





Unite UNION

OUR COMMITMENT TO AN INCLUSIVE WORK ENVIRONMENT

At Nestlé, everyone is welcome. Each one of us is unique and we believe it is a fundamental human right that we are all entitled to work in an inclusive, respectful environment where we are treated with dignity and feel able to be our best self. A place where we all feel we can belong.

As the leaders of our Nestlé businesses in the UK & Ireland, together with our Trade Union colleagues, we want to make clear our commitments to you and to the communities, customers and consumers we serve.

We invite you to hold us accountable for progress. We regularly review our progress vs. KPIs and take action.

We demonstrate our value of respect everyday and are fostering a culture where we lead inclusively, remove bias, and make sure we all feel safe to speak up.

We do not tolerate any kind of racism, exclusion or harassment and we have strict policies in place to deal swiftly and decisively with this kind of

We are rebalancing the organisation to reflect our communities, customers and consumers, levelling the playing field for everyone. We are taking action to accelerate towards gender balance.

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We acknowledge that we each have lived different experiences. We are learning more about others experiences to help us be active allies and we encourage others to do the same.

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We will embed our commitment to being more diverse and inclusive throughout our value chain and be a catalyst for change bevond Nestlé.

behaviour.



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PURINA



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Matthieu Weber

Group Finance Director



Richard Watson Paul Steadman

> Group HR Director



Andrew Shaw

Supply Chain Director



Mark Maurice-Jones

Head of Group



Kieran Conrov Country Manager Ireland

Kev: CEO = Chief Executive Officer BEO = Business Executive Officer

Alain Duvaud