



Good food, Good life

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.

- 1** We invite you to hold us accountable for progress. We regularly review our progress vs. KPIs and take action.
- 2** 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.
- 3** 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 behaviour.
- 4** 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.
- 5** 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.
- 6** We will embed our commitment to being more diverse and inclusive throughout our value chain and be a catalyst for change beyond Nestlé.
