

Inclusion and Diversity

Our people are at the core of what we do at Greencore. We firmly believe that embedding inclusion and diversity (I&D) across the business helps our colleagues to thrive just by being themselves and leads to better business outcomes.

Inclusion at Greencore means that we are proud of and celebrate the difference that we have, it is what makes us successful. This means we value everyone, we support, celebrate, recognise and engage with all our colleagues, and enable everyone to be themselves at work.

Diversity at Greencore means we are made up of many, different people. That may be visible differences 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.

Key commitments

- We aspire to operate a business that has inclusion and diversity hardwired into everything we do, where every colleague understands how important it is to us and we demonstrate that every day.
- We aim to have 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.
- We aim to have a culture where our people can be themselves at work.
- We intend to be an organisation that creates opportunities for our people to fulfil their potential at work.

Progress highlights

33 colleagues & 22 leaders

have taken part in our reverse mentoring partnership with IGD.

£500,000 pledged for under-represented groups through Levy Share Initiatives.

We have committed to train all our hiring managers in ethical and inclusive recruitment through our Licence to Recruit programme.

In October we introduced our first Menopause Policy, which supports colleagues going through the menopause transition and raising awareness of the topic.



Delivering on the UN SDGs



What's next in FY24

We will continue to progress our four focus areas: age (under 25), gender balance, ethnicity and inclusion. We will do this through continuing to work towards our aspirations, by focusing our action plans into five key areas:

- Being inclusive in our approach to leadership.
- Providing a voice for colleagues, and ways of helping people belong along with greater acceptance of difference.
- Creating more opportunities for our people, placing greater focus on social inclusion to enable disadvantaged people to fully participate in society.
- Being transparent and visible in our commitment to inclusion and diversity.
- Ensuring we attract and select a diverse range of colleagues to join us.

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Performance tables

Gender diversity	FY21		FY22		FY23	
	Male	Female	Male	Female	Male	Female
Across the Group	60%	40%	61%	39%	61%	39%
At Board level	45%	55%	40%	60%	56%	44%
At Group Executive Team level	57%	43%	71%	29%	100%	0%
At Group Executive Team direct reports level (-1)	54%	46%	56%	44%	51%	49%

		FY20	FY21	FY22	FY23
Ratio of basic salary and remuneration of men to women	Salaried	1.2 : 1	1.13 : 1	1.17 : 1	1.18 : 1
	Weekly	1.19 : 1	1.05 : 1	1.05 : 1	1.02 : 1

	FY20	FY21	FY22	FY23
Incidents of discrimination and corrective actions taken	5	3	3	8

Gender pay gap breakdown*

		FY20	FY21	FY22	FY23
Ordinary pay	Gender pay gap: median	Female 8% lower	Female 5% lower	Female 6% lower	Published in 2024
	Gender pay gap: mean	Female 7% lower	Female 7% lower	Female 7% lower	Published in 2024
Bonus pay	Gender pay gap: median	Female 9% lower	Female 8% lower	Female 6% lower	Published in 2024
	Gender pay gap: mean	Female 59% lower	Female 3% lower	Female 23% lower	Published in 2024

*All UK entities including Greencore Food to Go Ltd, Freshtime UK Ltd, Greencore Grocery Ltd, Greencore Prepared Meals Ltd and Greencore Foods Ltd.