

People

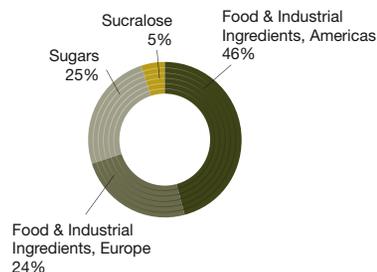
Running a diverse business like Tate & Lyle, which develops, manufactures and sells a wide variety of products and services to customers in different markets across the world, relies on a team of highly skilled, motivated people from a wide range of disciplines.

Our workforce encompasses a broad range of skills and experience in areas such as food science, sales and marketing, engineering and support services.

At 31 March 2009, Tate & Lyle employed 5,718 people across the Group. The chart below shows the split of employees between our four business divisions.

Divisional employees

At 31 March 2009



Developing careers

Our employees are vital to the success of our business. It is a key objective for the Group to attract and retain top-quality recruits, and to ensure that our employees develop and grow in their roles and meet new challenges as their careers progress. To help achieve these objectives, we have developed and are implementing 'The Tate & Lyle People Strategy' which consists of four main components:

- Behaviours for Success – these encourage our people to display strong leadership at all levels of seniority by exhibiting identified key characteristics and behaviours we need for success, such as a focus on excellent customer service.
- Talent Management – a system which addresses key business issues such as succession planning and filling

development gaps to ensure we have the right skills to grow the Group at all levels.

- Leadership Curriculum – this provides opportunities for managers across the Group to improve their skills and expand their knowledge through a number of tailored programmes, seminars and courses.
- Graduate Development – a Group-wide graduate recruitment and development programme to attract and develop top talent and prepare them for key roles across the Group.

Remuneration

We review our remuneration policies regularly in light of market trends, the needs of the business and the prevailing economic environment. Our policies are designed to attract, retain and reward employees with the ability and experience to execute the Group's strategy.

Developing careers

