


# A great place to work

Commitments & KPIs

The image shows the exterior of a Sainsbury's store at dusk. The building features a large glass facade that reflects the sky and clouds. The Sainsbury's logo, consisting of the word "Sainsbury's" in a stylized, orange, 3D font, is mounted on the upper part of the glass. The sky is a deep blue, and the sun is low on the horizon, creating a warm glow. The overall scene is modern and professional.

# A great place to work

## Our Commitments

*We'll be an employer where colleagues love to work.*

*We'll continue to invest in the training and development of our colleagues.*

*We'll have an inclusive workforce that offers employment opportunities to all members of the community.*



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## Commitment & engagement

### Commitment:

*We'll be an employer where colleagues love to work.*

What we'll do	How we'll measure it
<b>1.</b> We'll understand our colleagues better than anyone else and engage colleagues in the long term success of our business.	Measure: The percentage of our colleagues who are engaged using our annual Talkback engagement survey. 2015 baseline: 91% of colleagues are proud to work for Sainsbury's and 74% feel Sainsbury's is a Great Place to Work (In Retail we are above average on 10 out of 15 comparable questions including advocacy and trust when compared against other retailers.)
<b>2.</b> We're committed to exceed the National Living Wage proposal and address the gender pay gap.	Measure: Pay our colleagues above the National Living Wage and by 2020 above the prediction of over £9 per hour. 2015 Baseline £7.36ph (National Living Wage £7.20ph April 2016)
<b>3.</b> We'll commit to invest in industry leading training and development for all of our colleagues.	Measure: Continue to be awarded a Gold accreditation in Investors in People 2015 baseline: Gold status

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## Jobs & skills

### **Commitment:**

*We'll continue to invest in the training and development of our colleagues.*

<b>What we'll do</b>	<b>How we'll measure it</b>
<b>1.</b> We'll offer colleagues externally accredited training to support our business strategy.	Measure: Deliver quality training to support our colleagues to grow and develop. 2016/17 year-end: 450 completed apprenticeships; 2020: 2500 apprentices year-on-year. 2015 baseline: 353 apprentices enrolled
<b>2.</b> We'll support career progression for internal colleagues aligned to our talent vision.	Measure: Increase internal promotions year-on-year 2015 baseline: tbc

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## Diversity & inclusion

**Commitment:**

*We'll have an inclusive workforce that offers employment opportunities to all members of the community.*

What we'll do	How we'll measure it
1. We'll provide work opportunities and access to jobs for those who face barriers to the workplace.	Measure: Number of colleagues recruited through YouCan programme 2015 baseline: 25,108
2. We'll be an inclusive workforce that reflects the communities we serve.	Measure: Increase diversity of our workforce across race and gender 2015 baseline: Total colleagues: 57% female, 13% black, Asian or minority ethnic. Operating Board: 33% female, 0% BAME

Sainsbury's

