OUR COMMITMENT

We will attract, develop and motivate a talented and diverse workforce. By 2025 we intend that women will comprise at least 40 percent of both management and leadership grades across the business.

We will provide a safe and healthy work environment with the aim of achieving zero accidents and attaining world-class health and safety status.

We will also encourage participation in our employee wellbeing programmes, so that at least 50 percent of our employees take part by 2020.

INTRODUCTION

We believe that people make a company successful and sustainable. Our aim is to recruit the best people, develop diverse and inclusive teams and provide our employees with rewarding careers in an environment that supports their development. To give their best and achieve their full potential, they need a safe, healthy and positive working environment.

Diversity and inclusion

We regard every employee as a valued colleague and are committed to supporting and developing each person to help them achieve their full potential. We believe that accountability for diversity rests at all levels of the business and we have a local Diversity Council, working with cross-functional business leaders, in order to extend diversity and inclusion initiatives throughout the business.

In 2015, we looked at the issues of building ethnic diversity and building understanding between generations. In Great Britain, we ran pilots to help employees understand different ethnic customs and religious festivals, and to help them feel comfortable in asking questions. Building understanding between generations provided insights that we wouldn’t normally receive from employees into what motivates them, and what they expect from us.

It’s no secret the manufacturing sector is suffering from skills shortages and one serious gap is the low number of women in the industry. In the UK for instance, women make up just 30 percent of the food and drink manufacturing industry, and only 57 percent of engineering professionals.

We want to confront these figures. We believe a gender-balanced workforce means diversity of ideas, thinking and experience across our business, which leads to enhanced ways of working, and ultimately, to better decision-making.

We have launched a brand new recruitment marketing campaign – My Time is Now – designed to encourage women to think differently about their careers. We’ve also set clear goals. In 2015, 48 percent of our graduates, and 57 percent of our supply chain graduates were women.

We are also committed to the development of young people within the sector, and sites such as CCE Sidcup continue to run an apprenticeship programme and support the GB Supply Chain Graduate Programme.

In 2015, we partnered with Careers Transition Partnership, an organisation which is the Ministry of Defence’s official provider of Armed Forces Resettlement. Through this partnership, we are able to recruit ex-military talent into our supply chain function, helping to participate in their transition between military and civilian life.

Health and safety

We aim to achieve world-class safety standards and a zero-accident workplace with a consistent approach and level of performance at all of our sites. We operate a national Business Unit Safety Council, and health and safety committees at each of our manufacturing operations and sales and distribution sites. Our standards apply equally to employees and contractors.

In 2015, six of our sites and regional distribution centres were certified to Occupational Health and Safety management system OHSAS 18001.

In 2015, our lost-time accident (LTA) rate was 0.37 accidents per 100 full-time equivalent employees; we did not have any employee or contractor fatalities.
Our strong safety record was recognised again in 2015, with CCE Edmonton gaining The Royal Society for the Prevention of Accidents (RoSPA) Gold Award. Our Wakefield operation was recognised with the Commended in the Food, Drink & Tobacco Manufacturing Industry Sector Award in the RoSPA Occupational Health and Safety Awards in 2015.

Safe driving is critical to our employees’ safety and road traffic accidents are one of CCE’s highest health and safety risks. In order to address these risks, we piloted a Safe Driver Programme in 2015. We developed a Safe Driving Policy, and approximately 2,000 CCE drivers completed individual driver risk assessments. Based upon the outcome of these assessments, participants were provided with risk-specific training programmes aimed at improving their driving behaviour. The programme was a success, dropping our accident frequency rate by 7.7 percent between 2014 and 2015.

**Employee wellbeing**

We seek to ensure that our employees are safe and healthy, with a positive mindset. We help support this through our employee benefit packages as well as programmes we offer to help them manage and improve their own health and wellbeing.

**Employee volunteering and fund-raising**

In April 2015, an event at our head office celebrated the Special Olympics GB athletes travelling to Los Angeles to take part in the Special Olympics World Games in July 2015. Footballer Matthew Dodds and equestrian competitor Georgina Maton (pictured here) joined us for the event and they inspired everybody with their stories.

To support Matthew, Georgina and all the other athletes, we launched our own challenge, encouraging our people to get involved in both fund-raising and volunteering with the goal of generating the equivalent of £100,000 for Special Olympics GB and other community groups in 2015.

120 employees acted as business mentors during our annual education competition, the Real Business Challenge, volunteering more than 850 hours.

Project GIVE is a new initiative created by the Sales and Marketing department. Employees are given two work days per year to either volunteer or fund-raise for Special Olympics GB and/or local charities. Employees can do this as part of a team and with seven teams in place they set a challenge of raising £20,000 in 2015.

Activities included a charity cycle ride, an ‘Ebay Auction’ appeal, competing in a triathlon, volunteering at the Dog Trust and Tiggywinkles, the wildlife hospital, a charity walk and volunteering at the Special Olympics GB National Golf event. In total they raised £32,426.

Twelve employees from CCE Northampton took part in a mountain climb to the top of Snowdon on 30 May and raised over £400. The HeRe! Is Great team held a variety of events and activities throughout the year to encourage engagement, celebrate diversity and fund-raise, and have raised over £220 to date.

The OCM Finance team provided four volunteers for the Special Olympics GB Regional Athletics competition in Windsor, equating to around £1,500 in value.

And finally, a group of keen cyclists from one of our Milton Keynes sites has been taking part in fund-raising rides since 2010. The Northfield Mountain Bike Club (NMBC) is open to employees, family and friends and organises a three-day charity cycle every summer. The club also organises Wednesday evening and Sunday rides to help employees build up their fitness and experience and have fun at the same time. To date more than £12,000 has been raised for local charity Willen Hospice, amongst others.

**CASE STUDY**

Maryanne Proctor, Environment Manager, Edmonton Factory

CCE’s Edmonton factory produces 50 million cases of soft drinks every year. My job is to make sure that every aspect of the site’s operations is environmentally sustainable. I look after environmental legal compliance and am also responsible for improving our performance in the areas of energy, water and waste. I knew from an early age that I wanted my career to be based around working with people, and ideally include biology and ecology. During my studies I had three six-month placements within industry. These really helped me define the area in which I thought I could thrive – manufacturing. I joined CCE in 1999, and since then I have held a variety of roles: Learning and Development Manager, Quality Manager and Production Manager. In 2009, after my maternity leaves, I came back and became the factory’s Environment Manager. Now, my day-to-day responsibilities include every aspect of the sustainability of our operations – whether that’s driving down energy consumption, minimising our impact on the environment, ensuring we remain a zero-waste site or reducing the amount of water we use. Work-life balance is even more important now, so I work part-time, with the support of my team and thanks to CCE’s flexible working policy.