

Greencore Group
(“Greencore” or the “Group”)
Diversity and Inclusion Policy

Greencore’s vision is to be a fast-growing leader in UK convenience food. In order for Greencore Group to achieve its vision, it embraces a shared approach to doing business, this is known as The Greencore Way.

The Greencore Way describes both who we are and how we will succeed. It is a simple model that brings together the key elements of how we operate and is organised around four core principles:

- *People at the Core*
- *Great Food*
- *Business Effectiveness*
- *Cost Efficiency*

As “People at the Core” is one of the core principles of the Greencore Way, our people are central to everything we do, from our manufacturing operations to developing our latest recipes and products and our relationships with customers. We believe that we ultimately differentiate ourselves through our people.

As part of this principle we are committed to treating all employees equally in all respects and promoting diversity and inclusion within Greencore.

The purpose of this Diversity and Inclusion Policy (the “Policy”) is to set out Greencore’s approach to ensuring diversity and inclusion are embraced within our business. This Policy should be read in conjunction with:

- *The Greencore Ethical Code and Employment Standards Policy*
- *The Greencore Code of Conduct*
- *The Greencore Dignity at Work Policy*

Policy Statement

It is in the interests of both Greencore and our colleagues to ensure that we utilise the skills of the total workforce. Greencore does not accept any behaviour or attitudes that discriminate against anyone. Greencore's objective is to ensure that all colleagues and potential colleagues are treated equally both during recruitment and employment regardless of age, disability, gender (including gender reassignment), marital or civil partnership status, parental status, race, religious beliefs, or sexual orientation. Greencore does not discriminate, and will not tolerate any colleague discriminating, either directly or indirectly, against any colleague or any potential colleague based on any of the aforementioned.

Our intention is to ensure that our workforce is representative of all sections of society and each colleague feels respected and empowered to be themselves and to achieve their potential.

As set out in our Greencore Ethical Code and Employment Standards Policy, Greencore is committed to ensuring that all colleagues and potential colleagues are treated with dignity and respect. Selection for employment, promotion, training or any other benefit is based solely on aptitude and ability. All colleagues are offered support to reach their full potential and Greencore is committed to ensuring that the talents and resources of all of our colleagues are recognised and are fully utilised to maximise the efficiency of our business.

Our Commitment

Greencore is committed to:

- Ensuring senior management commitment to promoting diversity and inclusion;
- Creating and maintaining an environment of belonging in which individual differences and the contributions of all our colleagues are recognised, rewarded and valued;
- Ensuring that all colleagues are provided with a work environment which promotes dignity and respect to all;
- Promoting equality and diversity in the workplace;
- Ensuring our employment practices promote fairness and equality; and
- Ensuring compliance with, and regular review of, this Policy.

Responsibilities of Management

Responsibility for ensuring the effective implementation and operation of the diversity and inclusion arrangements and this Policy falls within the remit of the Group HR Director.

In addition, all colleagues at all levels throughout the Group have responsibility for ensuring compliance with this Policy and diversity and inclusion arrangements, and that all reasonable and practical steps are taken to promote diversity and inclusion at all levels, avoid discrimination and ensuring that all grievances concerning discrimination are dealt with properly, fairly and as quickly as possible.

Responsibilities of Staff

As set out above, it is the responsibility of all colleagues to ensure that there is no discrimination, unlawful or otherwise, within the workplace. Colleagues' attitudes and behaviours are critical to the successful operation of fair employment practices and this Policy. In particular, all colleagues should:

- Comply with the Policy and arrangements;
- Not discriminate in their day to day activities or induce others to do so;
- Not victimise, harass or intimidate other colleagues based on their age, disability, gender (including gender reassignment), marital or civil partnership status, parental status, race, religious beliefs, or sexual orientation; and
- Inform their manager if they become aware of any discriminatory practice.

Equality Training

Greencore will offer various briefing sessions and training to colleagues in respect of diversity and inclusion. Furthermore, training on this Policy will be offered to all HR Business Partners and People Services Associates.

Monitoring

It is imperative that this Policy is translated into practice consistently across the Group. Accordingly, a monitoring system will be introduced to measure the effectiveness of this Policy and associated arrangements.

The monitoring system will involve the routine collection and analysis of information on employees by gender, ethnic origin, grade and length of service in current grade, as well as information relating to disabilities.

We also intend to assess the extent to which recruitment to first appointment, internal promotion and access to training/development opportunities promote equal opportunities.

The information collected for monitoring purposes will be limited, anonymised and treated as confidential and it will not be used for any other purpose. Furthermore, the information will be kept for no longer than is necessary.

If monitoring demonstrates that Greencore, or any functional areas, are not representative, or that sections of our workforce are not progressing, then an action plan will be developed to address these issues.

Disciplinary Procedures

We will take appropriate action if a colleague works outside of this Policy. If a colleague breaches the standards Greencore expects or displays any inappropriate behaviour which is against this Policy, we will investigate and, if appropriate, take any necessary action in line with the Disciplinary Policy.

Raising Concerns/ Employee Ethics and Compliance Hotline (Whistleblowing)

If any colleague has any concerns in relation to any actual, perceived or potential diversity discrimination, he or she should contact their line manager or local HR representative immediately. Greencore recognises that in certain circumstances, a colleague may not feel comfortable raising this matter directly with their line manager or local HR representative. To overcome this potentially difficult circumstance and to protect colleagues, Greencore has employed the use of NAVEX GLOBAL.

NAVEX GLOBAL is an anonymous, free to call and confidential service to enable colleagues to report any concern, this could include any concerns in relation to diversity discrimination.

NAVEX GLOBAL is a completely independent organisation with impartial staff trained to handle these types of calls. Colleagues can phone in total confidence knowing that the call will not be traced or recorded – and they will not even be asked for a name. The information that is given to NAVEX GLOBAL will be passed on to the Head of Risk Management, or the Group Company Secretary if more appropriate, who will take appropriate investigative action without compromising the caller in any way. There is no charge; colleagues can even call from home for total privacy. NAVEX GLOBAL gives a unique code number to make it easy to phone back with more information if the colleague wishes.

Colleagues can contact NAVEX GLOBAL free by dialling:

- UK: 0800 015 9726
- Ireland: 1800 901 786

Continuous Review

The effectiveness of this Policy and associated arrangements will be regularly reviewed under the direction and supervision of the Chief People Officer and Group Company Secretary.