



# culina GROUP



## Celebrating International Women's Day



International  
Women's Day



#IWD2020 #EachforEqual

**It goes without saying, equality in the workplace is now more important than ever. The gap between men and women is closing in many aspects, which is very positive.**

International Women's Day on March 8th is a global celebration of the achievements of women. It marks a call to action for accelerating women's equality. Its mission is to - "champion women of all backgrounds who dare to innovate, lead, and uplift others towards a more equal and inclusive workplace."

Logistics is one such area where equality is improving significantly particularly within Culina Group where equality is actively embraced. As our business expands there has been no better time for females to advance their career within Culina Group.

Culina Group has enjoyed tremendous growth especially during recent years, and to see females reaching their potential in all aspects of what was once a seriously male dominated profession is fantastic.

To celebrate International Women's Day at Culina Group we have spoken to many women throughout our business to get their thoughts on being involved in Logistics and being part of Culina Group.

## International Women's Day 2020

International Women's Day 2020 campaign theme is - #EachforEqual - An equal world is an enabled world. Individually, we're all responsible for our own thoughts and actions - all day, every day.

We can actively choose to challenge stereotypes, fight bias, broaden perceptions, improve situations and celebrate women's achievements. Collectively, each one of us can help create a gender equal world. Let's all be #EachforEqual.



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Women's Day

You can find out more at:

[www.internationalwomensday.com](http://www.internationalwomensday.com)



## **Louise Williamson-Proctor**

### **Depot Contracts Manager - Deeside 2**

Logistics has historically been male dominated however there is certainly room for women within this industry. Great Bear positively encourages the development of women in senior roles and I am happy to be part of a company that encourages female leadership. It has been crucial to my success and development for me to actively step out of my comfort zone in each new position. Throughout my career I have seen Great Bear focus on the professional development of women already in the workforce by actively providing training and mentoring opportunities. I have found that women within Great Bear support and empower each other.

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## **Karen Law**

### **Warehouse Supervisor - Lutterworth**

I feel that as a female working in logistics we are all treated the same. I have gained recognition for being Employee of the Month on two separate occasions and recently been awarded Employee of the Year for 2019. I have been able to progress my career as well as being a working single mum. I can see my career continuing to flourish.

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## **Rachel Kilsby**

### **SHEQ Co-ordinator - Lutterworth**

The support given to me as a working mum has been outstanding, and having the flexibility to work from home is also reassuring. Prior to working at Great Bear I had put my career on hold due to having a family, but now that I am able to focus on my future I can see that being here with this business.



## Landy Andrianoel

### Customer Services - Port Salford

Being a woman in Logistics to me means being an active part of our company's success by bringing something new and unique, being part of a team working together to achieve a common goal. In the three years I have been working for Great Bear, I went from shy to confident. I learned that being a woman isn't an issue. I have always been listened to and acknowledged, regardless of my gender, for what I could bring to the table as an asset in my field of expertise. The most important lesson I have learnt from my career in logistics so far is that there is no 'male' or 'female', just the 'team'. The individual work we do is part of the collaborative effort to ensure the success of our business, regardless of gender.

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## Pamela Royle

### Warehouse Operative - Port Salford

Logistics is generally considered to be a male dominated environment, although working for Culina Group it does not feel like this is the case. The working environment, friendly staff, training, support by management and reward incentives make Culina Group a great company to work for.

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## Patrycja Kulewska

### Supervisor - Port Salford

I am currently on the RISE continued improvement program and I was given this opportunity by Great Bear to help advance my career in logistics, and possible future roles within the company. I am the only female supervisor at Port Salford yet I feel that I am an equal member of the team. We work together and contribute to the businesses successful future.



## **Lisa Shaw**

### **Transport Manager - Oldham**

Since starting at Great Bear back in 2010, the company and it's managers have opened many doors to help me become successful. Without the backing of Culina Group this would not be possible. Every assignment completed helps me become a better Manager. Culina Group saw potential that I did not see in myself, they have supported my growth, and have provided me with confidence as well as important training.

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## **Jenny Simpson**

### **Transport Analyst - Stafford**

Working in logistics for me, regardless of being male or female, is enjoyable as it is such a fast moving environment where nothing stays the same for long. I do believe you need a strong character to succeed in this industry but that goes for anyone. I'm driven by results, not by comparing myself to others. Seeing if I can better myself, that's the challenge for me.

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## **Kamila Chart**

### **Warehouse Operative - Port Salford**

I am happy working at Port Salford and feel part of the team and an equal in a mainly male environment. The business gives equal opportunity to women through training and coaching aimed at improving skill levels and aiding development. I would like to gain as many skills as are available to me so that in the future I may get an opportunity to go in to an office role such as Operations Controller or maybe as far as Supervisor.



## **Angela Carus**

### **Operations Director**

From my experience, the logistics industry has changed significantly over the last twenty-five years, especially in regards to the way women are treated. Back in the day, having female leaders in Logistics was unheard of. I've been working with Culina Group since 2018 and I am very proud to be a Director for the Chilled business. We are unique as a logistics provider, in that we celebrate our differences but work together as a joined up team. We encourage individual and team development and we are constantly reviewing and evaluating where we are culturally, holding our people at the heart of everything we do.

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## **Fay Roughsedge**

### **Client Services and Stock Manager - Port Salford**

I have seen a lot of change in logistics, with many more females going into roles that historically would have been seen as male roles. I believe women bring a different insight, approach and attitude to everyday situations and problems, which contrast and complement their male counterpart's qualities. I have needed to work hard but my hard work has led to opportunities and development. Through a Personal Development Plan approach I have been able to tap into the training I need to meet the expectations of my role.



## **Kirsty Bourke**

### **Management Accountant - Port Salford**

I believe it takes a strong woman to strive for success, but Culina Group have made this easy by being a fully inclusive employer empowering women to achieve success. Women and men work alongside each other on an equal playing field. While there is a high proportion of men in our sector there is a large female presence, especially in management and higher paid roles. Never in my Great Bear/Culina Group career have I thought my gender has played a part in any decision relating to my role. Culina Group support talented women by fostering a culture of success. The main areas that have contributed to my own success have been flexibility, which has helped me gain a good work-life balance, and professional development through education and training.

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## **Renata Jopek**

### **Shift Manager - Kettering**

It is nice to see that women can progress within the business as equals in what can often be seen as a male dominated environment. Since joining I have held a number of positions from Warehouse Operative through to Shift Manager. I have seen that this business can be male dominated. I am not fazed by this and have never been treated any differently. As far as I am concerned we are all equal and measured on our ability rather than gender.

## **Kylie Sanders**

### **Stock and Systems Manager - Chorley**

Job opportunities are highly visible within Culina Group and this has enabled me to progress successfully. In 2017 I was awarded "Employee of the Year" and have continued my progression. I will continue to contribute to the overall success of the business and it's safe to say that in a world of statistics, I'm a woman of logistics.

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## **Rea Warren**

### **Solutions Development Manager - Desborough**

I can vividly remember when I first thought how my role as a woman in logistics was so important. In 2010 I worked for my first female GM. She was very inspiring and led in a way I had not experienced. Logistics has historically been a very male dominated industry, but I have never felt that I was in the minority by being a woman. I strongly feel that your work outshines your gender and to be acknowledged for your work is hugely satisfying. As of late the presence of women in logistics and in senior roles is growing and I cannot be prouder to be a part of the Great Bear team where we have strong female presence from the top down.

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## **Clare Jones**

### **Stock and Systems Manager - Deeside 1**

As a woman in logistics I have never been made to feel inferior or unable to achieve anything due to gender which is down to the company and management team I have had the pleasure to work alongside. With their mentoring, guidance, trust, support, and the opportunities made available I have been able to develop my career to where I am today. In my view and from what I have seen within Great Bear, women can and are doing really well in logistics. I am pleased to be a part of this industry and I look forward to what lies ahead for myself and my female colleagues.

## **Kate Collins**

### **Labour and Activity Planner - Kettering**

In my experience working with the team at Great Bear Kettering, there is no difference between men and women. We are all part of one team, each with our roles to play regardless of gender. My confidence has grown hugely since joining the team and the working environment and a site culture of inclusion and collaboration have facilitated this. I have experienced exposure at different levels, both internally and customer facing, and this has been fully supported by a management team that has absolute trust in my ability.

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## **Monika Gajewska**

### **Regional General Manager - East Midlands**

Now nine months in my role, I feel energised with my environment and new challenges. I am in a male dominated field, which is opening up more and more for smart and successful female managers. It is good to see Culina Group overcoming stereotypes within the industry. I have to admit it has been tough at times yet the business has always supported me and helped me to understand how to become a leader and how to help others to help me grow.

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## **Sarah Toth**

### **Head of Customer Services – Market Drayton**

I am very proud to work for Culina Logistics and I couldn't have got where I am today without the people who work here. I am very proud of the position I have reached within the company. It is what I know and love doing. I know the stigma is that logistics is a man's world however I have never felt that way about roles I have held within Culina Logistics. I have been working here for over half of my life and I have been given all the opportunities available to get me to where I am today.

## Jo Serino

### Head of Resourcing – Milton Keynes

I have worked within the Logistics industry for 15 years, 11 years and counting with Culina Group. I feel very lucky to work for a business that has given me opportunities to progress my career whilst working with a fantastic team of individuals all working towards a common goal of success.

Logistics is commonly referred to as male dominated, dirty, and not for the faint-hearted! That is certainly not the case, our warehouses are clean and tidy. Our trucks are under 2 years old, are well maintained and stand out on the roads. Our industry is a fast paced, rapidly growing and necessary to everyday lives. It is exciting, challenging and fun for everyone. No matter your gender!

Within the group there are men and women at all levels from Directors through to Warehouse Operatives. With the consistent expansion of our business under strong leadership there are many opportunities for everyone to grow individually whilst shaping our exciting business moving forward.

As you can see, Culina Group has women succeeding in roles across the business and this is something we celebrate!

*"Women have always had a significant role in Logistics. I am personally privileged and extremely proud to work with an abundance of talented women within Culina Group, who are inspiring in their accomplishments. Every one of us plays such a key part in ensuring the cogs keep turning. It's great to see the number of women in the industry as a whole increasing year on year."* **Said Liesl Ward, Operations Director at Great Bear**

So as we enter a new decade let us celebrate the achievements and progress that we have made and look forward to making in the coming years!

# Happy International Women's Day!



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