



The Nestlé Academy Factsheet

Attracting new talent and investing in skills for the future is key to the continued success of our business

- Through our Nestlé academy we will grow our own team of future leaders by offering a lifetime of learning from apprenticeships, graduate programmes and on the job training
- We will offer flexible entry points – to attract young people at different life stages –to provide varied career development routes through our organisation.
- Our academy will focus on developing a commercially driven work force –developing both functional expertise and an entrepreneurial mindset we will drive our business forward - It's as much about attitude and values as it is about simply having a qualification.

Doubling our number of graduates

- This year we have taken on 25 new graduates which takes our total to 52. In 2012 we will double our graduate intake taking on 50 new graduates.
- In 2012 we will also open up a further 22 placements for university interns.
- Through our academy we are looking to stretch and develop our graduates further to ensure that they are challenged early on in their careers to develop the skills required to be our future business leaders.
- At the end of their two year programme all of our graduates will go through a talent centre to assess their future capability and whether they are likely to have a career focussed on:
 - development as Organisational Business Leaders, to include cross - functional organisational missions and projects
 - or future Functional Leaders to include functional missions and projects.

Widening our apprenticeship programme

- We have been offering apprenticeships for more than 40 years
- This year we have taken on 14 new apprentices bringing our total to 50 working right across our business.

- We have also launched a confectionery apprenticeship specifically aimed at developing our next generation of confectioners
- Throughout 2012 and 2013 we will broaden our existing apprenticeship programme to offer opportunities across a range of different functions including HR, Supply Chain and Finance and our aim is to double our apprentice numbers to 100 by the end of 2012.
- Broadening our apprenticeship programme to offer progression to foundation or honours degree programmes will offer a different route to higher education opening up academic studies for those who otherwise might not feel this is a route open to them.

Nestlé Academy initiatives

To grow our pipeline of talent we will launch a number of unique initiatives through our academy these include:

The Better Bean Challenge

- Launched at the beginning of October an undergraduate competition to attract interns and improve brand equity.
- The challenge offers students the opportunity to gain valuable commercial experience by pitching to our board their unique ideas on projects to support one of our flagship brands in creating shared value.
- The winning student will have the opportunity of taking up an internship within our business

Working with partners to improve employability

- We are working closely with universities to improve the employability of their students and attract interns and graduates. In 2012 we will be running skills workshops and Farm to Fork sessions at selected universities in the UK.
- We will be working with organisations such as SIFE (Students In Free Enterprise) and Bright Futures looking to increase the employability skills that students have.