

Parenthood at Greencore

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 supporting parents.

We are committed to supporting our colleagues to be parents and appreciate the life changing impact becoming a parent can have, particularly whilst juggling a career. Along with policies which support colleagues to balance work and life, we have a dedicated parenthood policy, designed to support parents and we seek to strike a balance between business needs and the needs of the colleague to meet their care obligations.



Colleagues can expect a wide range of benefits, designed to provide support at various stages on the path to parenthood, subject to eligibility and service requirements from 1st April 2025:

- We provide enhanced paid time off for maternity and adoption, at 26 weeks full ordinary pay, and for paternity at 3 weeks full ordinary pay
- We support colleagues in the cost of becoming a parent with a one-off payment of £750, subject to tax and national insurance, designed to assist in getting ready for their new arrival
- We provide paid time off for both parents to attend antenatal appointments
- We provide a phased return to work for mothers, so they can ease back into working life following their maternity leave, and pay them 100%, whilst asking them to work only 80% of their contracted hours for their first month back at work
- We seek to empower managers to support colleagues becoming a parent, with guides, resources, and celebration opportunities
- We aim to provide comfortable facilities for mothers on their return, to express/store milk
- We recognise that becoming a parent for everyone is different, and seek to provide support tailored to the individual's needs, encouraging care for one another
- We recognise that the path to parenthood is not easy for everyone, and we remain committed to evolving more of our policies on this in the future.

I am so proud of the progress we're making in fostering greater inclusion and diversity at Greencore.

Colleague at Greencore



Greencore have listened to its colleagues and are investing in nurturing a diverse, inclusive and supportive workplace, they have made the path to parenthood more supportive for colleagues.

Colleague at Greencore

**Making every day taste
better**