

fertility

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 supporting colleagues who are facing fertility challenges.

We are committed to supporting our colleagues and appreciate that everyone's fertility journey will be personal and individual to them. We recognise this can be an incredibly difficult time, not only emotionally but also physically and financially. Along with policies which support colleagues to balance work and life, we understand that colleagues facing fertility challenges may require time away from work to attend investigations or treatments.



Colleagues can expect to be supported at various stages on their unique path to parenthood.

- We provide up to 5 days paid time off for both genders, when colleagues are undergoing a cycle of fertility treatment, for up to a maximum of three cycles during the term of employment in order to facilitate attendance at appointments
- We seek to empower managers to support colleagues facing fertility challenges, with guides, and resources to help them better understand how they can support
- We provide dedicated fertility education for managers to help them better understand the challenges their colleagues face when undergoing fertility treatment
- Whilst undergoing fertility investigations or treatments, we understand that colleagues may require reasonable adjustments and will make every effort to support their needs
- We recognise that the path to parenthood is different for everyone is different, and seek to provide support tailored to the individual's needs, encouraging care for one another

Being able to give colleagues flexibility, reassurance and help when they need it, should be a given thing. This kind of policy and guidance allows us as managers to do just that, and make sure we're able to support our teams in the right way during the moments where its most needed.

Colleague at Greencore



'Going through a fertility treatment can be like a second job, having to schedule tests, make appointments with clinics, take medications at certain times and so on. The right support from your manager can make the world of difference, when going through something like that, everyone deserves support and understanding.'

Colleague at Greencore

