



Joint Communication

Thank you

As critical workers, the nation is recognising the enormous contribution you make to keep the country going and we are proud of the part you are playing in supplying the nation. This was reflected in a recent letter from George Eustice, Secretary of State for DEFRA to the food and drinks industry in which he stated how 'proud and thankful [he is] for all the work that you have done'.

Nestlé and our Trade Unions have been touched by the support of the wider community, including those who have chosen to return to work having left the organisation to contribute to the effort.

Nestlé and our Trade Unions would also like to thank the agency partners and contractors who continue to play an essential role.

We would like to share how we are working together to support you at this challenging time.

Working together

Our Trade Unions recognise Nestlé as an industry leader in the measures they have taken to support their employees during the Covid-19 pandemic.

Nestlé and our Trade Unions have always worked very well together, never more so than the past few weeks. Together we have worked quickly to ensure consensus and the best way to support Nestlé employees during these unprecedented times.

The level of dialogue has been comprehensive and thoroughly ethical, which is a testament to the exceptional industrial relations that exists between Nestlé and our Trade Unions.

There have been concerns around the visibility of stock levels in the supermarkets. Nestlé is working tirelessly to make sure the British public is fed at this crucial time and we will continue to work with exceptionally high levels of communication and support for one another.

Nestlé vital to suppling the nation

The Government recognises that food and drink is absolutely vital during these uncertain times – not only for keeping us healthy, but for keeping the nation going in the weeks

ahead. All of the Nestlé brands are playing their part and we should not underestimate the impact of what we are all doing.

As such, Nestlé's food, beverage and pet food products are staple items for millions of households across the UK & Ireland and Nestlé's distribution roles are considered vital.

The work we all do is also in support of our colleagues who need to be away from the factory at this time. In Nestlé UK we are looking after people who are identified as being vulnerable and following the guidance in such a way to fully support people. We will ensure that people are able to return to work when appropriate.

Doing all we can to keep you safe at work

Nestlé has worked with the government and our Trade Unions to adhere to the guidance ensuring that when you do your job, you can do so safely.

A number of measures are in place:

- Social distancing and enhanced hygiene measures have been put in place
- Ensuring symptomatic employees do not attend work
- Occupational Health are providing support over the telephone 7am-7pm, Mon-Fri for our colleagues
- We have a dedicated Covid-19 website with everything our employees need to know

Nestlé continues to follow government guidance and continuously review all the ways we can keep our people safe at work.

Nestlé cares for its people

With agreement with our Trade Unions, Nestlé has put a number of measures in place to support their people:

- People in the vulnerable category are being paid in full during the 12-weeks they need to be away, in line with current government guidelines and Nestlé's internal policy
- People with symptoms or who are self-isolating continue to be paid in full
- Nestlé is supporting its people who need to be at home to look after their children
- Nestlé is recognising and supporting those who are caring for 'extremely vulnerable' people
- Nestlé is working closely with its dedicated 3rd party providers to ensure they are able to look after their people
- Nestlé is putting plans in place to ensure everyone can take their full annual leave entitlement
- Nestlé is providing a full employee assistance programme (EAP) with advice and counselling available for all employees

Nestlé and our Trade Unions are continuously reviewing all the ways we can support employees, whilst keeping everyone safe and healthy during these unprecedented times.

Every Nestlé product is playing a role

Feeding the nation at a time like this is, in many ways, a real humanitarian effort. Every food, beverage and pet food product is being called upon to play its part, to keep the shelves stocked with all our consumers' favourite items. By doing so, Nestlé:

- Supports families, friends and the NHS to keep going by ensuring they have access to all the products they know and love
- Helps people to find moments of normality when the world around them feels tense. Easter, for example, is a celebratory time and Nestlé products can relieve the tension and provide all-important simple pleasures for families and friends to enjoy together whilst isolating
- Supports the social distancing lockdown implemented by Government, by ensuring people are not travelling further afield for their preferred products
- Plays their part in the food supply chain by relieving the pressure on other food, beverage and pet food manufacturers

Everyone across all the Nestlé categories is making a vital difference.

Again, we would like to thank you all for your commitment and support, you are making a world of difference to all of society and your efforts are truly humbling.

Paul Steadman
Group HR Director UK&I

Brian Golding
National Convenor, Nestlé UK&I

Joe Clarke
National Officer UNITE

Ross Murdoch
National Officer GMB