

Press release

## Kellogg's named one of The Times Top 50 Employers for Women 2022

Kellogg's has been listed as one of The Times Top 50 Employers for Women 2022 for taking action to decrease gender inequality in the workplace.

Inclusion and diversity has always been a priority for the cereal giant, traced back over 100 years to its founder who was a pioneer in employing women in the workplace. Today, 47.9 per cent of the business' mid-senior leaders are female and Kellogg's is working towards a completely equal split by 2025.

Most recently, the business introduced three new workplace policies to enhance its inclusive workplace – focusing on the menopause, pregnancy loss and fertility treatment.

The Times Top 50 Employers for Women is the UK's most highly profiled and well-established listing of employers striving for gender equality in the workplace. Run by Business in the Community (BITC) - The Prince's Responsible Business Network, and The Times for more than a decade, the incredibly competitive process identifies companies which make gender equality part of the way they do business, working to embed it at all levels.

This year's applicants were closely assessed on the work they do to remove the drivers that enforce gender inequality, from flexible working and family-friendly policies to pay, reward and progression. This year BITC included further assessment to include the lived experience of women employees by asking what areas they feel need to be improved.

**Dave Lawlor, president at Kellogg Europe, said:** "We're delighted to be listed in the Times Top 50 Employers for Women. Over time we have made a series of intentional choices and commitments to ensure we have cultivated an inclusive culture that promotes gender equality. To be recognised on the list demonstrates how far we've come as a business but also pushes us forward, as there is always progress to be made."

**Sam Thomas-Berry, vice president HR at Kellogg Europe, said:** "We have always been a business that's championed inclusion, but in the last few years we've really made some big steps to get closer to where we want to be. We are dedicated to gender parity and at 47.9 per cent female leaders we're almost there but we know there's always more to be done."

"To be recognised in the Times Top 50 Employers for Women is a real testament to the work our teams have been doing to prioritise gender equality in the workplace."

**Katy Neep, Gender Equality Campaign Director at Business in the Community, said:** “The cost of living crisis following hot on the heels of the disproportionate impact of COVID-19 faced by women has further shone a light on how far we have to go on gender equality. Without action from all employers, we will end up chasing our tails while trying to eradicate the inequalities gap and create truly inclusive workplaces for all women.”

“The Times Top 50 gives us hope that we are making strong progress in our goal towards gender equality and in our 40th year we call on all employers to be bolder, braver and faster in achieving that goal.”

“This year’s application process was the most competitive one we have ever seen. Employers like Kellogg’s haven’t lifted their foot off the pedal when it comes to supporting women at work and they are a strong example of what commitment to making gender inequality a thing of the past looks like.”

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