

INCLUSION & DIVERSITY POLICY

Overview

Putting people at the core is at the centre of the Greencore Way. We believe that we ultimately differentiate ourselves through our people and therefore we strive to create a culture where our people can be themselves at work and fulfil their potential. We believe that inclusion and diversity enable better business outcomes.

Our inclusion and diversity approach embeds our purpose across the business and helps our colleagues belong and thrive just by being themselves. It's our commitment to making every day better for our colleagues.

Who does it apply to?

This policy applies to all employment activities which Greencore directly undertakes.

This policy is non-contractual and may be amended from time to time to reflect best practice and any changes in legislation.

What do I need to know or do?

Inclusion and Diversity at Greencore

We are proud of and celebrate the differences that we have, it is what makes us successful. Inclusion means we value everyone, and we support, celebrate, recognise, and engage with all our colleagues, enabling them all to be themselves at work. We should all feel like we belong at Greencore, and Greencore belongs to us all. We want everyone to achieve their potential.

Diversity means we are made up of many, different people. We use a broad definition of diversity which may be visible difference such as gender, ethnicity or nationality, but it might also be non-visible differences for example, sexual orientation, faith/religious beliefs, family background, disability, thinking styles and perspectives, educational background and age. Our diversity isn't just about protected characteristics, it's about social inclusion, making sure that we are open for everyone, no matter what their background.

We believe that inclusion and diversity are not only inter-changeable but inter-dependent and by capitalising on these we create a culture where diversity of thought, connectedness and innovative solutions combine to make us a better business.

Our commitment

We have set out four aspirations which we work to achieve:

- a workforce at least as diverse as the communities in which we operate, the customers we serve, and the consumers who buy our products, at every hierarchy level
- a culture where our people can be themselves at work
- an organisation that creates opportunities for our people to fulfil their potential at work
- a business that has inclusion and diversity hardwired into everything we do, where every colleague understands how important it is to us and where we demonstrate that every day

We are committed to ensuring that our leaders embrace difference and lead inclusively. We invest in development to support them to create an environment that enables everyone to reach their potential. We also extend this learning to everyone who works for us, helping them better understand difference, embrace it and work collectively with their colleagues.

Fair treatment

We are committed to a non-discriminatory workplace and operate a zero-tolerance approach to any form of discrimination. We do not accept any behaviour or attitudes that discriminate against anyone.

As set out in our Ethical Code and Employment Standards, and our Code of Ethics and Business Conduct we are committed to ensuring that all colleagues and potential colleagues are treated with dignity and respect.

We are an equal opportunity employer and aim to ensure that all colleagues and potential colleagues are treated equally both during recruitment and through employment, regardless of their unique characteristics. When recruiting for our colleagues, we welcome and encourage the unique contributions different people can bring and ensure that our adverts state our intentions.

We recruit, make selection and promotion decisions based solely on performance and capability. We strive to help all colleagues to grow a rewarding career at Greencore and our development opportunities are designed for all. We commit to help all colleagues to build a development plan that supports them to realise their career goals.

All of these make us a better business and help us to make every day taste better for our colleagues, our customers, and the consumers who buy our products.

Monitoring

We regularly monitor our performance when it comes to inclusion and diversity, through colleague surveys such as our annual People at the Core survey, and through colleague feedback in our inclusion events and listening groups. We also monitor a set of KPI's aligned to our aspirations and collect and gather demographic data from application through to employment, to ensure that our processes are fair and equitable for all.

The information we collect for monitoring purposes is limited, anonymised, and treated as confidential, it is not used for any other purpose and complies with relevant data protection legislation. We don't keep this information for any longer than is necessary. We continually monitor this information to ensure that we are representative of our colleague workforce and create opportunities for everyone to progress.

Disciplinary procedures

We will take appropriate action if a colleague behaves in a way which goes against the spirit of our policy on inclusion and diversity.

How will I be supported?

Raising concerns

If a colleague has any concerns in relation to any actual, perceived, or potential discrimination, they should contact their line manager or local HR representative immediately. We recognise that in certain

circumstances, a colleague may not feel comfortable raising this matter directly with their line manager or local HR representative. To overcome this potentially difficult circumstance and to protect colleagues' anonymity, we have employed the use of NAVEX Global.

NAVEX Global is an anonymous, free to contact and confidential service to enable colleagues to report any concern, this could include concerns in relation to inclusion and/or diversity discrimination. A completely independent organisation with impartial employees trained to handle these types of calls, colleagues can phone in total confidence knowing that the call will not be traced or recorded, and they will not even be asked for a name.

The information that is given to NAVEX Global will be passed on to our Head of Risk Management, or our Group Company Secretary if more appropriate, who will take appropriate investigative action without compromising the caller in any way. There is no charge; colleagues can even call from home for total privacy. NAVEX Global gives a unique code number to make it easy for the colleague to phone back if they wish.

Colleagues can contact NAVEX Global via telephone or website:

- UK: 0800 015 9726
- Ireland: 1800 901 786
- Website: greencore.ethicspoint.com

Colleagues can also access support from our employee assistance programme (EAP) provided by Groceryaid or our inhouse peer to peer wellbeing programme Talk2Us. Details of which are available on the company intranet or site notice boards.

How are records kept?

All associated documentation will be treated as confidential and kept in accordance with the principles of the Data Protection Act 2018, which state that any personal data kept should be necessary, fairly and lawfully processed, relevant, accurate and secure.

How will the policy be monitored?

We regularly review the effectiveness of our policies and ways of working to make ongoing improvements. The effectiveness of this policy and associated arrangements will be regularly reviewed by the Head of Inclusion under the direction and supervision of the Chief People Officer and Group Company Secretary.

Related documents I may need to know?

This policy should be read in conjunction with:

- The Greencore Code of Ethics and Business Conduct
- The Greencore Ethical Code and Employment Standards Policy
- The Greencore Dignity at Work Policy