

Inspiring Talent to Drive Performance in Kerry Europe and Russia

Malcolm Sheil, President & CEO Kerry Europe



Leading to Better

The Kerry Story - Video



People and Organisation Focus



Who We Are

Kerry Group is a global leader in taste and nutrition serving the food, beverage and pharmaceutical industries, and a leading supplier of added-value brands and customer-branded foods to the Irish, UK and select international markets







What We Do Leading to better food, in a better way, for a better future

Largest Taste & Nutrition Foundational Technology Portfolio

Our Technologies

Authentic Taste, Nutrition, Wellness & Functionality

Our Approach

Holistic Partnerships

Collaboration with our customers and working with their suppliers

Our Expertise

End to End Expertise

Culinary & Insights Development & Applications Product Process Technologies Global Technology Centres Nutrition Discovery Centres State-of-the-art pilot plants

Branded & Bespoke Product Solutions

Our Solutions

Unparalleled integrated solutions capability across a wide variety of end use markets

(Beverage, Meat, Bakery & Confectionery, Cereal & Sweet, Meals, Dairy, Snacks, Pharma) 25,000+ People Passionate About Food

Our People

117 Nationalities including Nutritionists, Flavourists, Chefs, Food Scientists, Mixologists, Regulatory and Marketing Specialists

From Our From Food For Food Heritage ...

O'NEILLS

KERRY GROUP

Gàa



1972 Started as a Dairy Cooperative
3,000+ Dairy suppliers
100% SDAS certified under Origin Green programme
1.16bn Litres of milk supplied

To the World's Leading Taste and Nutrition Company



Taste & Nutrition



Slow Roasted HIGH IN PROTEIN

Making better more authentic and delicious taste experiences that also meet nutritional needs A leading supplier of added value branded and customer branded chilled food products

2018 Financial Performance



Group Revenue

- 80% Taste & Nutrition
- 20% Consumer Foods



Group Trading Profit by Division

- 89% Taste & Nutrition
- 11% Consumer Foods



People and Organisation Focus



Diversity, Inclusion and Belonging at Kerry

2017

2016

Programme

launched

- Partnerships with external bodies: e.g. 30% club, Women's Food Forum
- Local Volunteering **Global Diversity** programmes
 - More flexible working arrangements

2018

- Year of inclusion CEO led commitment to agenda
- Global D&I Taskforce established
- Global celebration International Women's day, PRIDE in NA etc
- Global Volunteering Strategic partnership with **Special Olympics**

External research

Expert led D&I Focus groups with employees

2019

Refreshed Diversity, **Inclusion & Belonging**

> Employee demographic data & engagement survey results

Strategy

Pillars of Our Strategy

Diverse Leadership Education and Awareness

1

Workplace of the Future



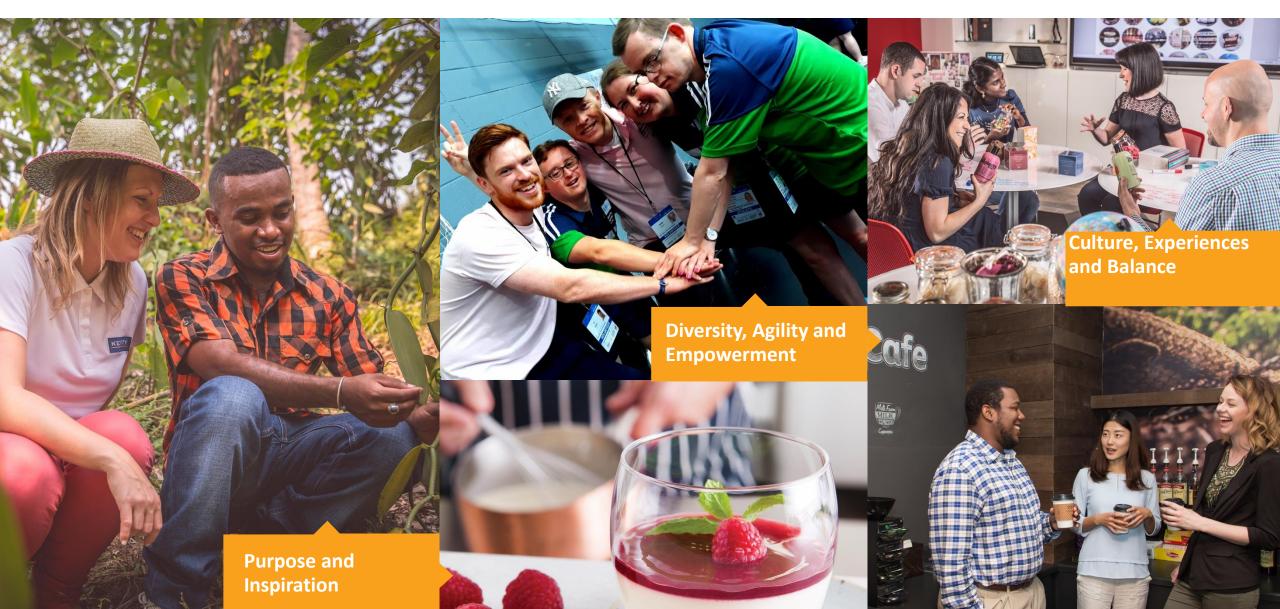
>°<</td>Key Community°<ob<</td>Projects

Project 'RAIN'Addressing food security,
Niger, West AfricaProject LecheImproving nutrition,
HondurasSpecial OlympicsBuilding more inclusive
communities, UK & Ireland

A Proud Moment



People and Organisation Focus





Personal Reflections



The World's Leading Taste & Nutrition Company @WeAreKerry

UT HE