

One woman's career

RBS Focus Women's Lunch
Manchester July 2013



Talk today

- My career path
- Enduring impacts I have had
- What still needs to change for women to succeed in the boardroom



My career

- Manufacturing Engineering, Cambridge University
- Coats Viyella 3 years
 - Germany, France, UK
 - MIMechE
- MBA Cranfield 2 years p/t



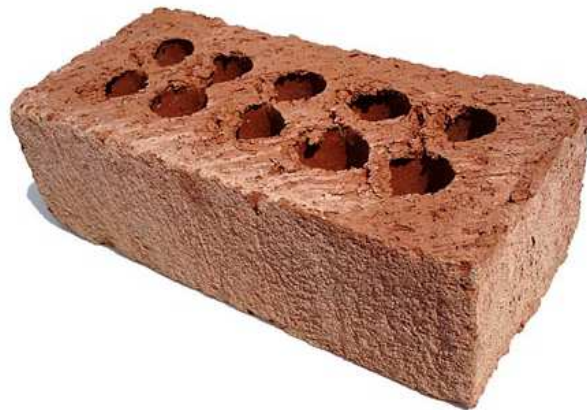
My career

- Mars Confectionery 7 years
 - Production planner, new products
 - Brand manager



My career

- (Married in 1992)
- Wang 1 year
 - Marketing Director
- Vodafone (consultancy) 1 year
- Redland Bricks 2 years
 - Marketing Director plus first child



My career

- Fonterra (Anchor) 4 years
 - Marketing and Sales Director plus second child

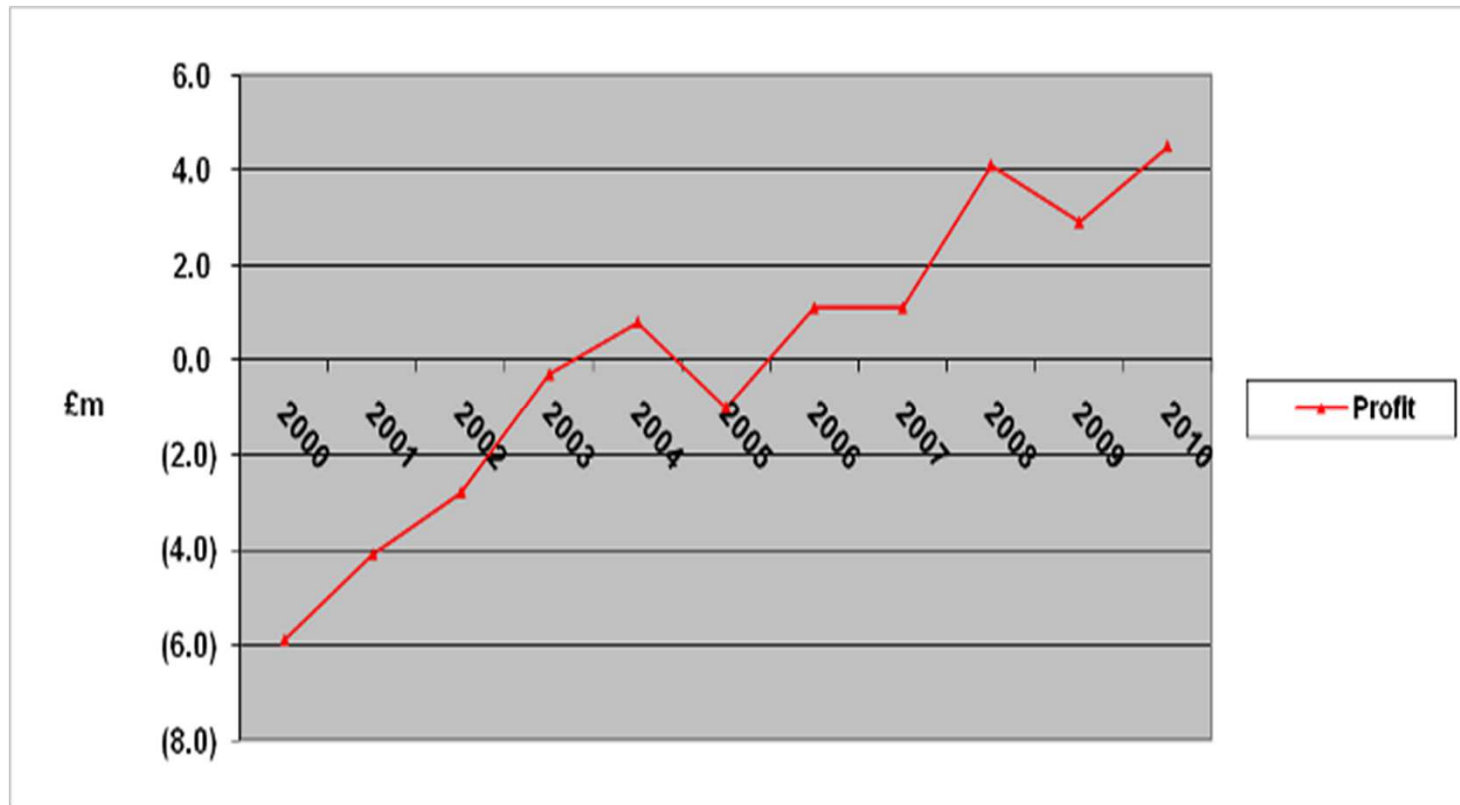


My career

- The Co-operative Farms 11 years



The result



Education



Looking after the environment



Habitat Heroes



Enduring impacts of my career

- People development
- Commercialisation of The Co-operative Farms
- Influencing UK farming strategy and getting recognised
 - CBE, FIMechE, FRSA, FRAgS, FIAgrE, CEnv
- Increasing consumer understanding of farming...



Talk today

- My career path
- Enduring impacts I have had
- What still needs to change for women to succeed in the boardroom



FTSE 100 and FTSE 250 Comparison

Women on boards January 2012	FTSE 100	FTSE 250
Directorships total	15%	9.4%
Executive (full time, CEO, CFO etc)	6.6%	4.6%
Non-executive (Chairman, NED p/t)	22.4%	11.4%
All male boards	11%	46%



Why women on boards is an issue

- Women are successful at university and early careers but attrition rates increase as they progress in an organisation
- Evidence that companies with boardroom diversity perform better: EU survey
 - 42% higher return on sales
 - 66% higher return on investment
- EU considering legislation as pace of change is not fast enough
- Lord Davies recommendations
 - FTSE 100 should aim to have 25% of boards as female by 2015
 - Quoted companies required to disclose % female in their report and accounts



My USP to get onto boards

- An experienced business person with the ability to understand and communicate across the food & farming industry and public sector
 - Audit committee membership
 - Strategic guidance



What I do now

– Regulators and Research

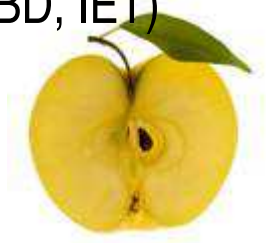
- Grocery Code Adjudicator
- DEFRA Strategic Regulatory Scrutiny Panel
- Public Member Network Rail
- National Environment Research Council member

– Non-Executive Directorships

- Met Office
- Farmway Ltd (now sold)
- Anglia Farmers (purchasing co-operative)

– Other

- Chair Food & Drink Engineering Forum (IChemE, IMechE, IFST, IBD, IET)
- Governor Harper Adams University
- Chair BBC Rural Affairs Advisory Committee



Groceries Supply Code of Practice (GSCOP)

- Applies to ten retailers, annual turnover £1bn+

Tesco

Co-op

Sainsbury's

Marks and Spencer

Asda

Lidl

Morrisons

Aldi

Waitrose

Iceland

- Only covers interactions between retailers and direct suppliers
- Interactions between primary producers and intermediaries out of scope



GSCOP covers:

- No variation of supply agreements without notice
- Goods must be paid for on time
- No listing fees, except in limited circumstances
- Suppliers to be compensated for forecasting errors
- No making suppliers fund promotions predominantly
- No over-ordering at promotional price
- No unjustified payments for consumer complaints
- De-listed only for genuine commercial reasons and with opportunity to discuss with Code Compliance Officer



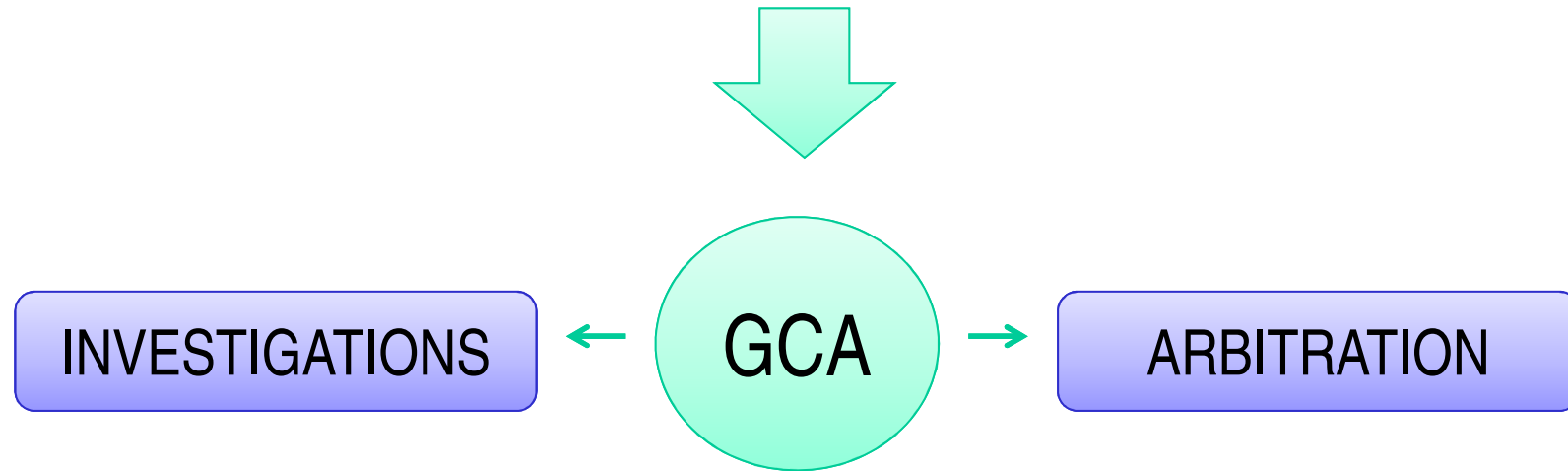
GSCOP does not cover:

- Price setting
- Domestic meat vs. imports
- Interactions not between retailer and direct supplier
- Food safety and labelling / horsemeat

If not covered by GCSOP, Adjudicator can't consider it



Groceries Code Adjudicator powers



Sanctions

If investigation finds Code was breached, the Adjudicator can:

- Issue **recommendations** against retailer
- Require retailers to **publish details of breach**
- **Fine** retailers



And also...



www.christinetacon.com



and more



www.christinetacon.com

