Diversity & Inclusion at General Mills
At General Mills, diversity is both a value and a business strategy. Embracing diversity helps us attract and retain top talent while driving innovation and consumer engagement around the world.

**General Mills creates a diverse workforce by recruiting the best and brightest talent from all communities.**

We cultivate an inclusive environment by considering all dimensions of diversity — not just the primary areas such as gender, race and sexual orientation — but also cultural aspects including values, preferences, beliefs and communication styles.

**General Mills fosters inclusion by living all of our core values, including respecting, developing and investing in our employees.**

"Diversity makes us a better employer, a better supplier — to both our retailers and our consumers — and a better world citizen."

Ken Powell, Chairman and Chief Executive Officer

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**Diversity** = all differences that make us unique and give us unique perspectives

**Inclusion** = acknowledging, respecting and valuing all of our differences and similarities
RESPECT
At General Mills, we continually strive to create a culture where respect and inclusion are the norm. Our vision is a workplace where leaders and individuals model respect and inclusion in everything they do and say. We expect employees at all levels to treat each other with respect and dignity.

DEVELOP & INVEST
General Mills is a career oriented employer. We develop and invest in our people to become the future leaders of our company. Our employees are developed through participating in professional development training, mentoring programs and employee networks. These networks and councils are active, engaged components of our workforce. They include the following:

• American Indian Council
• Asian Heritage Network
• Betty’s Family (LGBT Network)
• Black Champions Network
• Hispanic Network
• Middle East and North Africa Network
• South Asian American Network
• 10 Women’s Networks groups and a Women’s Officers group
• Multiple division and function-specific diversity and inclusion councils

General Mills is committed to providing employees with progressive workplace flexibility and benefit options that meet the varying needs and styles of our workforce and encourage innovation, productivity and increased job satisfaction. These programs include:

• Workplace flexibility options that empower employees to define how, when and where work gets done to achieve optimal results. We offer flexible work arrangements, extended time off, everyday flexibility and flexible user shared environments (FUSE).
• Benefits such as parenting and adoption benefits, domestic partner coverage, child care resources and eldercare.
• Workplace wellness programs that are widely recognized as best-in-class.
BUSINESS VALUE
Fostering an environment of diversity and inclusion makes General Mills a great place to work and is key to our business success. Our employees’ diverse insights allow us to develop leading brands and meet the needs of both consumers and communities around the world.

• GREAT PLACE TO WORK
we attract, develop and retain top talent
- 100 Best Companies to Work For Fortune
- Best Companies for Working Mothers Working Mother Magazine
- Best Companies for Multicultural Women Working Mother Magazine
- Top Companies for Executive Women National Association of Female Executives
- Best Places for LGBT Employees Human Rights Campaign
- 40 Best Companies for Diversity Black Enterprise Magazine
- Top 50 Companies for Diversity DiversityInc
- 50 Best Companies forLatinas Latina Style Magazine

• CONNECTING WITH CONSUMERS
diverse insights allow us to win in the marketplace
- Our mission is Nourishing Lives, making lives healthier, easier and richer every day. Listening to the voices of employees around the globe helps us understand and meet the needs of consumers in different cultures.
  www.GeneralMills.com/brands

• LEADING BRANDS
new ideas drive company growth and create shareholder value
- Whether we’re adding health benefits to food or finding new ways to reach people, we strive to connect smart people inside our company and across the globe to imagine new possibilities and create solutions. As a result, General Mills has created a distinguished portfolio of leading brands, including Cheerios, Betty Crocker, Pillsbury, Green Giant, Yoplait, Nature Valley, Old El Paso and Häagen-Dazs, and holds the No. 1 or No. 2 share position in growing food categories worldwide.

• CONNECTING WITH COMMUNITIES
a rich heritage of giving back
- We reach out to and engage with the diverse communities that we serve through community engagement, volunteerism, philanthropy and supplier diversity.
  www.GeneralMills.com/responsibility
  www.CSR.GeneralMills.com

“Diversity plus inclusion equals business value. We connect with our consumers, customers and communities. We reap new ideas and innovation. And we recruit and retain the talent to win now and in the future.”

- Ken Charles, Vice President Diversity and Inclusion

www.GeneralMills.com
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