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## **Danone Nutricia Early Life Nutrition celebrates top 10 ranking in Great Place To Work® UK's Best Workplaces 2016**

*Accolade reflects the positive workplace culture behind company's decade of strong growth*

Danone Nutricia Early Life Nutrition is adding another accolade to its industry awards, having been ranked 10th in this year's Great Place to Work® UK Best Workplaces (Medium) category. The business, which is also celebrating its 10th year of strong growth in the UK, has an established reputation for its positive company culture, and this year's ranking takes the firm up two places higher than the 2015 position.

The Great Place to Work® awards recognise companies that demonstrate high levels of trust and engagement in their organisations, and show innovative and dedicated commitment to attracting and retaining talent. Danone Nutricia Early Life Nutrition has featured prominently in the rankings for the last three years, with the 2016 results announced at a gala dinner in London last night.

The company's success at the awards is driven by its commitment to cultivating an organisational culture and values which enable and drive employees to deliver its core purpose to support early life nutrition in the first 1,000 days of life. Its leading brands, Cow & Gate and Aptamil, provide nutrition products and services for pregnant women, babies and young children, and the mission is evident in everything the business does, with employee health and well-being an integral part of its internal business strategy.

A wealth of policies and services set Danone Nutricia Early Life Nutrition employees and the business up for success and growth, including best-in-class learning and development programmes, immersive and cross-functional knowledge sharing initiatives, and employee-focused support, from enhanced parental support to flexible ways of working. These are accessible to all and designed to meet the needs of a diverse range of employees.

James Mayer, Managing Director of Danone Nutricia Early Life Nutrition, commented: "People are at the very heart of our business and we are committed to providing the 250 individuals who work here with an environment that motivates and empowers them to succeed and grow. We pride ourselves on supporting employees at all levels and stages of their career - both inside and outside of the workplace. And, on the back of 10 years of strong business growth, we know the value of investing in a culture that enables people to thrive."

The methodology behind the UK's Best Workplaces list and Danone's success is one of the most rigorous available and uniquely comprises both an employee survey and an audit into the organisation's management and HR practices. The award recognises the strength of Danone's leadership and the range of innovative, creative and effective HR policies in place which drive its workplace culture.

Danone's top 10 ranking is particularly significant considering the business division underwent one of the biggest changes in its recent history in 2014. It evolved from a purely baby nutrition business, with products and services for babies, to an early life nutrition business with a broader offering for the first 1,000 days of life, starting at conception. The corresponding business strategy was developed in consultation with employees and is refreshed through open, collaborative discussions on an annual basis.

The company's HR Director, Liz Ellis, added: "Fostering a culture of transparency and collaboration in a non-hierarchical structure is, I believe, what lays the foundation for our Best Workplace culture. It gives each and every one of our people a voice, empowering them to play a part in delivering our best for customers and the communities we serve, as well as our overall success. From striving to be innovative in all we do, to hours devoted to volunteering to live our cause, we are immensely proud of what we have achieved together."

The UK business unit's approach is also inspired by the overarching Danone Group mission – bringing health through food to as many people as possible – which has existed for many decades.

Tom O'Byrne, Great Place to Work® CEO said, "We are delighted to see Danone Nutricia Early Life Nutrition in our Best Workplaces list again this year. It is a validation of the strength of their leadership and their commitment to creating the kind of culture where employees enjoy coming to work and want to do their best. The hallmark of a great workplace like Danone Nutricia is that their policies and practices are designed around the employee; this employee focus helps attract and retain the talent essential for driving and sustaining competitive performance."

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**About Danone Nutricia Early Life Nutrition**

Danone Nutricia Early Life Nutrition UK specialises in products and services for pregnant women, babies and young children. Our aim is to support informed nutritional choices in the critical first 1,000 days of life, from conception to toddlerhood, when health can be positively influenced for a lifetime.

Part of world-leading food company Danone, the business employs 250 dedicated people and has over 100 years of experience, which drives the provision of science-based education, services and products to parents and healthcare professionals around the UK. Our brands Aptamil and Cow & Gate are leaders in the baby feeding market.

Currently enjoying our tenth year of strong growth, our heritage and expertise is underpinned by an absolute commitment to the highest possible nutrition and quality standards, and to continuous product and social innovation.

For further information about Danone Nutricia Early Life Nutrition, visit <http://corporate.danone.co.uk/>

**About Great Place to Work**

Great Place to Work® UK is part of the world's leading consultancy specialising in employee surveys and workplace cultures. We help organisations improve their business performance by understanding and improving their workplace culture. Our focus is on trust which is proven to be a key driver of sustainable engagement which leads to higher business performance.

Our unique, world-leading methodology is at the core of the Best Workplaces Programme, the largest and most respected global study of people management and workplace cultures which culminates in the Best Workplace awards. Every year around the world we survey and audit the cultures of around 6,600 organisations representing some 12 million employees. This gives us unrivalled data and insights into HR and management trends and good people practices. We share this knowledge via our research, publications and events.

To see the 2016 Best Workplaces list and to learn more about how to build a high-trust workplace culture, visit [www.greatplacetowork.co.uk](http://www.greatplacetowork.co.uk)

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