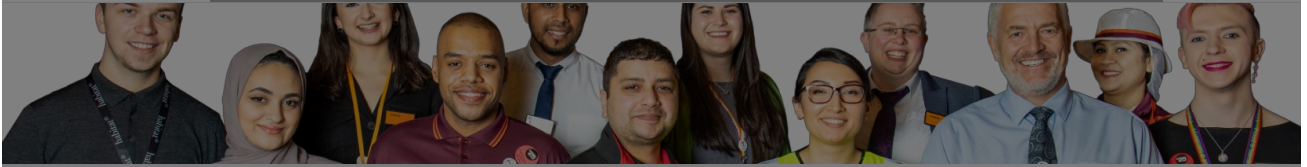
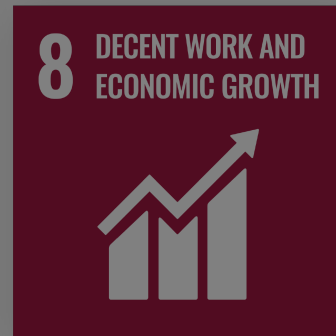


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- Diversity and inclusion**

## An inclusive place to work and shop



Being an inclusive business with diverse representation at all levels of our business is important to us. We are committed to being a truly inclusive retailer where every single one of our colleagues is treated fairly and with respect. We want our colleagues to fulfil their potential and our customers feel welcome when they shop with us.

## Our commitments



### Wellbeing

Every colleague will have access to mental health and wellbeing support through tools and other resources that enable them to make positive and proactive choices to thrive in all aspects of life

### Inclusion

75 per cent of colleagues will tell us they are able to be themselves at work through our colleague engagement survey

### Diverse representation

We are committed to achieving diverse representation in leadership positions by 2024



## Key achievements

### **Disability Confident Leader**

highest tier of accreditation in the government's Disability Confident Programme

**4,000+**

colleagues are members of I AM ME, our ethnically diverse network

**78%**

of colleagues told us they are able to be themselves at work

**10,000+ downloads**

since the launch of our wellbeing app, Unmind

## Our progress so far

To ensure sustained improvement, we continue to look at focused initiatives, culture and accountability through aspirational targets. We have set new, stretching targets to take us to 2024 which covers more of our talent pipeline and covers Black representation specifically. Importantly, these targets will form part of our long-term incentives for management.



Metric		Baseline	Performance		Target
		2020/21	2020/21	2021/22	2023/24
Colleagues who say they can be themselves at work (%)		N/A	N/A	78%	75%
Senior leadership positions (top 230 leaders) held by females/ethnically diverse/black colleagues (%)	Females	37.67%	37.67%	40.1%	50%
	Ethnically diverse	8.07%	8.07%	8.21%	12%
	Black	1.35%	1.35%	2.42%	3%
Senior management positions (the top 1,200 leaders beneath the top 230 senior leadership positions) held by females/ ethnically diverse/black colleagues (%)	Females	35.45%	35.45%	2.42%	43%
	Ethnically diverse	7.17%	7.17%	8.73%	12%
	Black	0.73%	0.73%	1.03%	3%

We are publicly reporting on our progress twice a year. For further information on our performance, please visit our [Reports & Policies page](#) for our Plan for Better report, our [Annual Report and Finance Statements](#) and our [Gender and Ethnicity Pay Report](#).

## Latest news



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## farmers

Retailer announces a further £2.8m support payment to its pork development group  
Collaborative pricing mechanism has created stability for producers in volatile market  
Producers can access a fixed price for 12 weeks

[Read the article](#)

## Our approach

We are committed to being a truly inclusive retailer where every single one of our colleagues can fulfil their potential and where all our customers feel welcome when they shop with us.

Our approach is focussed on:

- Creating an engaging and inclusive workplace to enhance the lived experiences of our colleagues.
- Increasing our success in attracting, hiring, developing, progressing and retaining diverse talent across our business to ensure we represent the external community and our customers.
- Celebrating difference and showcasing the achievements of our diverse colleagues.
- Ensure we meet the needs of our customers and local community.

Internally we have five inclusion colleague networks at Sainsbury's which play a key role in building our community, developing our employees and driving innovation that positions Sainsbury's for growth. They help us foster an inclusive workplace environment by building awareness of diverse cultures and communities, as well as support the business by providing insight and thought leadership.

## Colleague mental health and wellbeing

Our commitment to being a truly inclusive employer where every single one of our colleagues can fulfil their potential and have the support they need means we take the wellbeing of our colleagues seriously.

[More on mental health & wellbeing](#)

## Working in collaboration

We have a long history of building strong partnerships and delivering great impact in our communities, locally and internationally and part of that is down to our commitment to supporting charities.

Sainsbury's is also a member of a number of external strategic partners who are committed to supporting organisations in removing barriers for colleagues and creating a truly inclusive workplace. We have featured in numerous case studies, research reports and top employer lists and continue to support as well as be supported by these partnerships.

You can read more about Diversity & Inclusion at Sainsbury's [here](#).

## Our stories



01

~~October~~  
2022

~~Celebrating~~  
~~Black~~  
~~history~~  
~~making~~  
~~gender~~  
~~inequality~~  
~~in~~  
~~our~~  
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## Quick links

Gender and Ethnicity Pay Gap

Plan for Better Report

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