



INTERNATIONAL WOMEN'S DAY 2020

As part of this year's #InternationalWomensDay we're showcasing some of the amazing women that make up our diverse team.

We've spoken to women from all areas of our business to hear their thoughts on gender equality in the workplace. We hear from:

- Alison Ward, Commodity and Supply Chain Manager
- Lolly Yardley, Customer Telesales Manager
- Gemma McKnight, Service Operations Manager

Q1. The theme for IWD this year is #EachforEqual - how does UCC embrace gender equality in the workplace?

AW: Over the years, I have seen more and more women enter all areas of the business and gain promotion to senior levels. UCC Coffee is at the forefront of employer equality and has a very diverse workforce.

GM: I am in a very fortunate position. My immediate peers are all male and I am never, ever made to feel less equal than anyone else in the team. I realise that not everyone is so fortunate, and I feel it is the responsibility of every single person to ensure that other people are treated equally and with kindness, irrespective of gender or any other social construct.

Q2. It could be assumed that many roles in UCC, such as the engineers and logistics staff, will be male dominated. How does UCC address this?

GM: As we speak, Kayleigh, a lady in one of my teams, is training within our technical workshop. She currently plans preventative maintenance jobs and her career goal is to work on the road as an engineer. She is both fully supported by UCC and encouraged via internal development programs.

LY: UCC encourages anyone and everyone to apply to join the business. Job offers are based on skills and merit, not gender.

Q3. Tell us something you wish you'd known at the start of your career?

GM: Nothing is personal in business. You can't always control a situation, but you can control how you let it impact you.

AW: I wish I had paid more attention to knowing my audience, my ethos of 'what you see is what you get' hasn't always come across in the right way.

Q4. What motivates you?

GM: Leaving the office knowing that I have done the best job I can, each and every day.



AW: Job satisfaction and completing tasks and projects always gives me a huge sense of achievement. Appreciation also motivates me. If you help someone or do a good job, a simple 'thank you' is enough for me. Failing that, chocolate always works!

LY: Work life balance. Family is always important for your wellbeing.

Q5. What one piece of advice would you give women looking to excel in their careers?

GM: Decide who you want to be and show the world what you are capable of, every day - regardless of your gender.

AW: I saw a picture many years ago and the saying stuck with me and it's been my work ethic to ever since - "Do not wait for your ship to come in, swim out to it". Some people think they can wait for success to happen, instead of making it happen.

LY: Be yourself and don't be afraid to speak up when required.

Q6. Which female figures inspire you and why?

GM: I used to work on-site at Burberry UK, when Angela Ahrendts was CEO. Angela is someone who I really look up to in business. At the time, she had turned around the company's decline and was highly respected. In 2014, she moved to Apple Inc. and in her first year earned more than any other executive at Apple. From a mindset perspective, I am inspired by Brene Brown, who teaches how to lead bravely and embrace a culture of courage.

AW: I love Ellen DeGeneres as a television personality. She has the platform to empower women (and men), has been true to herself and stayed strong.

LY: Margaret Thatcher - she may not be everyone's favourite, but she had a strong voice within a very male dominated parliament. She was strong willed when it mattered and pushed through change.

#IWD2020 #Eachforequal