



Financial Wellbeing Support for Colleagues July 2023

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Wellbeing
Strategy &
Champions

Physical
health



Emotional
wellbeing



Financial
wellbeing



Wellbeing Toolkit

Financial Wellbeing Benefits

All 3 pillars of wellbeing are interlinked:

- Grocery Aid
- EAP
- My Bargains
- Salary Finance
- Free Independent Mortgage Advice
- Pensions

HOW WE HELP

GROCERYAID HELPLINE:
08088 021122

Providing emotional, practical and financial support to everyone who needs us.



Financial Wellbeing Campaigns/Activity

- Benefits webinars
- MyBargains specific promo
- Updated & Improved user guides & video's
- Winter wellbeing/cost of living toolkit info
 - Government support
 - Budget Trackers
 - Budget friendly meals
 - Energy saving tips
 - How to get cheap/free food
 - Sustainable/reusable sanitary items
 - Money saving expert podcast
- Staff Shop





Bakkavor Staff Shop Project Sprint Q1 2023

Background

Why?

- Our Employee Engagement Survey across 16,000 UK colleagues in late 2022 gave us some great insight to act on
- Some key take outs for this project were:
 - Our current staff shops are good, but product is not always available
 - Not every location has access to a staff shop
 - What more can Bakkavor do to support colleagues with the cost of living?



Project Sprint

Our response

- In early 2023 a multi-functional project team was formed
 - This incorporated members of HR, Manufacturing, Development, Procurement, Packaging, Logistics, Communications and our Technical team
 - The name, **Project Sprint**, reflected our desire to act quickly
- Essential to the Project was that we:
 - Think differently
 - Leverage Bakkavor's scale to maximum effect
 - Identify key products and price points
 - Ensure Group-wide coverage
 - Use the opportunity to reinforce our corporate values and branding



Project Sprint

Our commitments

- Each site in the UK will have access to a staff shop that holds a core range of Bakkavor products by end of April 2023
- The small number of sites that do not have a shop will commit to opening a facility and will provide access to this proposed core range
- Colleagues, irrespective of working pattern or hours, will have access to the shop at least once a week
- Availability, quality and value are key
- Food waste must be minimised in line with our ESG commitments



Project Sprint

What Sprint delivered in two-months...

- A range of 4 core lines developed and ready for chilled manufacture from two of our manufacturing units:
 - Margherita pizza
 - Pepperoni pizza
 - Individual beef lasagne
 - Individual mac 'n cheese
- A logistics solution allowing for our chilled product to be quick frozen and stored centrally for distribution when required
- Four sites having new access to a staff shop, with opening arrangements to allow access to all
- The provision of freezer units to 22 locations
- An initial price point of £1.25 per item



Project Sprint

But Bakkavor are a chilled manufacturer, why are you freezing product?

The decision to freeze chilled product provided several advantages:

- It allowed for long production runs to freeze large quantities in one go and maximising efficiencies
- It enabled stock to be held centrally which could then be called-off as required
- Shelf-life of frozen product allows shops to keep fully-stocked and still minimise food wastage



Project Sprint



A RANGE OF MEALS
CREATED ESPECIALLY
FOR OUR HARDWORKING
COLLEAGUES

So how has it gone?

- Products produced, frozen and available on time
- All locations had access to a shop by end April 2023
- Bespoke packaging looks amazing
- Initial colleague feedback has been so positive
- Price point now reviewed to just £1 and consideration being given to expanding the offer

Project Sprint – pictures and colleague feedback

"The feedback is great, great quality, and a fantastic price"
- Staff Shop Manager, Crewe



"The lasagne and pizzas are delicious, and it feels like really good value for money!"
- A Newark colleague



"Having frozen Bakkavor convenience foods in our staff shop, along with fresh salad and veg has made a difference to my mealtimes and my budget, the pizzas and lasagnes are really good quality and very tasty"
- A Wigan colleague



Any questions?

