

Kerry Group

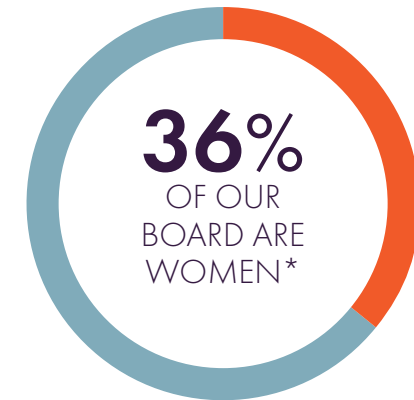
Our Purpose, Inspiring Food, Nourishing Life is central to everything we do. We collaborate with others to fulfil this purpose and our Vision is to be our customers' most valued partner, creating a world of sustainable nutrition. We nourish life not just through our innovative products and solutions, but through building partnerships with the communities in which we work and live, and nurturing the careers and aspirations of all our people.

Beyond the Horizon, our 2030 sustainability strategy, sets out our ambition to build a diverse and inclusive workplace. We see gender equality as an underlying indicator of a truly inclusive workplace. In support of this, we have set ourselves a goal of achieving equal gender representation in senior management roles by 2030 and 35% female representation within senior leadership roles by 2025.

Our Diversity Inclusion and Belonging Framework is aligned to our overall ambition and is fuelled by our desire to be first choice for the best talent. We celebrate and harness our diversity to drive business performance and foster a healthy and inclusive environment that enables our people be at their best. We will achieve this by driving positive change at a systemic level, structurally and behaviorally. Key focus areas include: Building diverse and inclusive leadership, promoting greater depth and breadth in our talent pipelines, embedding agile working practices, encouraging employee led

initiatives and engaging with aligned external partners. We have established a global DI&B Council with Executive Leadership Team membership and Regional DI&B Committees are in place in each of our regions. Gender targets are set annually for functions and regions across the business and our Executive leaders are held accountable through their strategic objectives, as part of our performance management approach, for driving progress on our diversity commitments.

Strategic reviews of our regional and global functional executive teams are conducted as part of our groupwide annual talent and succession planning process which rolls up to the Board. These reviews focus on both gender and cultural diversity of our current leadership teams as well as our succession pools for progression into these roles. Our Chief Human Resources Officer reports bi-annually to the Board on progress against our gender and cultural diversity commitments.



*As at 14th October 2022.

“We are proud of the fact that over 50% of our 1100+ scientists at Kerry are women, breaking boundaries and driving innovation in our technologies and solutions.”

We also monitor progress towards our overall ambition through our Inclusion Index, which is part of our annual Employee Engagement Survey. This index provides a measure of inclusion as perceived by our employees specifically relating to levels of Trust, Psychological Safety and Belonging in the workplace as well as our ability to Integrate Differences and ensure Fair Treatment for all our employees. Toolkits are available for leaders to host listening sessions with their teams to identify actions they can take together to build a more inclusive workplace at Kerry. In addition people leaders can self-assess their leadership style and approach across key people processes such as assigning team members to projects, managing flexible working requests, and selecting a new team member etc.

Embedding a truly inclusive workplace is made possible by our global Diversity, Inclusion and Belonging teams and global employee networks – PRYSM, supporting LGBTQI+ colleagues and allies and SEEN, raising awareness and support on issues relating to race and social equity. Women@Kerry networks have been established locally in many regions and host listening sessions with representative colleagues to understand

their needs which will support ongoing reviews of Kerry policies and practices.

External partnerships are also key to our approach at Kerry - the 30% club, our work with AgDiF a collaboration across the Irish Food and Drink industry led by Bord Bia & Aon in partnership with the 30% Club, and the Womens Foodservice Forum in North America to name but a few. These partnerships enable us to collaborate with customers, peers and other organisations driving change across our industry and in our communities. One such community initiative is within our coffee supply chain. Kerry partner with Café Femenino, a grower-support initiative in coffee-growing regions that is dedicated to ending the cycle of poverty that affects women coffee farmers around the world. The community based project provides direct compensation to women farmers, along with the opportunity and resources to enact positive change in their communities on their own terms.

We are making significant progress, across all our commitments and are on track to achieve our ambition.

TOP 5 TACTICS

Gender targets set annually across the business

Executives held accountable for driving progress on our diversity commitments

Strategic talent and succession reviews focus on both gender and cultural diversity

Employee led global networks and local community initiatives

External partnerships with customers, industry peers and organisations.

“We see gender equality as an underlying indicator of a truly inclusive workplace.”