LEARNINGS & NEW NORMAL

FRAMEWORK OVERVIEW



1	Employees	A. DYNAMIC HR AND STAFFING	B. ADAPTIVE WORK	C. HEALTH AND WELLBEING	D. SENSE OF PURPOSE
2	Consumers	E. CATEGORY AND BRAND	F. INCENTIVES	G. CHANNELS	H. COMMUNITY
3	Business Models	I. RESILIENCE MODELS	J. ECOSYSTEM COLLABORATION	K. DATA AND ANALYTICS III	L. ALLIANCES / PARTNERSHIPS

Looking for similar sections?

- Filter to any module in the "Covid-19 Framework" filter on the GLM for other module summaries
- Search "Learnings" in the GLM for all module learnings summaries
- Search "New Normal" in the GLM for all module new normal summaries

LEARNINGS SUMMARY OVERVIEW



Maintaining Business Continuity

(Short-term)

Challenges/ trends

- Importance of health and safety of employees and community, especially high-risk populations
- Specific areas / geographies may be adversely more affected



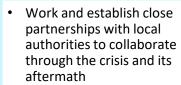
Key learnings

- Provide in-store signage to educate, serve, and protect local communities
- Engage with local communities and health organizations to protect shoppers and employees
- Support local areas and staff to best manage where issues may be more severe
- Constantly communicate online with the right tone and be a "local friend"
- Support the local community with initiatives to support mental health

Managing the Crisis

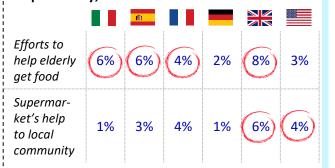
(Medium-term)

- Government restrictions may challenge operations going forward
- Having worked / served throughout the crisis, food retailers and manufacturers may become a more visible authority on COVID-19 and on other issues in general



- Develop new community partnerships to better educate community and reduce spread
- Step up engagement in between industry associations and community organizations
- Build local store marketing programs to make the community aware of store's efforts

OW Social Listening: Supermarket social responsibility, % of tweets



Customers' reactions to the critical role of food retailers during the COVID-19 crisis is very relevant in social networks. Failing to lead on social responsibility can be harmful for a retailer's customer perception for the long-term.

NEW NORMAL HIGHLIGHTED INSIGHTS



Adapting to the New Normal

(Long-term)

Emerging Issues

Visibility of community partnerships

2

1

Economic challenges causing hunger in communities

Expanded role for H&W in building brands in communities

Elevated role as trusted source of information

Strategic implications

- A. Food retailers and distribution services are essential during COVID-19 to keep communities well-fed and safe
- B. Retailers should continue to strengthen role in the community store by store and ensure repositioning of general image and message to be a constant source of trusted help for consumers
- A. Retailers and manufacturing plants alike are local in nature

 "my mom and sisters work there" –making them well placed to engage with and support local communities
- B. Lower-income workers in the hardest-hit industries (e.g., food service workers) may be significantly affected by potential for recession causing hunger; food retailers and manufacturers can look to directly address
- C. Retailers and manufacturers can prepare by engaging with local communities to run programs (e.g., food drives and food donations)

- A. While some companies have built strong health and wellness programs, the climate demands that all industry players look at consumer wellbeing
- B. Similar to the 2007-2009 recession, there likely will be an increased development of stress-related conditions, which will also be elevated on the health and wellness agenda
- Expand to partner with local organizations to support on non-COVID-19 conditions

- A. Having been on the frontlines of the COVID-19 crisis, food retailers and manufacturers will soon serve as a trusted information provider
- s. Share this knowledge and educate others through information boards, website presence, employee education, and public sector advisor roles to prevent, mitigate, and manage future pandemics
- C. Leverage community actions without opportunism and with clear communication



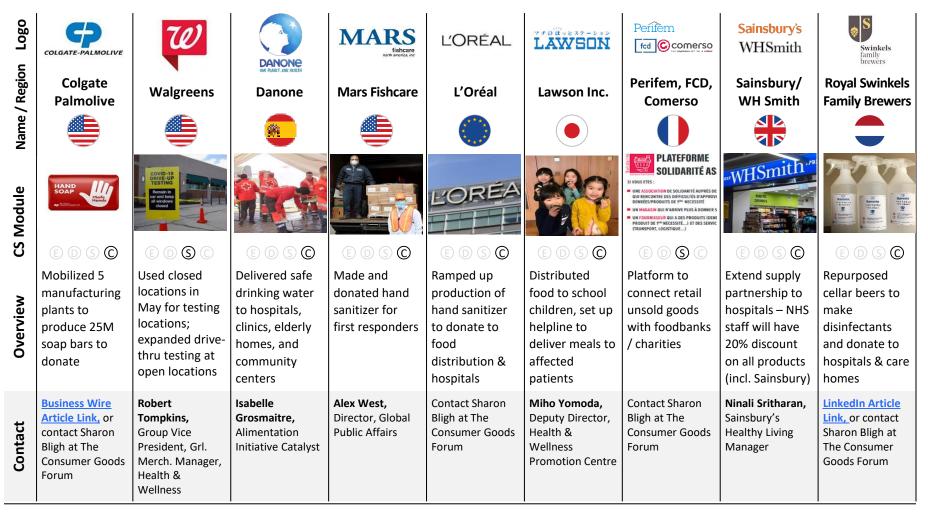
HIGHLIGHTED CASE STUDIES (1 OF 2)

Case Study (CS)

Module Legend:

S In store

C In communities



Please view numerous additional case studies, submitted by CGF members, in the Case Study Library

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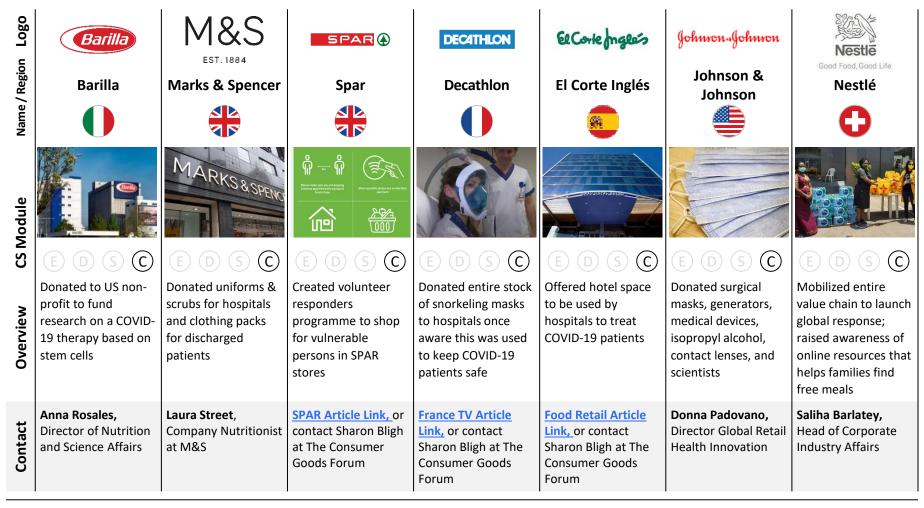
HIGHLIGHTED CASE STUDIES (2 OF 2)

Case Study (CS)

Module Legend:

S In store

C In communities



Please view numerous additional case studies, submitted by CGF members, in the Case Study Library

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