

Diversity, inclusion and belonging

Our approach

At General Mills, we believe that a diverse workforce fostered through inclusion — and a sense of belonging — is the right thing to do not only for our society but for our business. We are dedicated to reflecting the world we seek. We know that meaningful change takes time — and it will take all of us to make progress. We are committed to continuing this critical journey knowing that we can stand for good and Champion Belonging in everything we do.

Our goal is to foster a culture of inclusion and belonging for all. We actively acknowledge, respect and value all dimensions of diversity — including gender, race, sexual orientation, ability, background and beliefs. We are committed to advancing racial equity within and outside our workplace.

Our strategy: Leveraging data and our global inclusion framework (see graphic on the next page), we hold ourselves accountable for continually assessing progress around the world. [Learn more](#)

about how General Mills is focused on [respecting all dimensions of diversity](#).

Allyship is an important part of how we reinforce a culture of inclusion at General Mills. We help build awareness, empathy and action among colleagues through our REAL Allyship framework, a series of scenario-based e-learning modules. We have made those resources publicly available to promote further learning and social justice. More than 2,300 General Mills employees have committed to their allyship journey to authentically support individuals and communities who have been marginalized or overlooked. [Learn more](#).

We also have a robust Courageous Conversations program that tackles challenging topics with openness and authenticity, open to all employees. On a

more ongoing basis, we promote a library of more than 300 timely inclusion topics for employees to use at the beginning of meetings to foster discussion, build empathy and increase understanding.

Governance and leadership: Leadership advocacy and support of our inclusion efforts are critical to creating our aspired culture. Each of our senior leaders is responsible for creating inclusion plans for their respective organizations and ensuring their talent pipelines reflect the diversity of our talent pool. Our Chief Executive Officer and Chief Human Resources Officer review progress throughout the year, including during our senior-level talent reviews, and we review progress with the full Board of Directors twice a year. Our management team also supports our inclusion efforts as sponsors of our employee networks.

Our story

As a 150-year-old company, we know the sobering reality of systemic inequality is not new, and it prevents individuals and communities from achieving their full potential. We have a long history of advancing equity and inclusion both within and outside our workplace. We know there's still a lot of work to do, and we are committed to continue building on our legacy of action.



△ [Learn more about our commitment to diversity, equity and inclusion.](#)

OUR JOURNEY

