

THE CORE

WE TALK TO OUR

Business Unit
Directors

All you need to
know about our
**OCCUPATIONAL
HEALTH TEAM**

OUR EXECUTIVE CHEF TALKS

FOCUS

On Sustainability

GREAT FOOD



Dai Plewellyn



PG 8

Grow with Grencore
Develop your career



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A Day in the Life of
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Grencore Excellence
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Did you know that Greencore is active across social media? You can follow us, share our posts with your networks and tag **#Greencore** in your own social media posts about the great things you're doing at work.

Our social media accounts can be found at:

f facebook.com/greencoregroup

in linkedin.com/company/greencore

t twitter.com/GreencoreGroup

@ instagram.com/greatfoodtgw

When sharing your news, tag **@Greencore** or use our hashtags **#Greencore** **#GrowwithGreencore** **#PeopleattheCore** **#TheGreencoreWay**

We post new stories to our 54,000+ followers every day, so why don't you follow us too?

THE CORE

A Word from the Editors

Hello and welcome to our first issue of *The Core*— our Greencore colleague magazine. Each issue will include stories of the great things going on across our sites, introduce you to some of our colleagues and share important business information.

Do you know which business unit you work in? Or who our business unit directors are? On pages 4-7, you can read about the different parts of our business that make up Greencore.

In each issue, we're going to keep you updated on the training and development opportunities that you can get involved in at Greencore. On page 8 & 9, you can hear from colleagues who have participated in our Line Manager and Line Coordinator Framework programmes.

We'll use *The Core* to share examples of best practice from around our sites – on page 13 you can read about safety and environment stories from Park Royal and Northampton and on page 14 & 15, updates on our Greencore Excellence programmes.

We're known for our great food, so you won't be surprised we've included 3 pages (16-18) to update you on some great things we are doing in this area. Dai Llewellyn, one of our executive chefs, has also shared a favourite recipe for you to try out at home!

Finally, we do lots of fantastic work in the local community around our sites - supporting schools, charities and voluntary organisations. Read more about some of these activities on pages 21 & 22.

Enjoy the read! *Abi & Ruth*

THE FACES BEHIND THE WORDS

We're working hard to further improve how we communicate at Greencore. Driving and supporting this work is our Engagement and Communications team – Abigail Blake and Ruth Henstock.

Hopefully the work we do helps you understand more about what we're doing at Greencore and the part you have to play. We support all areas of communication including briefings, Town Halls, electronic screens, the intranet, our social media channels, posters, conferences, publications and all-user emails.

We're passionate about sharing news - we'd love to know about the work you're involved in, exciting things happening at your site, work you've been doing in the local community, feedback you've received from customers, awards your team have won, new products you're developing – let us know about it and we'll shout about it!



We'd also love to hear your feedback on the magazine – what do you like? What else would you like to hear about? Have you got news you'd like to share? Send your ideas and thoughts to colleague.communications@greencore.com, give one of us a ring or text us on **07971 140954**.



Ruth Henstock and Abigail Blake -
our Engagement and Communications team

Taking to the road to promote Greencore

Our 15 degree apprentices have been out and about at events across the UK supporting recruitment for our next intake of future leaders of Greencore.

With stands at events including What's Next at North Notts College and the Exeter Apprenticeship Expo, our apprentices spent time talking to attendees about Greencore's Degree Apprenticeship Programme.

This programme gives individuals valuable experience of working in a commercial, technical, manufacturing or HR based role whilst studying for a Chartered Management Institute or Food Industry Technical Professional degree.

Noah Modi, Commercial Degree Apprentice, and Jack Stapley, Operations Degree Apprentice at our Selby site attended an event at a local college to speak to prospective apprentices about the benefits of doing on the job-based learning.

Noah said: "We spent the day giving an overview of Greencore and what it's like to work and study at the same time. The students were really interested in our experiences. Although a little nervous at first, it felt really good to be speaking to people who were in our position a year ago about our programmes. Hopefully it will result in more successful applicants this year."

Assessment centres are now complete with our next intake of recruits joining Greencore in September.



Chloe Santo & Jack Sampson at the Exeter Apprenticeship Expo



Noah Modi & Jack Stapley at Selby College

Hydroponic Apollo

Our Food to Go and Northampton teams have partnered with Jepco, a specialist grower, on a new state-of-the-art facility to grow clean hydroponic lettuce all year around.

This facility can produce product throughout the winter months with the use of artificial lighting and heating, enabling a stable level of production. Bow, Manton Wood, Northampton and Park Royal will use most of the product with Atherstone also taking volume when production is at its highest.

The growing facility has 14 deep water ponds in an area of 1.4 Ha (the size of two football pitches) and will produce approximately 10,000 heads of lettuce per day. Using UV lighting, the site includes key sustainable processes including the recirculation of water, with approximately 95% less water being used than conventional farming.



Specialist hydroponic facility growing lettuce all year round

The site also has a high care washing facility which means the lettuce will be chopped, washed, bagged and supplied ready to eat into our sites. The time from harvest to delivery is reduced to hours instead of a couple of days.



PATRICK'S COLUMN

It's great to share my insights, experiences and reflections in our new colleague magazine. As I don't get to meet many of you face to face on a regular basis, I'm always keen to hear about the work you're doing – *The Core* is an excellent way to share these great stories.

Since my update in December, we've continued to win in the UK convenience food market. We're empowering our business units to create and deliver their own strategy, plan and budget, as well as staying committed to delivering our Group plans.

We've now recruited a leadership team, led by Simon Ball, for our Salads business – which includes our Boston and Spalding sites – that will 'go live' on 1 April.

Despite challenging trading conditions, we started our financial year in line with plan. There are always going to be external factors – things such as the implications of the Coronavirus and Brexit – which will impact on our business and we need to work cleverly as these come in to play.

In order to perform at our best, it's important everyone understands our plans and how each of us can contribute to these. It's also vital we all do what we can to help our customers succeed in a challenging market by enabling speedy and sensible decision making and sustaining fantastic levels of customer service.

Underpinning everything for me, is making sure our working relationships are based on trust. This means supporting and respecting each other, having the confidence to challenge, when we need to, and making sure that Greencore is a fun and friendly place to work.

As we move into spring, I'd encourage everyone to keep up the positive momentum across the business and make the most of every opportunity available to us.

Patrick Coveney,
Group Chief Executive Officer

Did you know that across Greencore we have four different business units? And from April, there will be five. Our Summer edition will feature our Salads Business Unit which includes our Boston and Spalding sites. This issue, *The Core* talked to our Business Unit Directors in Prepared Meals, Selby, Northampton and Food to Go to find out more.

OUR BUSINESS UNITS

BUSINESS UNIT: | Prepared Meals

Our Prepared Meals Business Unit Director is Fred Lea - he's been with the business since last summer. Prior to joining Greencore, Fred worked for Kimberly Clark, who make and sell brands including Andrex, Kleenex and Huggies. He has also worked for General Mills, who produce brands including Haagen Dazs, Nature Valley, Yoplait and Old El Paso.

FRED, TELL US MORE ABOUT PREPARED MEALS

Financial year 2018 was challenging – with competitive market conditions and the closure of our longer life prepared meals manufacturing facility in Kiveton. Since then, teams have worked hard to improve our operational and financial performance. We're now in a much stronger position.

HOW IS BUSINESS DOING?

We're on the up! We met plans in the first quarter of this financial year and I'm confident we can achieve our full year plan. We have lots of opportunities with new and existing customers.

Following major investment in 2018 at our purpose built Italian ready meals site in Warrington, business is going from strength-to-strength - feedback from Tesco has been exceptional. We now need to focus on what more we can do to develop our business with them and ensure we maintain excellent service levels and quality.

In the autumn, we worked in partnership with Asda to relaunch a range of products at our Wisbech site. This meant changing everything from recipes to packaging. These products are now on the shelves – it's early days but they're performing well. This project is an excellent example of how we can strengthen customer relationships.

We've also been working closely with Co-op, particularly at Consett and Wisbech. Their focus has been ensuring they get the right range of products to the right stores.

Aldi is another of our recent success stories – we've won some business with them in chilled soup and sauce. I'm excited to be working

with them as they open more stores across the country.

Our Bristol site has benefited since major investment in 2018 and has increased capacity to be able to service new business.



Purpose built Italian ready meals site in Warrington

WHAT ARE THE FOCUS AREAS OVER THE COMING MONTHS?

Much of what we do is highly seasonal – over winter there is a big focus on soup and in summer, there is higher demand for quiche. We're hoping for a long hot summer! We need to continue the improved operational performance and maintain the positive momentum we've built with customers to ensure strong volumes.

It's not just about volume and how much we can sell, it's about making sure what we sell is profitable. The more we can save on things like waste, energy and raw material costs, the better our conversion costs will be. Our Greencore Manufacturing Excellence programmes support this – you know the site you work in and I'm sure you can see improvements that we can make. Make sure you let us know.

WHAT'S YOUR MESSAGE TO THE PREPARED MEALS TEAM?

We've bounced back, confidence is up, our business unit is moving forward. We're focused on growth, and the future, and all our colleagues have a part to play in helping to achieve this.

Fred Lea.

Prepared Meals Business Unit Director

What do you most enjoy about your role?

The variety and the pace as well as working closely with our customers – I think this is something that is a real selling point for Greencore in the market.

What's a typical day like in your role?

No two days are the same – it could be time with the commercial team on an opportunity (or challenge), time visiting our customers, visiting one of our sites or time with our Group Leadership Team discussing the broader Greencore strategy.

How would you describe Greencore?

Fast-paced, with a strong culture of delivery. One thing that really sets us apart is the depth of our customer relationships.

What do you enjoy doing when you're not at work?

Family time and holidays...work is busy so I really enjoy the downtime. I'm also a big rugby fan and enjoy getting out on my bike and skiing.

What is your favourite Greencore product?

Tesco Finest Lasagne.



Sites

Bristol, Consett, Kiveton, Leeds, Warrington & Wisbech



Types of products

Italian ready meals, Indian ready meals, quiche, Yorkshire Puddings and chilled soups & sauces



Key Customers

Tesco, Asda, Co-op, Aldi, Sainsbury's



Catherine Bradshaw, Selby Business Unit Director

What's a typical day like in your role?

Each day varies but I will check on operational and customer performance, work through any escalated issues and spend time with my team.

If you could change anything at Greencore, what would it be?

I would update our systems so we could turn data into insight quickly.

What has been your greatest achievement since joining Greencore?

In 2019, the Food to Go finance team, which I was part of at the time, won Yorkshire Finance Team of the Year. It's fantastic to be part of a team recognised externally as being industry leading.

What do you enjoy doing when you're not at work?

I have a border collie who is extremely active which means I have to be active too! I like going to concerts and I'm trying to complete the A-Z of live band performances.

What is your favourite Greencore product?

Asda Extra Special Tomato and Mascarpone Sauce.

BUSINESS UNIT: | Selby

Our Business Unit Director at Selby is Catherine Bradshaw - she's worked at Greencore for four and a half years. Before moving into the Selby role, Catherine was Finance Director for our Food to Go business. She started her career at KPMG before moving to Northern Foods where she held various roles including Internal Audit Manager and Finance Director for their Convenience Foods division. Before joining Greencore, Catherine was Finance Director for Morrisons Manufacturing.

CATHERINE, TELL US MORE ABOUT SELBY

We are the number one supplier of own label sauces and pickles to a wide range of well-known retailers. We make over 600 different products for over 50 different customers – producing 230 million units each year. Our site is over 100 years old and during that period you won't be surprised to hear, we have gone through many ups and downs.

HOW IS BUSINESS DOING?

For 18 months, during 2018 and 2019, Selby's performance suffered from operational issues which impacted our ability to build stock and in turn customer service levels dropped. Customers and colleagues weren't as engaged as we would have liked during that time.

I'm really pleased to share that all our teams have worked extremely hard to turn this around and we are now in a much stronger position – we're moving in the right direction against all our performance measures.

WHAT ARE THE FOCUS AREAS OVER THE COMING MONTHS?

There is always lots to focus on! But there are some clear objectives I want everyone to know. I want us to work together to:

- Develop and deliver our 5-year business unit strategy
- Land key customer launches of new products
- Continue to grow and deliver for our customers
- Set up our communication and engagement forum – 18 colleagues have signed up to be part of this group who will be responsible for helping make further improvements to these important areas at our site
- Deliver our health and safety roadmap

- Reduce downtime and increase our output
- Build our stock and maintain high service levels
- Deliver the capital roadmap in a controlled way – by making investments to the site, we will ensure we're in the best shape for the future
- Maintain and further improve our food safety culture
- Manage Zone 1 (pickles) seasonal close, overhaul and shut down and start-up effectively
- Deliver our Greencore Manufacturing Excellence plan – by doing this we'll be ensuring we're doing everything as efficiently as we can and be adding value to the business

WHAT'S YOUR MESSAGE TO THE SELBY TEAM?

I'm confident that Selby is back on track and we've got the team to help us win.



Selby's first Communication & Engagement forum (CEF)



Cooking sauces, table sauces, dips and pickles



Selby is multi customer site servicing retail, including supermarkets, foodservice and independent retailers

BUSINESS UNIT: | Northampton

Andy Atherton heads up the team at Northampton as Business Unit Director. He joined Greencore two years ago as Commercial Director. Prior to joining us, Andy spent 26 years with Sainsbury's. He started his career with them as a student (pushing trolleys!) and progressed his way up through the business, working in stores, convenience, supply chain and trading. Before joining Greencore, Andy was Category Manager for Meal Solutions and Food to Go at Sainsbury's.

ANDY, TELL US MORE ABOUT NORTHAMPTON

At Northampton, we have five different manufacturing units and produce a wide range of products for our sole customer - Marks & Spencer (M&S).

We supply all of the M&S range of sandwiches, sushi, Café sandwiches and toasties as well as deli-fillers. We've recently won new business – an example includes our salad products that we launched last summer which are doing really well.

HOW IS BUSINESS DOING?

I'm pleased with our performance so far this year – we had a successful period over Christmas and have started 2020 well.

We work closely with M&S and have regular reviews with them to discuss how we can continually improve. For example, at the minute we're working together to look at how we can reduce in-store waste.

Our 'Fresh Kitchen' model, where sandwiches are made overnight and delivered to M&S stores that morning (made today - for today) are going down well with customers. They allow us to offer something different to what our competitors are offering. I'm excited we're going to be expanding this model; it allows us to offer distinctive products to our customers through a new channel and means M&S can compete with companies like Pret and other convenience retailers. There is a huge growth opportunity for us in this area.

During the last year, we also converted one of our manufacturing units so it can use nuts – this allows us to produce a wider range of products specifically for the vegan market, which is becoming increasingly popular.



Our Mobile Stores team in Derby

WHAT ARE THE FOCUS AREAS OVER THE COMING MONTHS?

We're currently working on a large-scale product change programme with M&S. There is a lot of work going on in the background and the products we're working on will hit the shelves in April. Keep your eyes peeled in M&S to see what we have been up to!

We've also just launched our second Mobile Store Hub in Derby – these are small mobile vehicles driven by Greencore customer service advisors that sell M&S products across industrial estates and offices around the country. We also operate this service out of Northampton and have plans to grow to other locations in the coming year.

Of course, as well as all these exciting new developments, we need to keep focused on our day-to-day work and ensure we all continue contributing to making, delivering and selling quality products.

WHAT'S YOUR MESSAGE TO THE NORTHAMPTON TEAM?

Nothing is more important in our business than our people – ensuring everyone is safe, healthy and engaged is incredibly important, and is something that every single one of us can support with.

Andy Atherton,
**Northampton
Business Unit Director**

How would you describe Greencore?

An exciting business with huge growth ambitions that has a big family feel. Plenty of hard work, but lots of fun!

If you could change anything at Greencore, what would it be?

To be able to network with more colleagues from across the Group more frequently in order to share experiences and learnings. And also to strengthen the 'one team' feel.

What other roles in Greencore appeal to you?

I think the roles within our manufacturing sites are really exciting and super important to the business. The new manufacturing manager roles - Zone Manager, Front Line Manager etc are all at the heart of the performance of the business.


What do you enjoy doing when you're not at work?


My three children (Archie 12, Lucas 4, Izzy 1) keep me and my wife Sarah pretty busy! When I get a spare five minutes to myself, I love to twang on the guitar and also like to get out and exercise (albeit not much of late!)


What is your favourite Greencore product?

Our Chicken and Stuffing Sandwich is pretty special and is my current go to sandwich. However, wait until you see what we deliver over the summer with M&S, there are lots of new favourites coming along then!



 **Sites**
Northampton

 **Types of products**
Sandwiches, wraps, filled rolls and baguettes, sushi, salads, sandwich fillers, Café sandwiches and toasties, Fresh Kitchen ciabattas and baguettes

 **Key Customers**
We are sole supplier to Marks & Spencer at Northampton

BUSINESS UNIT: | Food to Go

Andy Parton, **Food to Go Business Unit Director**

What's a typical day like in your role?

Varied and fast paced working across a diverse team and customer base.

How would you describe Greencore?

It's the scale and breadth of role we play within UK food that would surprise people. People might not recognise our name but I know most people will have had one of our products.

What has been your greatest achievement since joining Greencore?

Building a team that has gained so much recognition from our customers – this is reflected in the business growth and strength of our customer relationships.

What do you enjoy doing when you're not at work?

I am a coach for my son's football team which keeps me busy!

What is your favourite Greencore product?

Co-op Chicken & Bacon Sandwich – it's a classic but the quality and taste make it hard to ignore!

ANDY, TELL US MORE ABOUT FOOD TO GO

It has been a story of growth which is fantastic. In the last four years, we have almost doubled in terms of sales and I firmly believe this is because of how we partner with our customers. 96% of what we produce is for customers that have long-term contracts with us. This doesn't mean we won't continue to go out and look for new business. We're always looking for new opportunities!

In the last two years, we have been awarded 'Supplier of the Year' status by many of our customers including Co-op, Asda, WHSmith and BP. We've also been rated as number one in the chilled food category of the Advantage Group Survey – a survey that asks all retailers to rate their suppliers.

HOW IS BUSINESS DOING?

The general retail climate has been difficult. Many big retailers and high streets have been hit hard and we're working hard to help them perform.

However, we've got an ambitious growth plan, focusing on helping our existing customers to 'win' and developing new partnerships. The 'food on the move' market – which is what we're targeting, is growing but is extremely competitive. To make sure our customers continue to win, we're supporting them with product innovation, ensuring they have great availability and new ways of reaching their shoppers. An example of this is the work we did with the Co-op last year to provide sandwich vending machines at various festivals they sponsored.

WHAT ARE THE FOCUS AREAS OVER THE COMING MONTHS?

Fred mentioned that many of the products made in his business unit are seasonal and the same goes in Food to Go. We always sell more in summer than winter as that's when people are

out and about with more demand for products including sandwiches, wraps and sushi. We work hard to help our customers understand their shoppers to make sure the right product is in the right store at the right time.

We're doing a lot of work around distribution and how we maximise opportunities from our Direct to Store network. We've just completed one of our biggest ever investments in this area with the opening of a new distribution centre in Tamworth. This has enabled us to re-route much of our distribution activity and helps ensure we deliver fresh products quickly to customers.

Another focus area for us is sushi which we produce at our Crosby site. This is a high growth product as more people are seeking out healthy, fresh and often non-meat options. There is a lot of competition so we're working on our offering, in terms of pricing, quality, finishing and new product formats.

We're well positioned for the next stage of our journey. Maintaining and growing our strong customer partnerships will continue to be the key to our success.

WHAT'S YOUR MESSAGE TO THE FOOD TO GO TEAM?

The scale and complexity of what we do is phenomenal, and it only happens because of a huge effort from all our colleagues – to those who work in manufacturing, to those who sell, to the distribution and support teams – we couldn't do it without you so thank you!



Our new distribution centre in Tamworth



Sites

Atherstone, Bow, Crosby, Heathrow, Manton Wood, Park Royal, Spalding, all our Direct to Store depots



Types of products

Sandwiches, wraps



Key Customers

Asda, Sainsbury's, Morrisons, Waitrose, Co-op, WHSmith, Boots, Poundland, Aldi, Lidl, BP

WE'RE PASSIONATE ABOUT HELPING COLLEAGUES DEVELOP THEIR CAREERS AT GRENCORE

Our Line Manager Framework (LMF) and Line Coordinator Framework (LCF) have been specifically designed to support colleagues in their roles. Both focus on practical, on-the-job learning through workshops, activities and videos totalling over 750 resources available to everyone. Four colleagues who have been involved in LMF and LCF shared their experiences with *The Core*.

1. HOW HAVE YOU MADE USE OF LMF/LCF?

MB: Our site has had quite a bit of change over the past 18 months - change brings a natural uncertainty and it's vital our managers and leaders have the confidence and skills to listen, discuss and focus their teams so we continue to make progress.

Line Manager Framework has given us a set of tools that enables our zone managers to have these

important conversations and manage people in a consistent way across all shifts and departments. It's important we invest in providing training and development opportunities for these frontline managers.

LCF will commence in Consett in September and I can't wait to start investing in the development of our senior operators – they play a key role in supporting our colleagues who work on shifts.

GR: I use LMF to help coach and guide the manager population at our site – helping them to use the resources to develop themselves and their colleagues into high-performing teams.

Robert Sanderson (RS)
Line Controller at Manton Wood



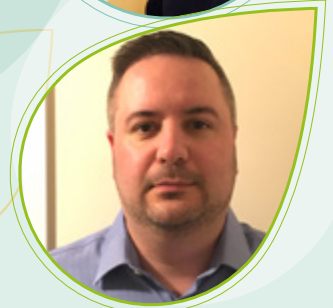
Gary Rowland (GR)
Learning & Development Coordinator at Warrington



Matt Bott (MB)
General Manager at Consett



Karl Dean (KD)
Planning Manager at Spalding



KD: There are times when you progress to a role that requires training and investment to upskill your current abilities and experience. This was true for me when I joined Grencore – it was a significant step change and I was lacking in real world experience in some of the basics such as hearing a grievance, disciplinary procedures, succession planning and how to have difficult conversations. I have used LMF to support me in all these scenarios and so many more. LMF has empowered me to be in control of my learning and development.

RS: I use LMF as part of my daily work - I check it regularly for new material - all the videos and templates are useful guides. The LCF course is also a fantastic interactive learning experience.



Line Coordinator Framework session at our Northampton site

2. WHAT HAVE YOU MOST ENJOYED FROM YOUR INTERACTIONS WITH LMF/LCF?

MB: Every month at Consett we choose the two or three LMF tasks most relevant to what is happening at that time. Our site leadership team then have a session where we go through the tools associated with that LMF task and discuss what they each mean to us, before agreeing a shared objective. This then has a pyramid effect, as the Operations Manager will have the same session with the Site Management Team, and they in turn will each have sessions with their Zone Manager teams.

GR: The tools on LMF help me to ensure colleagues are receiving a consistent experience from their managers. The resources provoke discussion and allow us to have insightful conversations about how we develop ourselves, our teams and our business.

KD: The most rewarding part so far has been the framework itself, as this is accessible when I need it. I can get advice, tools and tips any time. I have also taken a lot from the people I meet on the workshops – I'm learning from great talent across the group who have real world experience.

RS: I really enjoy the way that all departments interact on these programmes – it's great for building working relationships.

3. WHAT ELSE WOULD YOU LIKE TO SEE AVAILABLE THROUGH LMF/LCF?

MB: It would be good to see more information on how other functions work – things that the line co-ordinators and line managers wouldn't usually hear much about – this would give them an appreciation of how what they do fits into the bigger picture.

GR: I'd like to see more people using it to support their day-to-day roles. There are so many tools and resources available - I'm not sure everyone realises how much support there is.

KD: An on-the-go app would make it even easier to use than the current web browser.

RS: I would like to see more support materials on completing everyday tasks – it would be great if we could add videos on standard operating procedure tasks like scooping and spreading.



Being a Great Manager at Grencore workshop, at our Kiveton site

4. WHAT SIX WORDS WOULD YOU USE TO DESCRIBE YOUR EXPERIENCE OF LMF/LCF?

MB: Consistency, engaging, freely available, user-friendly, openness, key performance indicator-linked.

GR: Consistent, innovative, useful, aids development, growth.

KD: Amazing toolkit for self-developing Grencore leaders.

RS: Amazing, interactive, useful, fun, understandable, the best tool (I know that's more than one word!)

5. WHAT WOULD YOU SAY TO COLLEAGUES WHO HAVEN'T YET MADE USE OF THESE OPPORTUNITIES?

MB: Get on the framework - embrace it, ask questions, share and discuss it – and if you aren't getting time to do it, shout!

GR: Just log on! It's easy to navigate the LMF site and the more you use it, the easier it becomes.

KD: You're missing out! When we realise it's our people that deliver our success, why would we not encourage them and ourselves to use these tools? We should all be striving to improve daily, moment-by-moment, experience by experience - these great tools are there to help us do just that.

RS: Get on the framework and have a look! Join the amazing journey that Grencore is offering – it's a new generation of learning.



Site Leadership team LMF launch at our Heathrow site



Line Coordinator Framework session at our Spalding site

6. IS THERE ANYTHING ELSE YOU WOULD LIKE TO ADD ABOUT YOUR EXPERIENCES OF THESE PROGRAMMES?

MB: It's fundamental we embrace and invest in the development of our people – we must put this at the core of what we do.

GR: It's refreshing to see a company genuinely invest in the development of their people. It's proven invaluable to me, as it lets me take training out of the classroom and into the factory to support our teams.

KD: I would encourage everyone to use these resources - make use of the workshops and create a culture of 'being great'.

RS: I have been at Grencore for 18 years and have never felt more valued and appreciated on a course - the tutors are full of knowledge, listen to all concerns and give great advice – it's a great journey to be on.

To find out more about the programmes, speak to your local HR team or have a look online at managers.grencore.com



A Day in the Life of **DIRECT TO STORE DRIVER** *Dean*

In every issue of *The Core*, we'll be sharing an insight into some of the jobs our colleagues do across the business. First to star in our 'Day in the Life of' feature is Direct to Store (DTS) Driver, Dean Johnson.

WHAT DO YOU ENJOY MOST ABOUT BEING A DTS DRIVER?

I like the fact that I get to meet so many of our customers. Knowing I've got their deliveries to them on time gives me great customer satisfaction.

WHAT DO YOU LEAST ENJOY ABOUT BEING A DTS DRIVER?

I enjoy it all – there's honestly nothing I don't enjoy. The hours really suit me. Some people might not like being out in a van on their own all day, I don't mind it at all – I wouldn't want to be tied to an office job!

HOW WOULD YOU DESCRIBE GREENCORE?

It's a good company to work for, they treat you well and help you with any problems you might have. I've found the company to be flexible to suit what works for me – there's plenty of 'give and take'.

WHAT DO YOU ENJOY DOING WHEN YOU'RE NOT AT WORK?

I'm a roadie for a local folk punk band called Ferocious Dog so I spend a lot of my spare time travelling the country with them. I have a French bulldog called Buster, so after my shift I'm either walking him or spending time with my granddaughter.





The Core went out with Dean to see what a typical day is like for a DtS driver:

4.30AM Dean arrives at our Manton 110 depot, in Worksop, for the start of his shift. He goes to the Transport Office where he meets Transport Supervisor, Ian Roddis. As the drivers arrive on site, it's Ian's job to allocate them a vehicle for the day and hand over the keys.

Dean picks up a box with paperwork for the day and an electronic handheld terminal (HHT). These are the tools that show the route the night shift team has planned out for the day and tells him what he needs to deliver where.

4.45AM Dean gets into the van and his first task is to make sure the vehicle is in good working order before he sets off. He checks everything from the fuel level to the mileage, the tyres and lights and uses his HHT to confirm that everything is as it should be.

5.00AM Dean drives across the yard to the loading bays. He goes into the warehouse where the pickers on night shift have already loaded up crates full of the deliveries that need to be made.

Each batch of crates includes a printed label with details of the customer they are for. Dean uses his HHT to match what's on this label against where on his planned route they need to be dropped off.

He uses a wheeled trolley to transport the crates from the warehouse to the loading area. He then loads his vehicle from the back to the front starting with the crates that will be dropped off last and finishing at the doors with the orders he needs to deliver first.

5.30AM With everything loaded up, Dean hits the road. Today he's doing a route he's done many times before. One that takes him around Nottingham, before heading north to Retford, then east to Sleaford and back to Worksop via Newark.

“ **MY TIP OF THE DAY IS TO LOAD IN A 'Z' TYPE FASHION TO MAKE IT AS EASY AS POSSIBLE TO GET EVERYTHING IN AND OUT AND TO MAKE SURE I DELIVER THE RIGHT THINGS TO THE RIGHT CUSTOMERS!** ”

5.55AM The first stop is at a Co-op in the village of Rainsworth. When Dean pulls up outside, the first thing he does, at this and every drop off, is take a reading of the temperature in the back of the refrigerated van. This is then recorded via his HHT – it's something some of our customers ask for but it's also important for Dean to be sure that he's keeping products stored at the correct temperature.

The HHT doesn't only inform Dean of what he has to drop off at each stop, it also tells him if there is anything to pick up from the day before. With only three crates to deliver, he's able to lift these out from the back of the van and carry them into the store.

6.15AM Second stop of the day is at another small Co-op, this time in a village called Calverton. Different customers have different requirements – some like to get a printed receipt of what has been delivered. Dean does this from a small printer device that links up to his HHT.

6.30AM – 10.20AM Dean continues his route making stops along the way at more Co-ops, a Morrisons petrol station, Boots and a Wilko store. Some of these are in villages, others are on the High Street in bigger towns and some, like the Wilko store, are at shopping outlets.

MEET THE TEAM



It's clear our customers enjoy seeing Dean each morning – he knows many of them by name and is able to have a quick chat as he drops off their deliveries. One store manager called Emma told us: "He's lovely, always smiling when he comes in and he's very good to us." At this time in the morning, the people working in shops are busy getting everything stocked on shelves for the day ahead so Dean says he does what he can to make it easier for them. Sometimes that means taking his deliveries into a store area or, if it's only a few things, taking them out of the crates and helping them stack the shelves.

10.20AM Dean makes his last drop off. He's delivered everything from just a few packs of sandwiches at one shop to 13 packed crates at another.

With the final delivery made, the last stop on the way back to the depot is at the fuel station, to fill up so the van is ready for the

driver on the afternoon shift. Often Dean will take his van through the car wash too – it's his responsibility to make sure it's clean and tidy and portraying a positive image of Greencore whilst out on the road.

11.00AM Dean arrives back at the depot. He's done a 145-mile round trip and visited 20 different stores. He completes his end of day paperwork on the HHT – this includes detailing anything of significance that has happened and recording the mileage and fuel.

Before finishing, Dean takes all the empty crates back into the warehouse ready for them to be repacked. He then returns to the Transport Office to drop off his paperwork, HHT and van keys. This is when he often gets to meet up with fellow drivers as several of them return from their journeys at a similar time. Like most of us, Dean's glad to get home at the end of a good day's work!

“HE'S LOVELY, ALWAYS SMILING WHEN HE COMES IN AND HE'S VERY GOOD TO US!”

Co-op Store Manager
Emma

Did you know?

- **1,700 colleagues** work in this part of the business.
- **Our vans travel the country** from the very north of Scotland through to the southern-most parts of Cornwall, Kent and everything in between – we even have 2 vehicles going back and forth every day to the Isle of Wight.
- From our Manton Wood depot, we service places as far away apart as Sheffield, Selby, Scarborough and Skegness.
- **Our DtS drivers don't just deliver food made at Greencore**, lots of other food suppliers also send their products to our depots so we can deliver on their behalf.
- We have **over 400 vans and 100 HGVs** (from 7.5t – 44t) in our DtS vehicle fleet and deliver to every primary British postcode area.
- At Manton110, there are **30 core vans and 57 drivers** who cover both morning and afternoon shifts, 7 days a week – this depot also has 22 HGVs and **42 drivers** for these vehicles, who cover **40 different routes** across the company each day.



Permit pass for Park Royal



Following months of planning and preparation, our Park Royal site was recently successful in gaining their environmental permit. Following expansion in recent years, it's the first time the site was legally required to apply for a permit from the Environment Agency.

To obtain the permit, Park Royal had to show and prove various environmental aspects of the business. This included how we monitor air pollution, how efficiently we use raw materials, manage our waste, how we use 'best available techniques' and how we support fire prevention.

The local environmental regulatory officer visited site and worked with the team to support improvement activity which led to us receiving the permit.

Safety, Health and Environment Manager Paul Barrett said: "Gaining our site permit was the outcome of a year's worth of work from both colleagues and our suppliers and we've learnt a lot as part of the process. It has taken a monumental amount of effort from all departments at site.

"For example, our engineers supported on areas including emissions and boiler services, our hygiene team reviewed all of our waste operating techniques and supply chain colleagues improved how we deliver and store chemicals.



Members of the Park Royal team involved in securing the site's environmental permit

"I want to say a special thanks to our Group Environment team, Lucy Boyer and James Cherry, for their input and expertise."

Colleagues from Park Royal are now sharing their knowledge to support other sites including Atherstone, Bow and Heathrow with their environmental permit applications.

Lots of LOTO



Our Northampton site have recently introduced a new LOTO – Lock Out, Tag Out – procedure to keep colleagues safe when they're working on machinery. LOTO provides a secure way of ensuring all energy sources are isolated when machinery isn't in operation.

Having a robust LOTO system in place reduces the risk of things such as:

- Power driven equipment being started inadvertently
- Escape of, and exposure to fluids or substances e.g. steam, hydraulics, gas, compressed air, harmful chemicals
- Stored or residual energy in machinery and equipment systems
- Contact with potentially dangerous moving parts of the machinery

Lee Hazlewood, Safety, Health & Environment Business Partner, said: "Engineers, production colleagues, hygiene teams and contractors work on our machinery every day. It's imperative we have processes in place to ensure the energy sources of the equipment are isolated before they begin any cleaning, servicing, maintenance, repair or inspection.

"Our LOTO procedure is the starting point for every task undertaken, no matter how big or small. Isolating equipment is about much more than just turning a safety switch. We've recently trained all colleagues who work on machinery so they're clear on the process they must follow.



Specialist Deep Clean Operative Ion Ferari at a lock out station

"We have LOTO visual guides for every type of isolation required across site. Colleagues consult the relevant guide which highlights all required isolation points on the equipment they're working with. The guides also show the method of isolation required, any potential hazards to be aware of and the checks that need to be done."

GRENCORE EXCELLENCE

WHAT'S IT ALL ABOUT?

Hopefully you'll have heard about our Excellence programmes. In this issue, we provide an update on some of the work we've been doing within our manufacturing and engineering functions and in future issues, we'll share news from commercial and purchasing.

It has been a good start to the year for Grencore Manufacturing Excellence (GME). We now have dedicated business improvement roles in place at all our sites following recruitment to the Boston team – their job is to support us in finding better, more efficient ways of doing things.

We're making progress in Grencore Engineering Excellence (GEE), particularly on our automation and innovation work. We have some exciting solutions now designed for assembly, turning, stacking and packing of sandwiches - many of these use cutting-edge solutions so we have lots to be proud of. Read our case studies to find out more.



✿ Learning and sharing at Warrington

Our Warrington site recently hosted the first bi-monthly Business Improvement (BI) Manager Forum for our Prepared Meals and Selby business units. The day was attended by 11 BI managers who shared what they've been doing at their own sites and learnt more about our other sites.

THE DAY ENABLED THE TEAM TO MEET FACE-TO-FACE AND WAS A GREAT SUCCESS.
BI Controller
John Parsonage

Jane Stanton, General Manager at Warrington joined at the start of the day to update the team on the progress made in Warrington over recent years and their plans for the remainder of 2020.

Warrington BI Manager Jon Bremner shared a good example of a new template developed at the site to manage trials to processes which resulted from improvement workstreams.

The template was developed in conjunction with key stakeholders, including colleagues from operations, technical and safety to ensure any risks associated with trials are considered and managed effectively. The new standard has now been adopted as a best practice and will be rolled out across other sites.

BI Controller John Parsonage said: "The day was all about learning and sharing and this is a great example of working with a cross functional team to deliver an effective solution to a business issue.

"Technical Director for Prepared Meals, Clare Binnington also joined the event to discuss some of the shared challenges that technical and business improvement colleagues have and how we can work closer together when trialling new initiatives."

"The day enabled the team to meet face-to-face and was a great success."



Attendees at the learning and sharing session included (L-R) Paul Annetts (Business Improvement Manager (BIM) Selby), Jonathan Wright (BIM Consett), Jon Bremner (BIM Warrington), Chris Tye (BIM Bristol), Elliot Jackson (BIM Leeds), Neil Atkinson (BIM Kiveton), John Parsonage (BI Controller Prepared Meals), Scott Bromley (Business Improvement Coordinator (BIC) Warrington), Georgi Vesselinov (BIM Wisbech), Matt Parry (BIC Warrington), Steve Fisher (BIC Warrington)

✱ Putting good practice into play at Atherstone

Our Atherstone site has recently benefited from sharing good practice, having learnt from lessons at our Manton Wood and Spalding sites. The manufacturing, technical and engineering departments have pulled together to assess and implement a range of measures designed to deliver improvements to how we make certain products.

IT'S IMPORTANT WE CLOSELY MANAGE HOW WE USE PRAWNS TO ENSURE WE MINIMISE ANY WASTAGE. 
BI Controller
Sam Pugh

BI Controller Sam Pugh said: "We're one of the world's largest buyers of freshwater prawns. As a high value, high volume ingredient, it's important we closely manage how we use them to ensure we minimise any wastage."

Atherstone's previous prawn defrost process was managed across 24 hours and 2 shifts meaning the prawns were in various stages of defrosting when they were used, with 28% wastage. By reducing the weight of prawns in each defrost tray (to allow better air flow), the level of process control was tightened and performance improved.

To further improve, the team built a specific defrosting room with better temperature controls to ensure ideal conditions were maintained. These changes are supported with standard operator checks to manage the process and monitor weight control within the preparation and assembly areas.

Tuna is another high value, high volume ingredient used extensively at Atherstone where the team has done some great work. Firstly, they adopted best practice processes for de-canting tuna from pouches into trays and then began work to understand how brine affected sodium levels and the quality of the finished product.

Sam said: "By making a series of small changes to their processes, the Atherstone team have been able to enhance performance leading to further yield improvements in these high value ingredients."



Front Line Leaders in Atherstone - Mark Mottram, Pramita Chand and William Vickery who have supported the business improvement work

✱ Robots kick into life

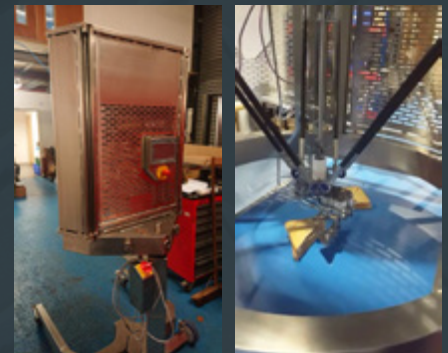
It has been a busy few months for our Grencore Engineering Excellence work and we are finally closer to seeing robotics working on our production lines.

IT'S AN EXCITING TIME IN TERMS OF OUR AUTOMATION PROGRAMME AND I WANT TO THANK EVERYONE WHO HAS SUPPORTED THIS WORK. 
BI Controller for
Automation and Innovation
Andrew Brockwell

BI Controller for Automation and Innovation, Andrew Brockwell said: "Our teams at Manton Wood (MW) and Northampton (NH) have been working closely with our chosen suppliers. They have been supporting them in creating the finished design for prototype robots to be used on the lines at both sites."

The teams have recently been working on final designs for the guarding and end effectors (the part of the robot that interacts with the sandwich). Final testing and pre delivery inspection is happening in March. A test robot, from our technology partner Steck will be doing on-line stacking of the sandwiches after the cutter at MW this month too. A robot performing the same task, from our other technology partner Grote, will be online at Unit D in Northampton soon – exciting times!

After a period of testing and refinement, these matching units will be rolled out across the lines in Hall 1 at MW and Unit D at NH – that's 27 robots for MW alone. Further robots are currently being developed to place the top slice of bread on the sandwich and pack finished sandwiches into the cardboard skillet.



Steck's matching robot ready for pre delivery inspection

Steck's matching robot in action

Andrew said: "In order to maximise the benefits the robots provide, we've made further upgrades to Hall 1 at MW, for example new assembly belts and upgrades in hygiene. This involved a complex series of phased line removals and replacements with the new equipment being installed over a period of seven weeks! This work started in February and will complete this month.

"It's an exciting time in terms of our automation programme and I want to thank everyone who has supported this work."



AT GRENCORE, WE'RE ALL ABOUT FOOD – IT'S WHAT WE DO!

Did you know we have 20 chefs and more than 100 other colleagues involved in food development across the business? *The Core* is going to be finding out a bit more about the great foodie things we do – first up, is Dai!

Our Food to Go Category Executive Chef, Dai Llewellyn has been with Grencore for five years. Having started his career as a waiter in an Italian restaurant in Wales, Dai has spent time working as a Restaurant Manager, an Events Chef in the Caribbean for the British Army, a Senior Chef de Partie at a number of Michelin starred restaurants in London before moving into development based roles, working at Bakkavor and Charlie Bighams before joining us here at Grencore.

HOW WOULD YOU DESCRIBE GRENCORE TO SOMEONE WHO DOESN'T WORK FOR US?

It's fun and friendly and we're all here for each other. It's like family.

IF YOU COULD CHANGE ANYTHING ABOUT GRENCORE, WHAT WOULD IT BE?

I would love to host a pop-up restaurant for all our employees to come to share food and stories.

WHAT HAS BEEN YOUR GREATEST ACHIEVEMENT SINCE JOINING GRENCORE?

This is a cliché, but I make no apologies. We are one team so when the business achieves, we have all played a part in that. It is not so much down to personal achievements - I get the greatest sense of achievement from seeing other colleagues succeed. To get someone excited about food and make them smile is a great feeling!

WHAT OTHER ROLES IN GRENCORE APPEAL TO YOU?

I think the Subject Matter Expert (SME) roles in technical are fascinating. I love learning, so to be able to dive in and learn everything there is to know about certain elements, be it cheese or vegetables from our amazing suppliers, really appeals to me.

WHAT MAKES GRENCORE UNIQUE?

The ability for colleagues to grow. There are so many different elements to the business and we empower employees to develop themselves. There is also so much diversity within our customers, they are all



Dai Llewellyn, Executive Chef

“ I LOVE FOOD – I LOVE MAKING PEOPLE HAPPY WITH THE FOOD I’VE MADE. HAVING ONE INGREDIENT AND MAKING IT INTO SOMETHING COMPLETELY DIFFERENT IS GREAT FUN! ”

distinct and each one provides different goals and challenges that make us push boundaries and deliver every time.

WHAT DO YOU ENJOY DOING WHEN YOU'RE NOT AT WORK?

I am a keen surfer so I enjoy being in the water whenever I can and being with the family and kids means the world. Also...eating...a lot!

WHAT IS YOUR FAVOURITE GRENCORE PRODUCT?

Bacon, Brie & Chilli Jam Sandwich.

DAI'S FAVOURITE RECIPE



Warm Tomatoes Yoghurt WITH CHILLI & PESTO

This dish is perfect for sharing, for a dinner party centre piece starter or even as an accompaniment to roast meat for something a little different.

INGREDIENTS:

- 500g of baby tomatoes – any variety (cherry, baby, piccolo or any available)
- 300g of full fat Greek yoghurt
- 1 clove of garlic
- 2 sprigs of fresh thyme
- 1 tsp of dried chilli flakes
- Olive oil
- Salt & pepper
- Zest of 1 lemon
- 50g fresh pesto
- 2 tsp of flat leaf parsley
- Warm flatbreads for dipping



METHOD:

- 1** Pre heat your oven to 180°C
- 2** Place the tomatoes on a baking tray and add a good drizzle of olive oil, salt, a garlic clove, dried chilli flakes and fresh thyme
- 3** Roast the tomatoes in the oven until the skins have burst and are slightly charred for roughly 10-15 minutes
- 4** Remove the tomatoes from the oven and leave to cool slightly
- 5** On a round plate or large platter, spread Greek yoghurt
- 6** Spoon the warm tomatoes on top of the yoghurt and don't forget all the lovely juices
- 7** Grate over some lemon zest
- 8** Drizzle pesto around and on top of the tomatoes
- 9** Finally grab warm flatbread and get stuck in

You can also be creative with your toppings...

A good quality balsamic vinegar and toasted breadcrumbs is lovely or just a handful of chopped red chilli for those who like a little heat.

Try for yourself...

To be in with a chance of winning a prize, why not try this recipe at home and send a picture to colleague.communications@greencore.com by 30th April 2020



Egg-citing new sandwich range in Northampton

Our Northampton business unit has recently launched its Plant Kitchen sandwich range with Marks & Spencer.

Offerings include Smokehouse No Chicken Wrap, No Tuna Sweetcorn and No Egg Mayonnaise sandwiches.

Whether you're a committed veggie, eating less meat and dairy or just enjoying more plant-based foods, these sandwiches have been developed with a 'flavour first' approach.

The No Egg Mayo sandwich scored 10 in Campden testing (an industry leading research and development company) who work across all food retailers, testing and scoring on quality, value for money and deliciousness of products. The sandwich is the first to score a 10 at Northampton and is selling really well!

Reducing calories with Co-op

Our Prepared Meals team have worked with the Co-op to reduce the calories in nine of our ready meals.

Our Indian products including our Chicken Korma and Chicken Madras and Italian products including Lasagne and Spaghetti Carbonara are now all available at Co-op stores with improved nutritional values across fat, sugar and salt.

Our Chicken Tikka Masala (featured below) has reduced its fat content by over 40%. The Co-op are really happy with the work we've done to make these meals healthier which in turn has made a huge difference to their customers!



Before



After

Plant Chef Sauces Launch in Tesco



Our Product Development team - Charlotte Tulip and Catherine Farrah in our Selby canteen, showcasing our new Tesco Plant Chef launches

Our Selby team has developed two plant-based curries for the Tesco Plant Chef range.

Catherine Farrah, Product Development Manager worked with Derek Sarno of Wicked Kitchen, now Director of plant-based innovation at Tesco to produce our new Korma and Tikka sauces, available in stores this month.



Catherine said: "The Korma and Tikka sauces would normally contain cream and yoghurt which do not comply with a vegan diet. We've removed the dairy and replaced it with coconut cream and rebalanced the spices and key ingredients to round off the flavour."

"To complement the sauces, we would recommend cooking the Korma with pan fried tofu with tenderstem broccoli, kale or fine beans (or a mix of all three) and the Tikka with roasted cauliflower, chickpeas and wilted spinach."

Our Product Development team cooked up the sauces and served samples in our canteen in Selby for colleagues to try. They went down well!

WE'VE REMOVED THE DAIRY AND REPLACED IT WITH COCONUT CREAM...
Product Development Manager
Catherine Farrah

Surplus *With Purpose*

Did you know that in the UK, there are more food banks than there are branches of McDonald's? *The Core* spoke to our Group Head of Sustainability, Andy Wright to find out more and to hear what Greencore are doing to support this:

"We have 14 million people living in poverty – that includes 4.5 million children. Two thirds of the 4.5 million British children in poverty have working parents - many of them juggling more than one job. This means they aren't only short of money but they're also often short of time. For families like this, food banks provide vital support to help them keep their heads above water.

"As a food business, I can't think of a better place for us to put our efforts than in joining the fight to end hunger in the UK.

"In the last year, we redistributed 950 tonnes of surplus food. That is the equivalent of 2.2 million meals. This has been split between both Company Shop and Food Redistribution Charities such as FareShare and The Felix Project.

"This is food that would otherwise have gone to waste: it might be product trials, end of line products or products that don't have enough shelf life for a supermarket to sell it. By supporting food banks, we can make sure our surplus food goes to families in our communities who really need our help.

Supporting Feed Leeds Homeless Project



Colleagues at our Leeds site have been actively supporting **Feed Leeds Homeless Project**, a charity that helps the homeless and rough sleepers across Leeds city centre.

Our Greencore team set up a clothing bank at the site, gathering clothes and blankets and the response was overwhelmingly generous.

On Friday 21st February, at the height of Storm Ellen, the team, along with their family members, spent time on the streets of Leeds, handing out clothing along with sandwiches, donated by our Manton Wood site to those in need.

The team has plans to continue this support and have already planned the next night. Well done to our Leeds site for supporting a very worthy cause.



Members of our Leeds team supporting the Feed Leeds Homeless Project



Group Head of Sustainability, Andy Wright

"What we've done so far across the business is fantastic, but I know we can help even more. That's why Greencore have signed up to a food industry-wide goal, aiming to halve the amount of food that goes to waste in our operations. It's vital we all make sure as much of our surplus food as possible is directed to food banks. Please support us in achieving our target and helping those struggling to make ends meet."

Selby FoodBank



Colleagues donated over 2,500 items to Selby Foodbank

Our Selby site produces products that generally have a long shelf life. This enables them to work extensively with their local food bank. Throughout the year, colleagues regularly buy jars of product from the site shop and donate these to the local Selby & District Foodbank.

In the run up to Christmas, colleagues at Selby were given a £5 voucher to buy Greencore products from the site shop – this is the equivalent of 30 jars. Colleagues were given the opportunity to donate all, or

some, of their jars to the local Foodbank. The response was fantastic with almost 2,500 jars being donated.

The donations made a huge difference and enabled the charity to build up their stock and continue helping the most vulnerable people within the community.

Well done to everyone at Selby!

Meet the team



DEBORAH EASBY

Role: Occupational Health Advisor
Site: Kiveton
Days & Time Available:
 Thursday & Friday 8am – 4pm



ETHELDA BROWN

Role: Occupational Health Advisor
Site: Manton Wood
Days & Time Available:
 Monday – Friday, varying times

Ethelda is supported at the site by OH Technician Mike Piantkiwskyj who carries out all the medicals required.



KATIE LLOYD-NIELSON

Role: Occupational Health Advisor
Site: Selby, Leeds & Consett
Days & Time Available:

Monday & Tuesday (Selby), Leeds (1 day a month varying days/nights), Consett (3 days a month varying days/nights)



MANDY THOMAS

Role: Occupational Health Manager
Site: Northampton
Days & Time Available:

Monday – Thursday, 8am – 6pm



TAPIWA MCKAY

Role: Occupational Health Advisor
Site: Northampton
Days & Time Available:

Monday – Friday, varying times

Mandy and Tapiwa are supported at the site by OH Technician Sanna Kurkinen who carries out all the medicals required.



JACQUETTA SQUIRES

Role: Occupational Health Advisor
Site: Bow, Park Royal & Heathrow
Days & Time Available:

Monday & Tuesday (PR), Weds-Fri (Bow) & Heathrow (as required)

Jacquetta is supported at the site by OH Technician June Burrell who carries out all the medicals required.

We also partner with a number of other Occupational Health providers at our other sites.

Gill Furber: Atherstone, Bristol, Crosby, Wisbech and Warrington

Julie Wassell: All direct to store sites

Julia Stone: Spalding & Boston

All you need to know about our Occupational Health team



Julie

Meet Julie, our Head of Occupational Health (OH) here at Greencore. With 26 years' experience working at Mars, Petcare, John Lewis and Weetabix, Julie joined Greencore in 2015 as the Occupational Health Manager at our Northampton site. In January 2019, she was promoted to her current role. Here, she tells us everything you need to know about our OH team and the service they provide to support you.

WHAT IS OH?

Occupational Health is workplace health and wellbeing for all colleagues across the business.

WHO ARE OH?

We are all registered nurses with a specialism in occupational health – meet the team on the left.

WHAT CAN OH DO FOR YOU?

The aim of occupational health is to prevent work-related illness and injury by: encouraging safe working practices, looking at how you work and how you could work better, monitoring the health of the entire workforce and supporting the management of sickness absence.

OUR PURPOSE IS
TO ENGAGE ALL OUR
COLLEAGUES IN OUR HEALTH
& WELLBEING STRATEGY
ENHANCING OUR PEOPLE
AT THE CORE PRINCIPLE.

Each employee will receive a medical screening when starting their career with us and this will be followed up every 2 years for those who work in a factory-based environment. Desk based colleagues will have a workstation assessment every 2-3 years.

WHAT IS OUR WELLBEING PROGRAMME?

We support and provide advice on a monthly related health and wellbeing topic to aid your knowledge and help prevent you from becoming ill.

WHO DO I CONTACT IF I NEED HELP FROM OH?

You should contact your site HR team who will be able to put you in touch with your local Occupational Health Advisor.

DO YOU KNOW ABOUT OUR PARTNERSHIP WITH GROCERYAID?

If you need help with financial, emotional or mental health problems, support is just a call away through our partnership with GroceryAid. Their free, confidential 24/7 helpline is available for all of our colleagues by calling 08088 021 122.



Join our Mental Health Webinar 7th April, 1pm

- Increase your awareness of mental health problems
- Understand common signs and symptoms of mental health problems
- Learn strategies to look after your own mental health
- Discover practical ways to support colleagues
- Information on support and resources available

Look out for an email or speak to your manager or HR team if you'd like to join us!

The Community & Our Colleagues



CELEBRATING YORKSHIRE PUDDING DAY AT LEEDS

If there is one site in Greencore you would expect to celebrate Yorkshire Pudding Day, it would definitely be our site in Leeds.

Making 365 million Yorkshire Puddings every year and producing 75% of the retail own label business in the UK, our Leeds site really are the Yorkshire Pudding experts!

DID YOU KNOW THAT IN JAPAN THEY HAVE THEIR OWN VERSION OF A YORKSHIRE PUDDING CALLED A TAKOYAKI WHICH THEY SERVE WITH MINCED OCTOPUS?

Linking the celebration to their monthly technical engagement session that is held in the canteen, a recent topic discussed was innovation. The technical team joined forces with new product development to create Yorkshire Puddings with a difference – the two

winning creations being Cheddar Cheese & Chive and Cinnamon Sugar Puddings with Chocolate sauce.

To add to the fun, there was also a Yorkshire Pudding themed quiz for everyone to take part in.



English Class Success at Boston

A group of colleagues at our Boston site have all just passed the first stage of their English course.

They started the course in September and are due to finish in April. During this time, the group are spending 24 weeks studying three levels of speaking, listening, reading, writing and maths to help them become more confident in using and understanding the English language.

In line with the National Curriculum and to coincide with the University of Lincoln, all students that pass the course will receive a City Guilds Certificate. Topics covered include food safety & personal hygiene, allergens and accidents and themes including Halloween and St. Valentine's Day.

Since launching in 2016, 44 colleagues at Boston have passed the course, with some progressing to team leaders at the site. Assessments for all those taking part this year will be completed in April. Good luck to our colleagues!

SAVE FOR SAMUEL AT CONSETT

The team at Consett have currently raised £891 for their chosen charity for 2020.

Throughout this year, the site is running several events for the Save for Samuel campaign. Samuel is the son of Consett's Business Improvement Manager Jonathan Wright. He had difficulties during birth and money raised will go towards paying for stem cell therapy treatment.

Colleagues are putting all their efforts into raising more money for this fantastic cause by holding events such as a bingo and games evening, a car boot sale and a sponsored 10-mile walk.

In addition to this, the site leadership team have committed to losing 330lb between them by September, with each of the team donating £1 for every pound they lose.

The Core will keep you updated on how they're doing!



OUR COLLEAGUES TAKE TIME TO SAY THANK YOU

At Greencore, we're encouraging everyone to take time to say thank you!

We've recently launched a series of thank you cards to make it easy for you to recognise a job well done and so many of our colleagues are getting involved.

Thank you

At Bow's recent safety committee meeting, Catalin-Costin Emilian spent time talking about his experiences of managing safety in the factory as an Operational Safety representative. He discussed the difficulties of challenging colleagues who have become friends to perform safely, especially as you move roles within the business, to ensure you create the right safety culture from the start.

Karen Bavester, Safety, Health & Environment manager, presented Catalin with a thank you card for his openness to discuss his experiences and his dedication to a safer working environment at Bow.

He was thrilled to receive the card - proof that a thank you does go a long way.

Cards are available via our Engagement and Communications team - please contact Abigail Blake or Ruth Henstock.

People at the Core Survey – Thank You

Thank you to everyone who took part in this years' People at the Core Survey - 80% of you gave us your feedback.

Results and actions we'll be taking in response to the survey will be shared with you at your site soon. We'll also include details of the results in the next issue of *The Core*.

Give us some
**FOOD FOR
THOUGHT**

ATHERSTONE GOES GREEN FINGERED

At our Atherstone site, a team of volunteers embarked on a project with Atherstone Nursery School to help plant over 500 saplings that the nursery had purchased to revamp their outdoor learning area.

HR Business Partner Carla Boardman said: "This was a fantastic project to support. We donated company time by giving colleagues time away from work to help plant the trees.

"This area of the children's playground had been out of bounds for them to play in. We didn't only plant the trees, we also created secret pathways and cleared overgrown shrubbery in the area to create a fun new area for the children to explore."

Elizabeth, who manages the nursery, said: "I want to say a massive thank you to all your colleagues who supported the planting of the saplings. It has been such a huge relief knowing that they are safely in the ground."

The team has agreed to go back in the spring to help maintain the area. Well done to all those involved!



BARKING MAD AT KIVETON

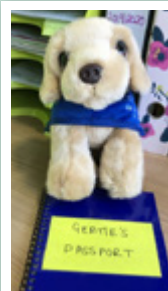
Let us introduce you to Gertie, Kiveton's Support Dog mascot.

As part of our Kiveton sites fundraising this year, for their chosen charity,

Support Dogs, they are offering everyone the opportunity to fill up Gertie's passport, by taking her on your adventures.

She has been sunning it up in Tenerife (lucky girl!) and has already been down to Wales for the weekend. If you are going somewhere you think she would enjoy, contact Kirstie Thompson, Restaurant Manager, Charlotte Price, Accounts Payable Clerk or Ashley Booker, Site Trainer to book into her diary.

We just ask for a small donation, and for you to take plenty of photos to add to her passport. You can even write a little something about what you get up to with her, so everybody can see how much fun she's had!



Spot the Difference

Here you see a picture of our Manton Wood site.

See if you can spot 5 differences in the pictures below.



POSTER.



Poster Competition

At Greencore, with our April health topic focusing on stress awareness and mental health, why not get your children to create a poster around the importance of talking to a family member, friend or colleague.

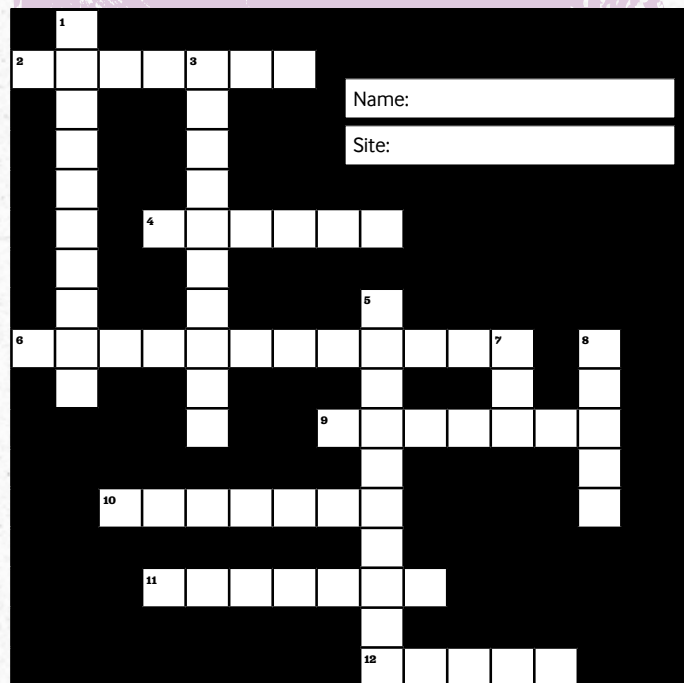
There'll be a prize for the best poster for age group 5-8 and 9-12. Posters to be no bigger than an A4 sheet of paper.

**Win a
Greencore
Goodie Bag**

To enter any of the above, send a scanned copy of your completed entry or poster to colleague.communications@greencore.com or give a copy to your local HR team by 30th April 2020

Greencore Crossword

All the answers for our crossword can be found by reading through this issue of *The Core*



Across

- 2 Fred Lea's favourite Greencore product
- 4 What is the name of the dog that Kiveton are asking to take on holiday?
- 6 What is the focus of the next Health & Wellbeing webinar being held in April?
- 9 One of the sites that sits in Prepared Meals
- 10 How many trainee managers do we have at Greencore?
- 11 Which site management team are losing pounds for charity?
- 12 What is the sandwich filling that has scored a 10 in the Campden BRI at Northampton?

Down

- 1 Our number 1 position in the market is for this Food to Go product
- 3 The partnership we have with this company for health and wellbeing
- 5 Which site held the first bi-monthly BI managers forum?
- 7 What is the electronic handheld device called for ensuring orders are correct for our DtS drivers?
- 8 Our business unit that makes ambient sauces



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We're here to help – People at the core – Delivering excellence for all