

Pregnancy and Child Loss 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 have suffered the loss of a pregnancy or child.

Should a colleague face these devastating and tragic circumstances, we recognise that grief affects people in different ways and are committed to providing all colleagues with appropriate support. 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 coming to terms with this loss may require time away from work.

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

- In the case of pregnancy loss (before 24 weeks), we provide up to one-week paid leave for birthing parents and supporting partners, regardless of gender, to give colleagues time away from work as required
- In the case of child loss (after 24 weeks up to 18 years of age), we provide up to two-weeks paid leave for birthing parents and supporting partners, regardless of gender, to give colleagues time away from work as required
- We recognise that these events will impact everyone in different ways, and will seek to provide additional support tailored to the colleagues' needs around flexibility and time away from work, encouraging care for one another
- We seek to empower managers to support colleagues who have been through pregnancy loss, with guides, and resources to help them better understand how they can support
- We provide dedicated education through workshops for managers to help them better understand the challenges their colleagues face when impacted by miscarriage or bereavement
- Additionally, personalised counselling and further avenues of support are provided through our employee assistance programme

I'm proud that Greencore have taken the time to listen and introduce policies relating to pregnancy loss. The fact that we can tailor support to the individual is going to mean so much to colleagues.

Colleague at Greencore

I hope that I don't ever have the need to sign-post or use the support put in place for pregnancy and child loss, but knowing that the education, awareness and support avenues are there gives me confidence as a manager that I can support my colleagues if the need ever did arise.

Colleague at Greencore

Making every day taste
better