

Employees

Diversity & Inclusion

Migros puts people at the centre of everything it does. It is the diversity, different views 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.

At the end of 2020, Migros **employed people of all ages from 169 countries**. The diversity of its employees helps the company to better meet the requirements of its equally diverse customer base and to remain successful in the long term.

The compatibility of career and family has always been very important at Migros. New parents in its workforce are given **maternity and paternity leave**, as well as remuneration above the statutory minimum. Migros also supports flexible working

and is always striving to increase diversity, including at executive level and above. For example, Migros was the first Swiss retailer to sign the Advance Diversity Charta for gender equality in business. It thereby makes a commitment to a fair and balanced approach to the recruitment, development and retention of employees irrespective of their gender. In 2020, the proportion of women in the Migros Group was 16.5% at director level and 29.7% at executive level.

As Switzerland's biggest employer, it makes a contribution to society and actively promotes workplace inclusion of people with disabilities. In the reporting year, it employed around 930 people on a disability pension (1.1% of the Swiss workforce).