, EXEL plc
Non-Executive Director, Government Legal Department (GLD)
Trustee, Save the Children UK
Chair, The Sainsbury Archive
Chair, Disability Confident Business Leaders Group, UK Department for Work and Pensions

Other Career Highlights

Awarded an OBE for Services to Disability Awareness in the 2020 New Years Honours

Tim Fallowfield is an experienced Direct and board adviser, and Certified Coach whose career has been built at the intersection of governance, risk, legal, regulation and culture. He spent more than 20 years on Sainsbury's Executive Board, having joined the business as Company Secretary and General Counsel in 2001. Over that time he led the Corporate Services Division, bringing together risk management, governance, legal and regulatory functions, along with cyber and information security, insurance, safety and public affairs. He is known for his calm, thoughtful judgement and for creating board environments where directors can contribute at their best.

Before joining Sainsbury's, Tim was Legal Director and Company Secretary at global supply chain business Exel plc from 1994 to 2001, where he oversaw the merger with Ocean Group plc in 2000. He began his career as a lawyer at Clifford Chance, giving him a strong technical foundation in complex, cross-border transactions and regulatory matters. Across these roles he has worked closely with high-profile Chairs, CEOs and Non-Executive Directors on boardroom culture, succession, practical governance and the real dynamics of effective decision-making.

In his portfolio career, Tim combines non-executive roles with coaching and mentoring of senior leaders. He is a Non-Executive Director at the Government Legal Department, where he chairs the Talent and Remuneration Committee, a Trustee of Save the Children and Chair of its Audit and Risk Committee, and Chair of The Sainsbury Archive. He brings to these roles over 25 years of boardroom experience, ensuring that boards are effective as teams and that individual directors can add maximum value in a well-governed, psychologically safe environment.

Tim has a long-standing commitment to disability inclusion and broader diversity. He was Sainsbury's Board Sponsor for Disability and Carers for more than 10 years and a member of the Board's DE&I Steering Group as the company became recognised as a leader in disability inclusion. In 2016 he was appointed by the Disability Minister to establish and chair the Business Leaders Group, advising government on strategy for the employment of disabled people and on the flagship Disability Confident Scheme.

Tim brings deep cross-sector expertise in:

• Board room governance, effectiveness & succession – advising and supporting boards, Chairs and CEOs on culture, composition, succession and practical governance.
• Risk, legal & regulatory oversight – leading corporate services functions spanning legal, risk, cyber and public affairs within complex, regulated businesses.
• Retail, supply chain, government & charities – senior experience in FTSE 100 retail, global logistics, central government legal services and humanitarian charity.
• Disability inclusion, DE&I & stakeholder engagement – shaping corporate and national approaches to disability inclusion and working with government, NGOs and business leaders.

He was awarded Senior Leader for Disability by the Business Disability Forum in 2019 and an OBE for Services to Disability Awareness in the 2020 New Year Honours.