

Update on the proposed closure of the Beehive

Following a thorough review of our operations and a comprehensive collective consultation process with employees, we have reached a mutual agreement to proceed with the closure of our Nuneaton production site, the Beehive. The site will close after 1st May 2025.

While this was a difficult decision, our top priority is supporting our employees through this transition. All impacted employees will be offered redeployment opportunities at our remaining sites. We are also providing significant additional compensation for those who remain until closure, and extending support for those seeking external opportunities. By keeping the site operational until May 2025—well beyond contractual notice periods—we aim to give employees ample time to evaluate their options and plan their next steps, including redeployment.

The decision to close the site reflects our production requirements going forward. Redeployment opportunities will include those at our newest and most technologically advanced site, the Windmill, which has created more than 300 jobs since launch earlier this year and is expected to ramp up to more than double its current production volume over the coming year. The site is also creating a large number of new and exciting career opportunities in growing areas such as automation technology, engineering, and supply chain innovation. The consolidation of our network ensures we utilize the latest technologies to deliver more choice and better service to our customers, while further enhancing the sustainability of our product.

The consultation process

The collective consultation process was conducted with transparency and care to ensure we strongly uphold employees' rights to consultation and all aspects of employment regulations, provide full transparency, and support our employees to engage fully in the process.

Employee representatives were provided specific training on the collective consultation process, their rights, and their roles as representatives before the process began. Business rationale and proposed approach for the transition were documented and shared, and minutes from the discussions were shared with employees following each meeting. Drop-in sessions were held each week across all shifts to give employees opportunities to raise any topics to the representatives.

Any questions raised directly by employees outside the discussions with representatives were also welcome and all employee queries to-date have been followed up and addressed.

The collective consultation process has now concluded with mutual agreement to proceed with the closure.



Statement
28th November 2024

Next steps

We remain committed to supporting every employee impacted. Individual consultations are now underway, which includes identifying redeployment opportunities for anyone who wishes to take up a role in our other sites. We will also be working closely with local businesses and job centres to assist those seeking new roles.

Closing the Beehive was an incredibly tough decision, and it is in no way a reflection of the team's performance. We are deeply grateful for the hard work and dedication of the Nuneaton team and look forward to welcoming many of them into new roles within HelloFresh.

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