

# Inspiring Talent to Drive Performance in Kerry Europe and Russia

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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

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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

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Workplace of the Future



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

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

#### **A Proud Moment**



#### **People and Organisation Focus**





### **Personal Reflections**



# The World's Leading Taste & Nutrition Company @WeAreKerry

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