

# Valuing Inclusion & Diversity at AB World Foods

Individuals and teams performing at their best is critical to the success of AB World Foods.

We want ABWF to be a great place to work, grow and develop. We want to attract and retain the best people, bar nothing, and create an environment for them to perform at their best.

We want our people to be able to express their individuality whilst living “*Our winning ways*” & “*This is us*”.

Our performance also relies on great teamwork involving cross functional and cross hub working. This requires high levels of collaboration and a genuine appreciation of diverse workstyles and experiences.

## Our I&D Vision – No Barriers to Talent

We want ABWF to have a diverse mix of people participating at all levels in the organisation who influence, shape & nurture a high performing inclusive culture that gets this diverse mix to work well together & achieve maximum business, team & individual performance

We will continue to –

- ✓ Share *Our Winning Ingredients* with every employee
- ✓ Create fair policies and ways of working to attract, develop and retain diverse talent
- ✓ Give opportunities to explore new and different experiences
- ✓ Invest heavily in INSIGHTS profiling tool to build self-awareness and appreciation of others
- ✓ Celebrate our diversity and successes together – everybody is invited!

We will also

- ✓ Invest further in educating our leaders and teams
- ✓ Deliver unconscious bias training to all line managers
- ✓ Create ways for people to talk about inclusion and diversity
- ✓ Measure and be open about our progress
- ✓ Deepen a sense of belonging for all at ABWF

Our people are what makes us special