



# Employee engagement

## Our approach

We know that engaged employees create value and drive business performance. We are working to build a more agile, engaged organization by listening to employees, taking action and measuring progress to ensure employees are:

- Proud of their company.
- Inspired by their leaders.



△ Drivers of General Mills employee engagement

- Connected to their team.
- Supported by their manager.
- Energized by their work.

Examples of our engagement initiatives include:

- Leadership development – See Engaging Leader story for details.
- Listening – Senior leaders host monthly lunch sessions to hear from employees at our headquarters facility.
- Assessment – General Mills regularly surveys our employees to gather feedback. Our annual Employee Engagement Survey is an in-depth review of a wide range of topics. We use employee feedback to improve our processes and strengthen our culture.
- Engagement Council – This cross-functional team helps ensure

collaboration across the company to help create an engaging workplace; cultivate pride in our products, purpose and values; inspire trust in leadership; and capture employee input.

- Exchange social hours – These weekly events onsite at our headquarters locations provide employees with a convenient opportunity to strengthen team connections at the end of the workday in a casual setting.
- Clubs and groups – More than 25 employee clubs and more than 600 Yammer groups (online social networks) enable employees to foster relationships, discuss shared interests and collaborate.
- Feedback – We encourage our employees to post feedback about

General Mills on Glassdoor.com to promote transparency about careers at General Mills and help us understand more about their perspectives so we can continue to improve.

## Our progress

- In 2017, we surveyed hourly employees worldwide. Seventy-four percent would recommend General Mills as a great place to work.
- This feedback builds on our 2016 survey of salaried employees in which 75 percent of employees said General Mills is a great place to work – up 13 points from the previous year's survey.

# Employee well-being

We focus on putting people first. We believe that providing wellness opportunities for our employees and their families is crucial to upholding our company values. Our network of Wellness Champions – employees who are passionate about wellness – plans and implements local programs for employees around the world with support from our Global Health team.

Our holistic approach supports many aspects of employee well-being. A sampling of our programs includes:

- Physical – We encourage good nutrition, offer employees healthy dining choices at our facilities and provide opportunities to increase physical activity.
- Emotional – Our LifeWorks Employee Assistance program helps build resiliency through counseling, emotional support and referrals for U.S. employees and their families. Many locations also offer stress and resilience programs.
- Financial – We support the financial well-being of our employees by providing them with competitive programs, resources, salaries and benefits. [Learn more.](#)
- Career – We support our employee's career development with numerous opportunities for personal and professional growth, as well as resources to promote work/life balance. [Learn more.](#)
- Social/community – We help connect employees with community-based programs where they can volunteer, receive support and strengthen connections. Learn more about our community engagement programs in the [Our Community](#) section of this report.