



Women in Wholesale Diversity & Inclusion survey

twc

Harnessing data
Empowering wholesale
foodservice & convenience

wiw

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WOMEN IN WHOLESALE

INSPIRE • SUPPORT • PROGRESS

TWC: who we are and what we do



TWC Technology



TWC Consulting



TWC Trends

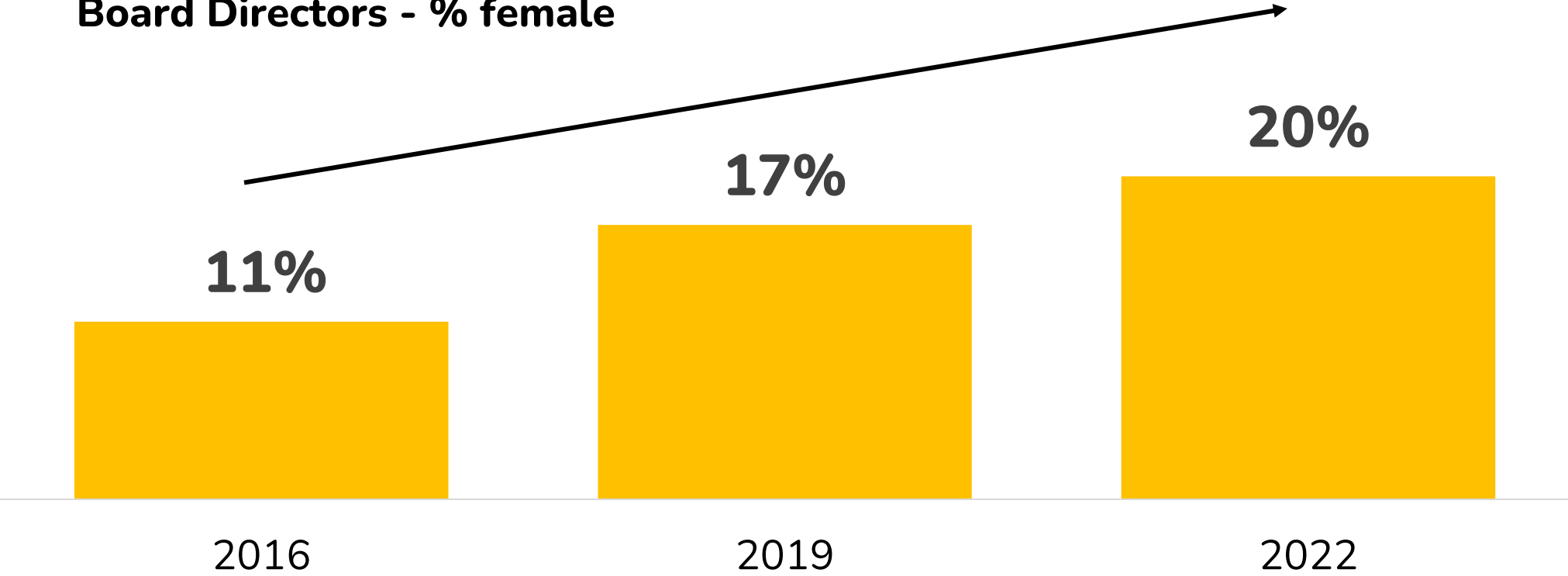


Why is diversity & inclusion important?

- ✓ A diverse organisation grows faster and is more profitable
- ✓ A diverse organisation is more creative and innovative
- ✓ Diverse businesses attract a broader talent pool
- ✓ Diverse businesses rate higher for employee satisfaction
- ✓ A diverse workforce is more reflective of the customer mix

Encouraging rise in women in board level positions in UK Wholesale

Board Directors - % female



(based on 'Big 30' wholesalers (as defined by The Grocer) and buying groups)

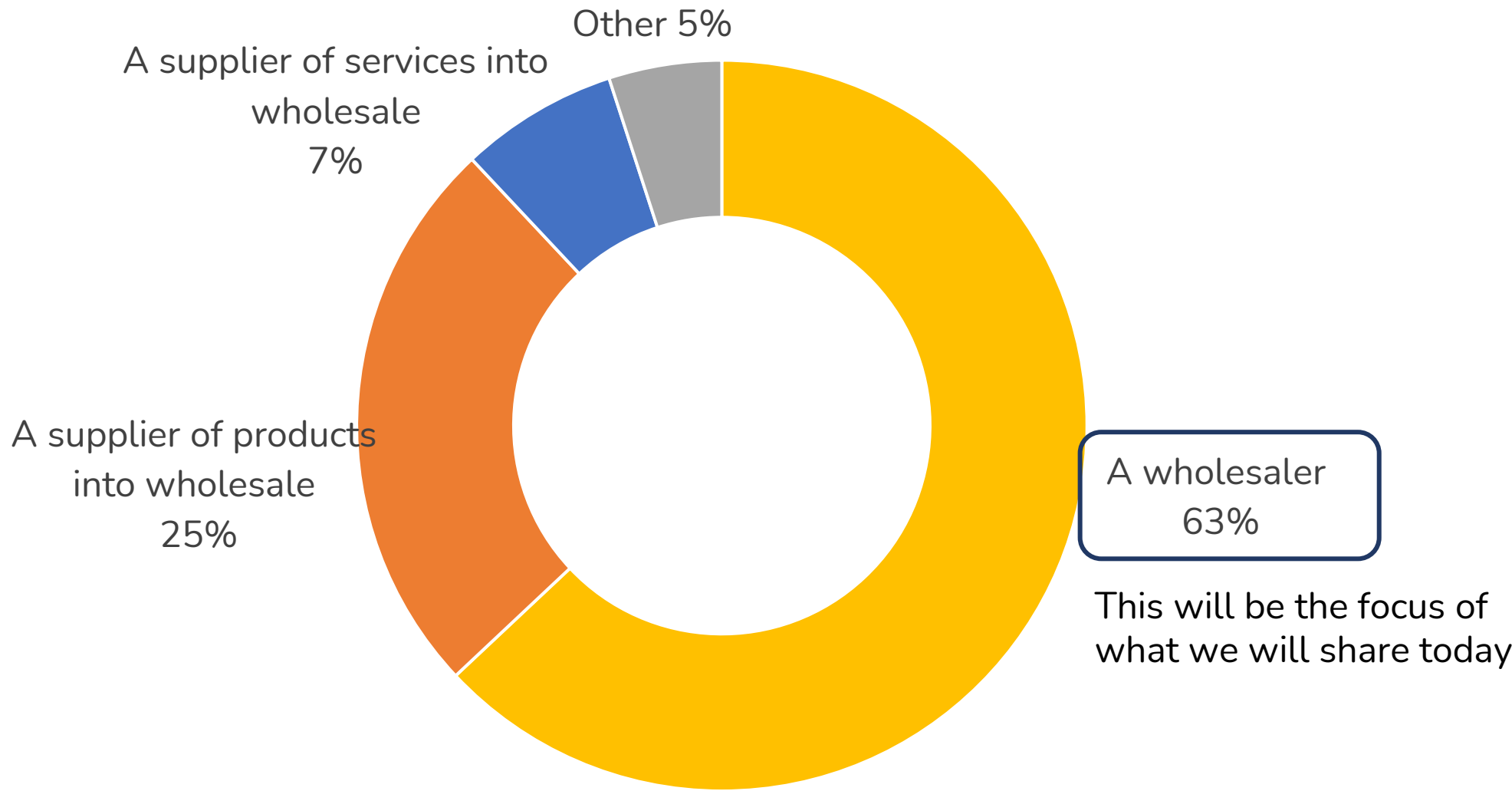
WiW D&I Survey – why did we do it?

- ✓ As a benchmark for future measurement
- ✓ Identify where the sector can do better
- ✓ Inform where WiW should focus its resources
- ✓ To encourage conversation and learning about D&I

Methodology

- ✓ Open survey across the whole sector (n=291)
- ✓ Survey conducted 26 Aug – 14 Sep 2022
- ✓ Totally anonymous
- ✓ No weighting applied
- ✓ NB: challenges of recruiting particular demographics

Breakdown of participants: sector

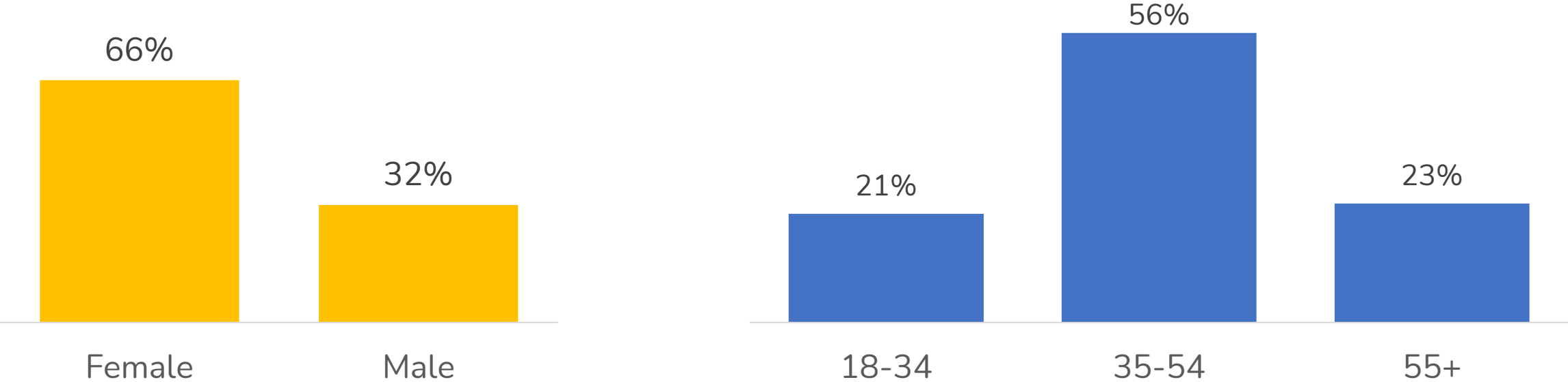


A wholesaler
63%

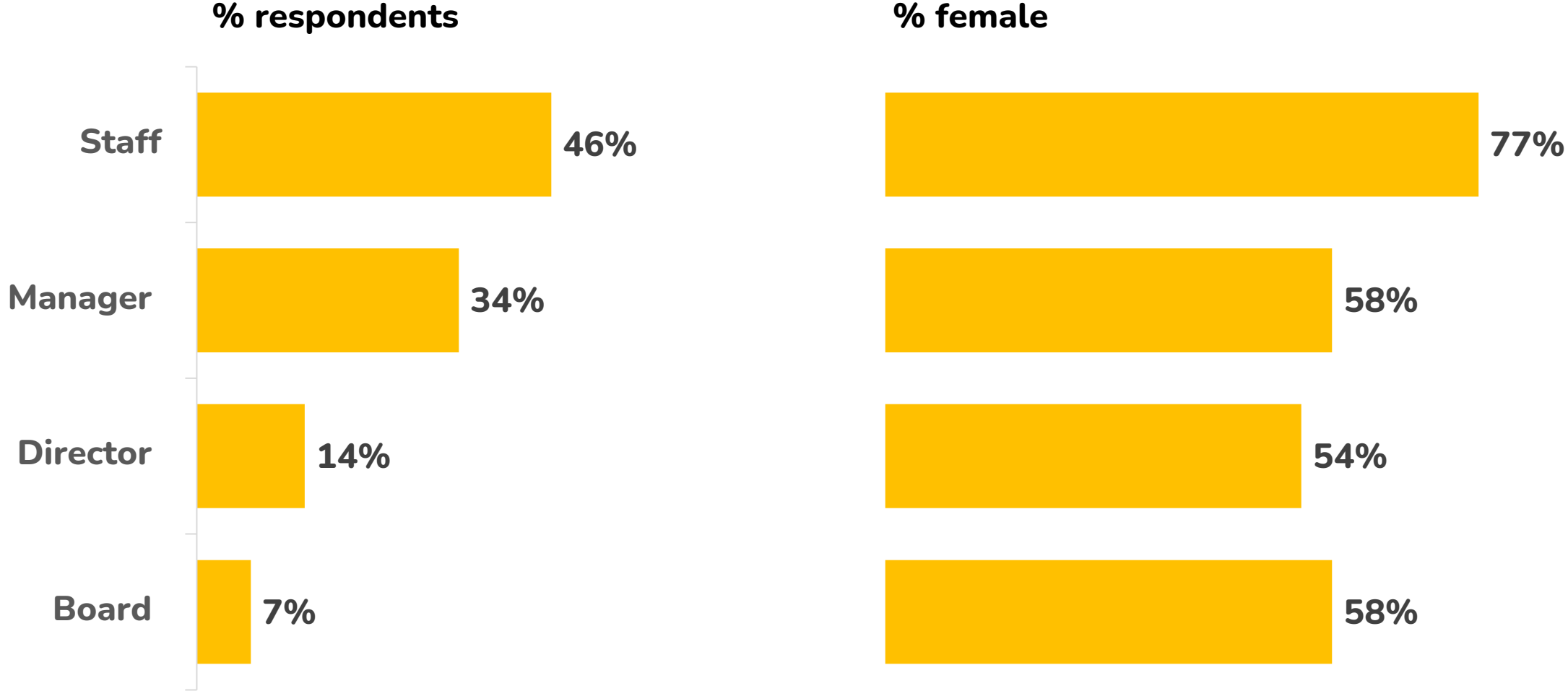
This will be the focus of what we will share today

n =291

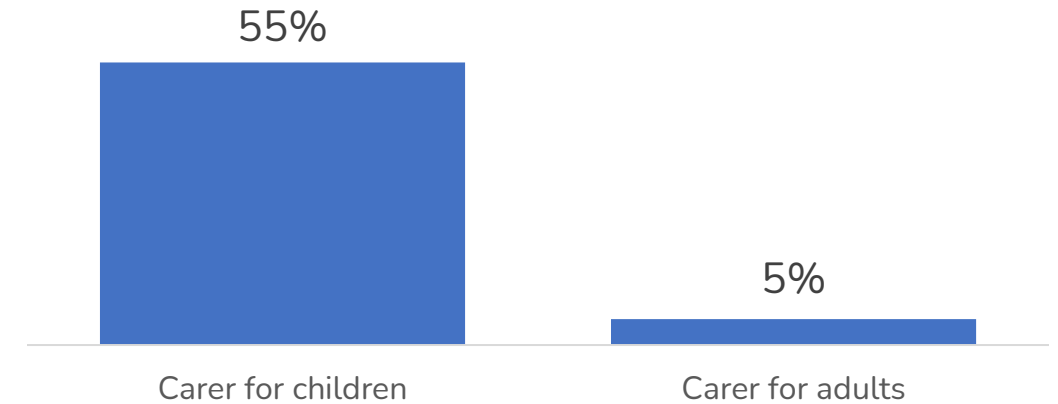
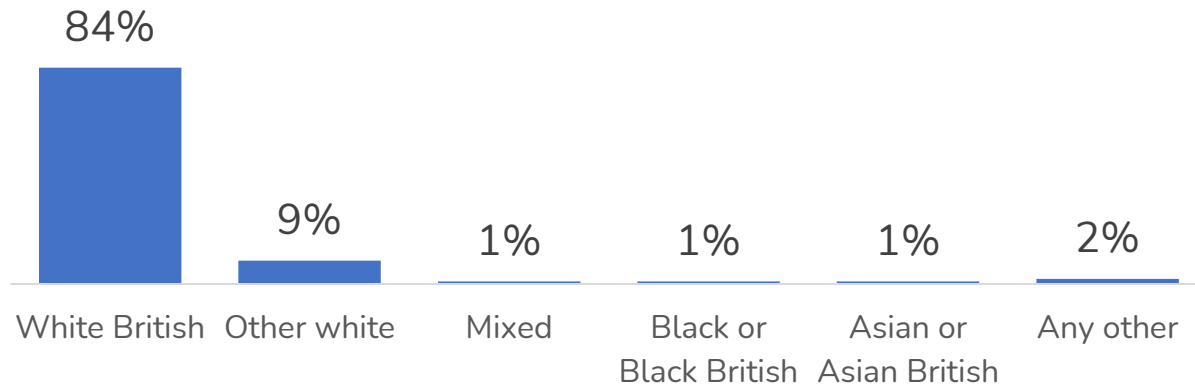
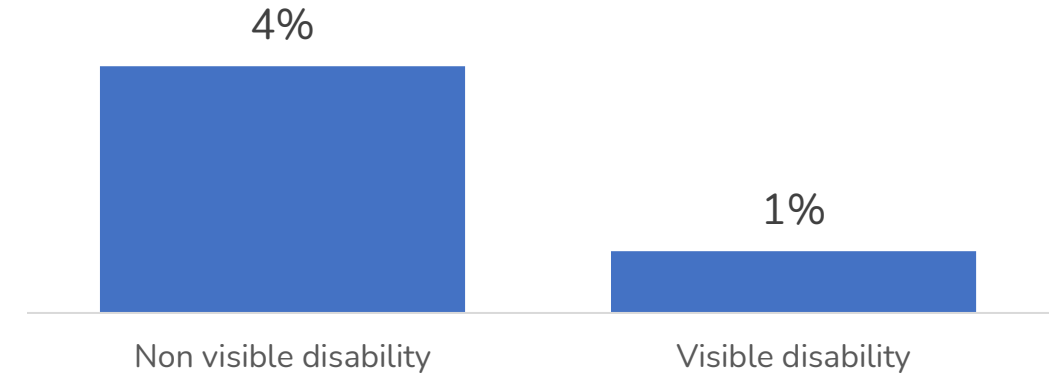
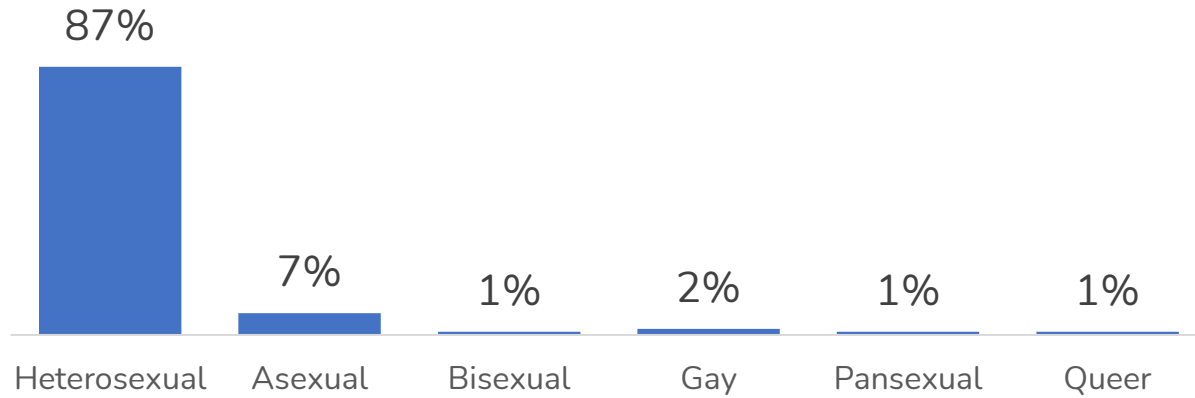
Breakdown of participants: gender & age



Breakdown of participants: level of seniority



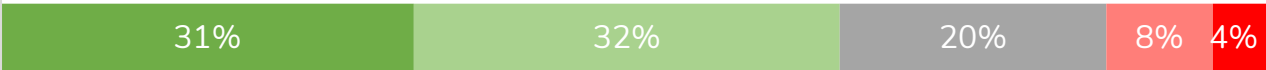
Breakdown of participants



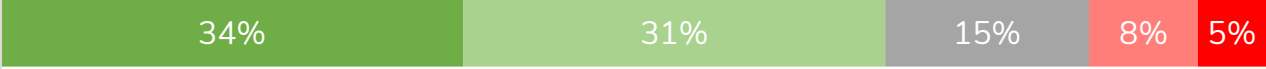
Strong agreement across the board

■ 5 - strongly agree ■ 4 ■ 3 ■ 2 ■ 1 - strongly disagree

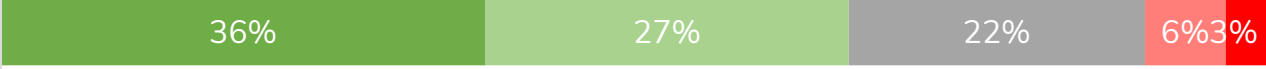
People are managed as if they can always improve their talents and abilities



All people can succeed in my organisation



Workforce diversity is valued in my organisation



I am included in decisions that affect my work



I trust my organisation to be fair to all employees



There are leaders in my business that I can relate to



I can truly be myself at work



I feel like I belong in my organisation



I am treated with respect at work



If I raised a concern about discrimination, I am confident my employer...



If I saw something wrong at work, I would feel comfortable reporting it



Top 5 (strongly agree + agree)



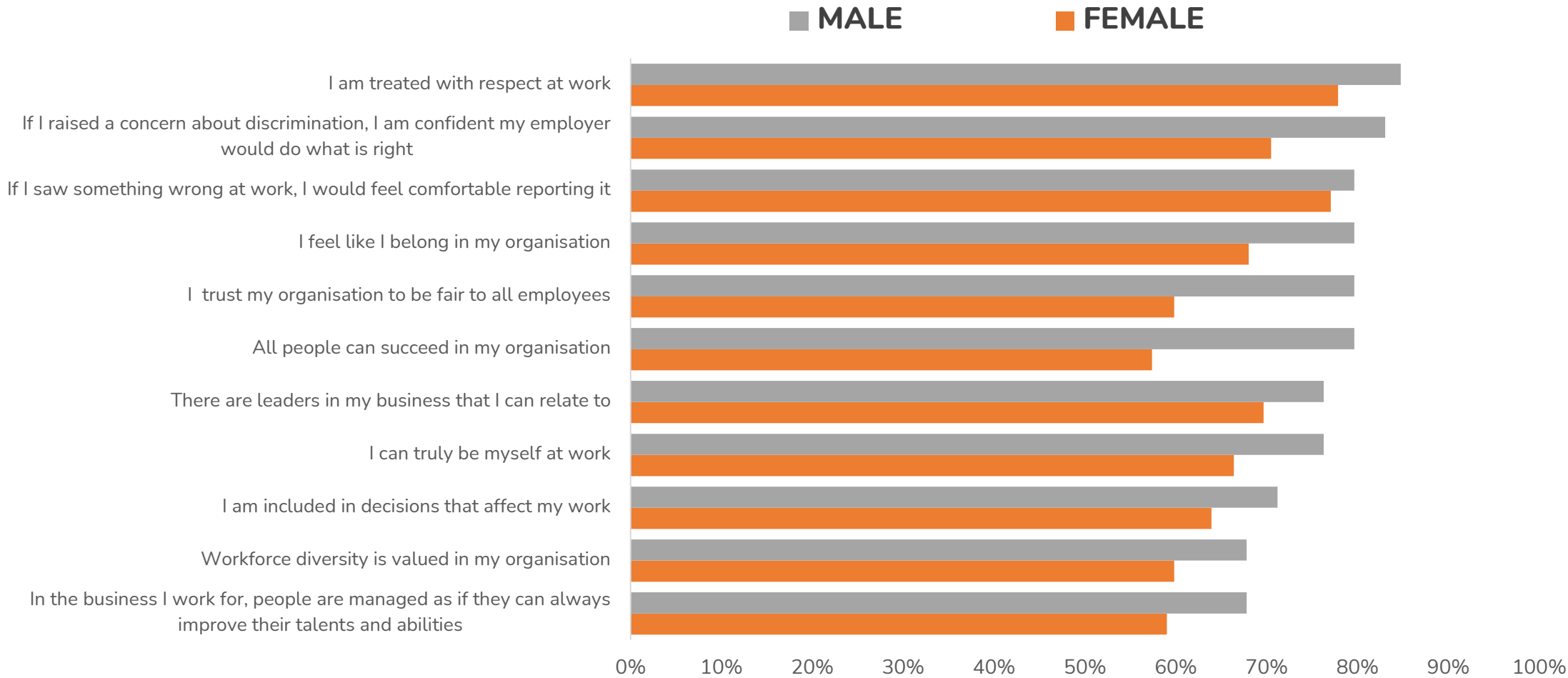
Bottom 5 (strongly disagree + disagree)



'Staff' more likely to feel negatively



Men are more likely to agree with ALL of the statements vs. female colleagues



The biggest disparities between male and female responses are around equal opportunity

“All people can succeed in my organisation”



57%



80%

“I trust my organisation to be fair to all employees”



60%



80%

Meanwhile, women are >3x more likely to feel that they are not included in decisions that affect their work

DISAGREE
“I am included in decisions that affect my work”

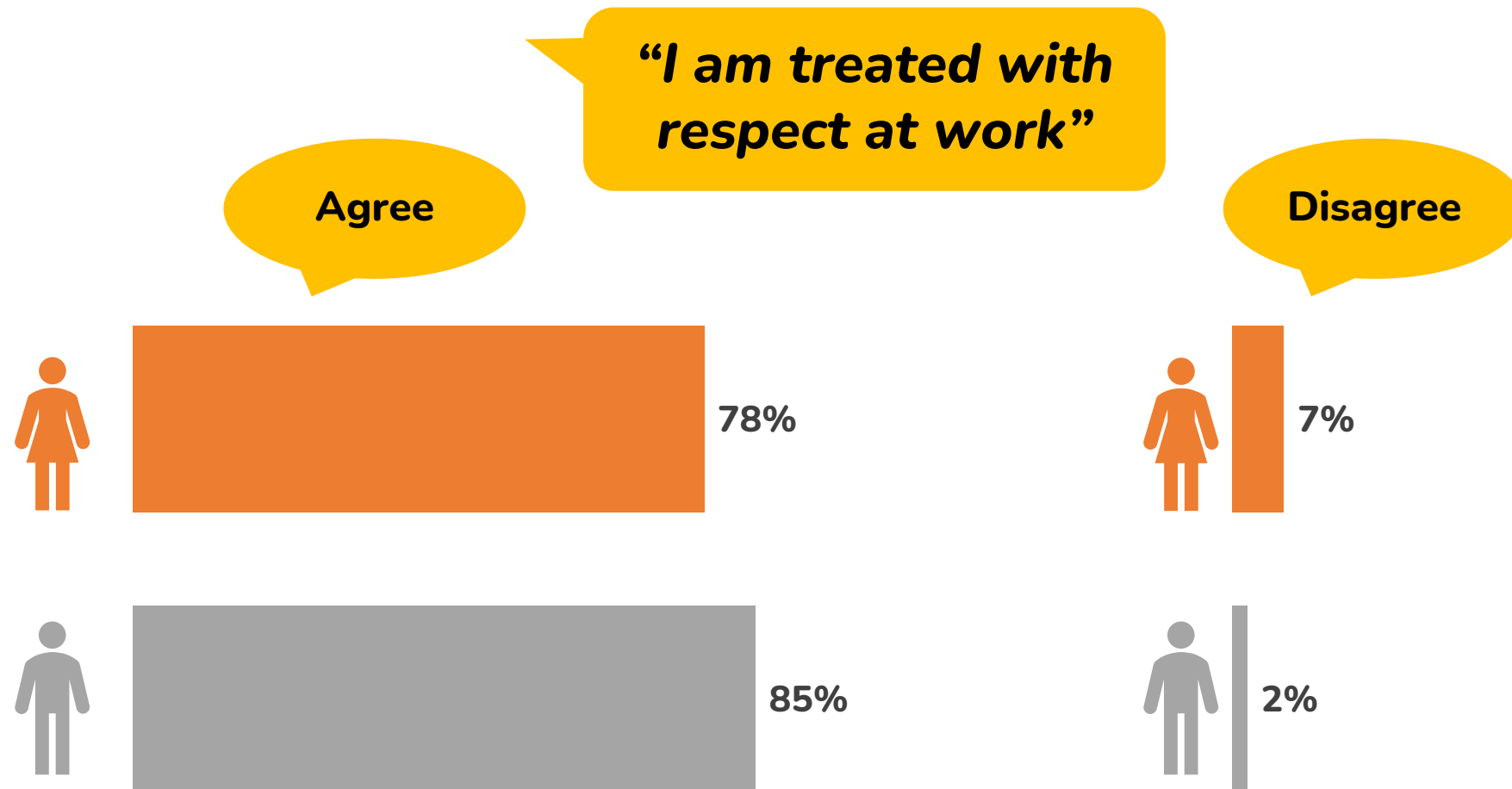


17%



5%

Women are less likely to agree that they are treated with respect at work



Women are also less likely to feel they can truly be themselves at work

“I can truly be myself at work”



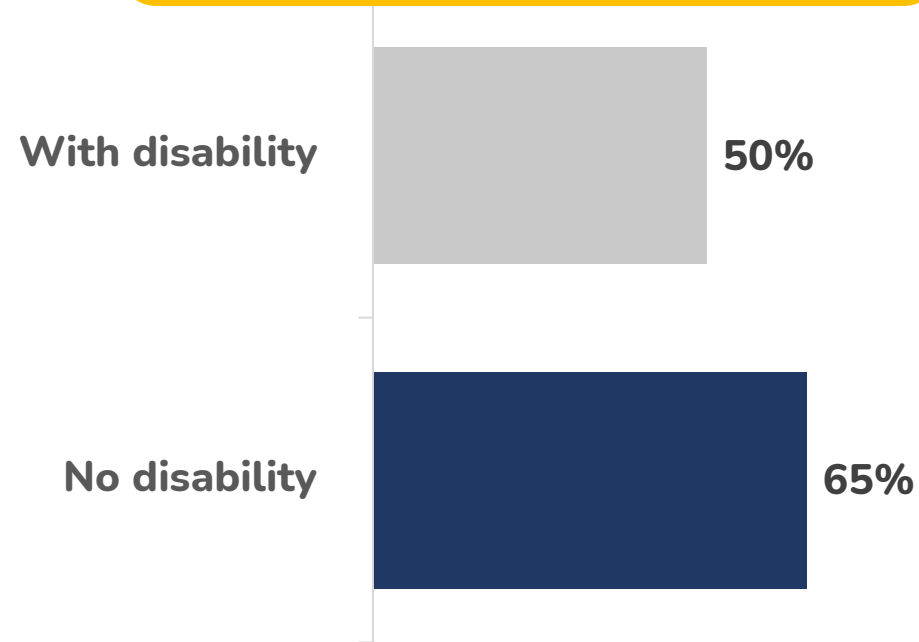
However encouragingly, those identifying as other sexualities are as likely to feel they can be themselves at work as heterosexuals

“I can truly be myself at work”

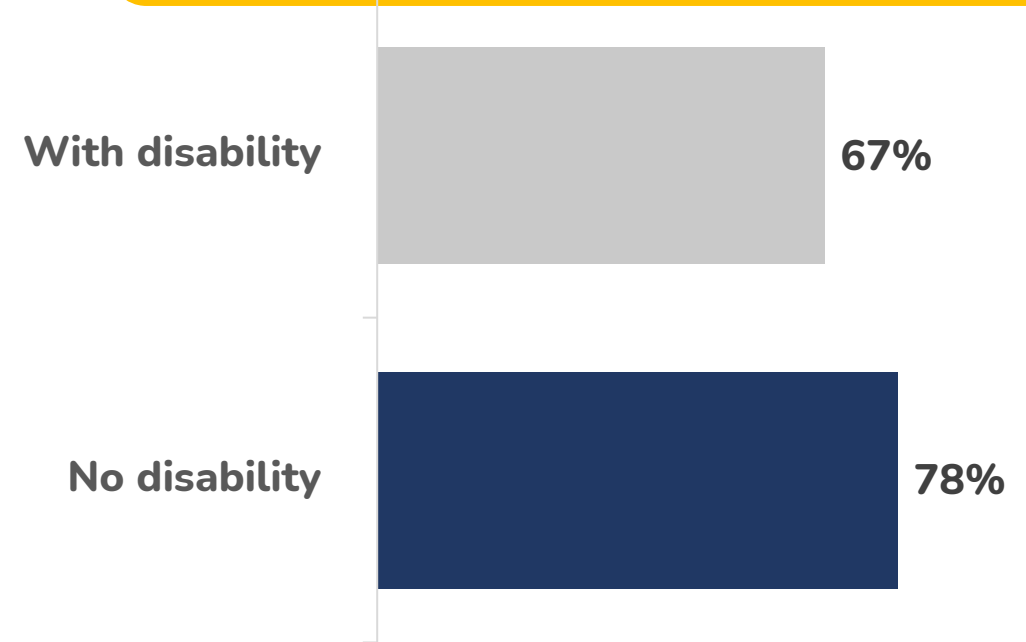


Those with a disability are less likely to believe everyone can succeed; and worryingly are less likely to report wrong-doing

“All people can succeed in my organisation”



“If I saw something wrong at work, I would feel comfortable reporting it”



Good news

- ✓ We've seen a +82% rise in women in board level positions in UK wholesale (20% in 2022 vs. 11% in 2016)
- ✓ Broadly, we are seeing positive sentiment across the industry regarding diversity and inclusion
- ✓ We have started the conversation and now have a benchmark for future comparison

Areas to work on

- ✔ We remain behind other industries in terms of the % of women in board level leadership roles (benchmark: 29%)
- ✔ 14% of respondents disagree that they are included in decisions that affect them at work – rising to 23% working in ‘staff’ roles
- ✔ Women are less likely to agree that everyone in an organisation can succeed and are less likely to trust their employers to be fair
- ✔ Those with a disability are less likely to be comfortable reporting something wrong at work

Next steps

- ✓ Considering surveying your own workforce to see how your organisation compares to this industry benchmark
- ✓ TWC will issue a full report of the survey findings via Women in Wholesale in October
- ✓ The survey findings will inform the WiW 2023 education and discussion programme

Thank You!



Any Questions?
Talk to Tanya on...

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or email **tanya@twcgroup.net**

Go to **twcgroup.net**

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