

Employees

Diversity & Inclusion

Diversity is important to Migros, and the company has a long tradition of promoting and embracing it. It is the different views, experiences and skills of its employees that make Migros a successful and innovative company.

Migros is committed to a work environment in which employees from all backgrounds feel valued. Only in a **corporate culture characterised by openness and tolerance** can people realise their full potential. This is the foundation of an innovative and successful future, and helps Migros to better meet the needs of its equally diverse customer base.

Through numerous initiatives and measures, Migros ensures a diverse mix in the teams working together in the different areas of the company. For example, Migros actively promotes **workplace inclusion of people with physical or mental disabilities**. In the reporting year, it employed 960 people with a disability pension (1.1% of the workforce).

Migros also supports families with free advice in the search for childcare solutions and with numerous other offers aimed at improving the **work-life balance**. In 2019, employees of all ages from 163 countries improved their knowledge and skills with relevant training and development courses.

To improve gender equality in more senior positions, Migros offers **skills workshops for women in managerial posts** and supports their career advancement. The proportion of women at director and executive level has increased steadily in recent years. In 2019, it was 16.9% at director level and 31.9% at executive level.