



Nestlé Good food, Good life



2022 Bloomberg Gender Equality Index KPIs



Committed to empowering women in our business and value chain



We are pleased that our efforts to advance gender balance in our workforce and empower women across our value chain have been recognized once again.

We strongly believe that taking action to ensure women's equal participation in society is not only the right thing to do; it also supports better decision-making, founded on a more inclusive culture that enhances innovation and increases job satisfaction among employees.

Gender equity is an ongoing journey. We will continue to prioritize it across our business on the path to gender parity."



Béatrice Guillaume-Grabisch

Executive Vice-President, Global Head of Human Resources & Business Services



At Nestlé, we're accelerating efforts to advance gender balance in the company, and continue to put policies, initiatives, and projects in place to build a more diverse, equitable and inclusive workforce.

We were recognized in the 2023 Bloomberg Gender-Equality Index (GEI) for the fifth consecutive year, scoring 78.5%, above the average index score of 73%. The GEI measures gender equality in over 70 metrics across five pillars - leadership and talent pipeline, equal pay and gender pay parity, inclusive culture, anti-sexual harassment policies, and external brand (i.e., how the company supports gender equality outside the company).

We are determined to maintain the pace of change and believe in being open and honest when it comes to reviewing our progress. In this spirit of transparency, we are pleased to share key information related to the Bloomberg Gender Equality Index.



SECTION	BLOOMBERG KPI	DATA AS AT DEC 31,2022
Leadership	Percentage of women on company board	35.7%
	Chairperson is a woman	NO
	Gender balance in board leadership	20.0%
	Chief executive officer (CEO) is a woman	NO
	Woman chief financial officer (CFO) or equivalent	NO
	Percentage of women in executive board	13.3%
	Chief diversity officer (CDO)	YES
Talent Pipeline	Percentage of women in total management	45,3%
	Percentage of women in senior management	31.70%

SECTION	BLOOMBERG KPI	DATA AS AT DEC 31,2022
Talent Pipeline	Percentage of women in middle management	43.79%
	Percentage of women in non-managerial positions	39.14%
	Percentage of women in total workforce	38.60%
	Percentage of women total promotions	43,0%
	Percentage of Women IT/Engineering	17,66%
	Percentage of new hires are women	45,86%
	Percentage of women attrition	28,96%

SECTION	BLOOMBERG KPI	DATA AS AT DEC 31,2022
Inclusive Culture	Number of weeks of fully paid primary parental leave offered	18
	Number of weeks of fully paid secondary parental leave offered	4
	Parental leave retention rate	92.33%
	Flexible working policy	YES
	Employee resource groups for women	YES
	Unconscious bias training	YES
	Annual anti-sexual harassment training	YES

USEFUL LINKS

Compensation Report 2022

[2022-corp-governance-compensation-financial-statements-en.pdf \(nestle.com\)](#)

Nestlé Global Parental Support Policy

[Nestlé Global Parental Support Policy](#)

Flexible working policy

[creating-shared-value-sustainability-report-2022-en.pdf \(nestle.com\)](#)

Employee resource groups for women

<https://www.nestleusa.com/about-us/diversity-and-inclusion>

Annual anti-sexual harassment training

[2022 Creating Shared Value Sustainability Report](#)

We are building a workplace where everyone feels supported, valued, and respected, with equal opportunities for all.

Creating a gender-balanced workforce is a crucial part of these ongoing efforts.

