

## Inclusion

Everyone is Welcome at Tesco. We aim to attract and develop talent wherever it exists and build teams which reflect our local communities so that we can provide the best service to our customers in stores both large and small.

We want to encourage everyone in our business to reach their potential – whoever they are, wherever they work, whatever they do. The Tesco PLC Board is right behind our approach to building an increasingly diverse business and they support our employee engagement networks.

### Creating good jobs

We believe in creating good jobs at all levels, wherever we are in the world. Country nationals make up half of the Leadership Teams of our overseas businesses. We aim to have as many country nationals in senior positions as possible.

### Colleague engagement network

We recognise the importance of career sponsorship, mentoring and networking to support the development of talent wherever it exists. In particular, we want to encourage our colleagues for whom life experience, background or 'traditional' role in society has the potential to create barriers. Through our support of the self-governing employee engagement networks we are able to inspire colleagues to build confidence so these barriers can be swept away. We currently have four colleague networks whose aim is to support making connections and forming communities for colleagues. Our LGBT (Lesbian, Gay, Bisexual and transgender) network has been established for 5 years and currently has more



than 1000 members. The Tesco Asian network has pioneered 'parents' evenings' which enable colleagues to keep their families fully informed of the career opportunities on offer. We also have an ABC (African, Black & Caribbean) Network and a Women in Business Network – both of which run internal events to give colleagues the opportunity to network, share experiences and understand more about how they can progress their career at Tesco.

### No retirement age

Many older people wish to remain in work or semi-retirement and our customers value older people's experience. In the UK, we include people of all ages in our apprenticeship, A-Level and graduate programmes, giving them the opportunity to develop their careers. We comply with mandatory retirement ages in countries where they exist.

### Women

We welcomed the aspirations of the Women on Boards ('Davies') Report on gender diversity that was launched this year. We have made significant progress in recent years in developing senior women. Since 2006/07 the number of female Business Leaders and Directors at Tesco has increased by 88, an increase of 149% and women in senior management positions account for 32% across the Group as a whole. There are currently three women on the PLC Board (27%), three women on the Executive Committee (19%) and three women on our UK Leadership Team (38%).

### People with disabilities

In the UK, we have established a strong relationship with Remploy and Shaw Trust, who help us find skilled and dedicated people with disabilities to work with us. We also provide a work experience programme for disabled children through the British mobility charity, Whizz-Kidz.



## Other groups

Through our Regeneration Partnership stores, we guarantee a significant proportion of jobs for long-term unemployed people. This is in addition to the work we do to attract applications through Jobcentre Plus to all our UK stores. We work to provide jobs for ex-service personnel, who often have exceptional transferable skills such as leadership, an ability to cope under pressure, and an understanding of working in a large-scale organisation.