

A place to get on.



Target

Help our colleagues succeed by providing them with the flexibility, skills and reward to 'get on'

1. Offer a competitive total reward package
2. Invest in training to increase skills and digital confidence
3. Provide opportunities for young people
4. Support colleagues to work flexibly
5. Build an inclusive culture
6. Help colleagues look after their physical and mental well-being

It's all part of our Little Helps Plan.

Our colleagues are what makes our business. When they succeed, we succeed too. We are committed to helping our colleagues get on, whatever their ambitions.

450k

colleagues globally

83%

say Tesco is a great place to work

Over 17,150

colleagues have received manager development training

Case study

Large Goods Vehicle apprenticeships



In May 2017, we introduced a Large Goods Vehicle (LGV) driver apprenticeship to help tackle a skill shortage for us. We offered this retraining opportunity to existing distribution

colleagues and in the first year, 19 apprentices successfully completed their programme. Given this success we have expanded the programme to 145 in 2019 and have broadened the scheme to include five more distribution centres across England.



What else are we doing?

Apprenticeships

We offered more than 1,256 apprenticeship places in the UK last year and have introduced new higher level apprenticeships in food science, technology, software engineering and finance.

Opportunities for young people

Through our partnership with the Prince's Trust we will support 10,000 young people to develop their employability and life skills. So far 6,500 young people have been reached.

Health and well-being

We are supporting colleagues to look after their [physical and mental well-being](#). 20,000 modules of mental health e-learning have been completed. Colleagues are also offered a discounted gym pass.

Case study

Everyone is welcome at Tesco

We provide [equal opportunities](#) for our colleagues no matter what their background. 84% agree there is an inclusive culture at Tesco. We are working to increase representation of women at senior levels through targeted career development programmes and inclusive succession planning.

31% of our Board and 23% of Directors are women. Our LGBTI network is one of the largest in Europe and we support Pride events up and down the UK.

In Central Europe we are launching a Women's network this year and have already been named as one of the best workplaces in Ireland for women by Great Place to Work™.

Find out more

[Tescopl.com/LittleHelpsPlan](https://tescoplc.com/LittleHelpsPlan)

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TESCO
Every little helps