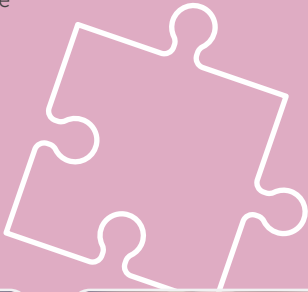


# Inclusion and diversity at Greencore



To help you explore what working at Greencore feels like we have summarised some of our key policies and approaches, and how we best support colleagues. In this summary we highlight the key aspects of our approach to inclusion and diversity.

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.



- To best enable our colleagues and managers we have a dedicated Inclusion and Diversity policy, supported by education and training for colleagues, managers and leaders
- We are proud of and celebrate the differences that we have, it is what makes us successful
- We expect colleagues to be respectful of everyone's differences
- We expect our leaders to embrace difference and lead inclusively
- We invest in development to support colleagues to create an environment that enables everyone to reach their potential
- We are committed to a non-discriminatory workplace and operate a zero-tolerance approach to any form of discrimination
- 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
- We regularly monitor our performance when it comes to inclusion and diversity, through colleague surveys, feedback and against key performance indicators
- We regularly review the demographic make-up of our organisation, such that we can take action to address any inequalities or remove barriers

## Inclusion at Greencore

Inclusion at Greencore 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 at Greencore

Diversity at Greencore 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.

Our commitment to I&D is brought to life through our four aspirations, we want 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

Making every day taste  
*better*