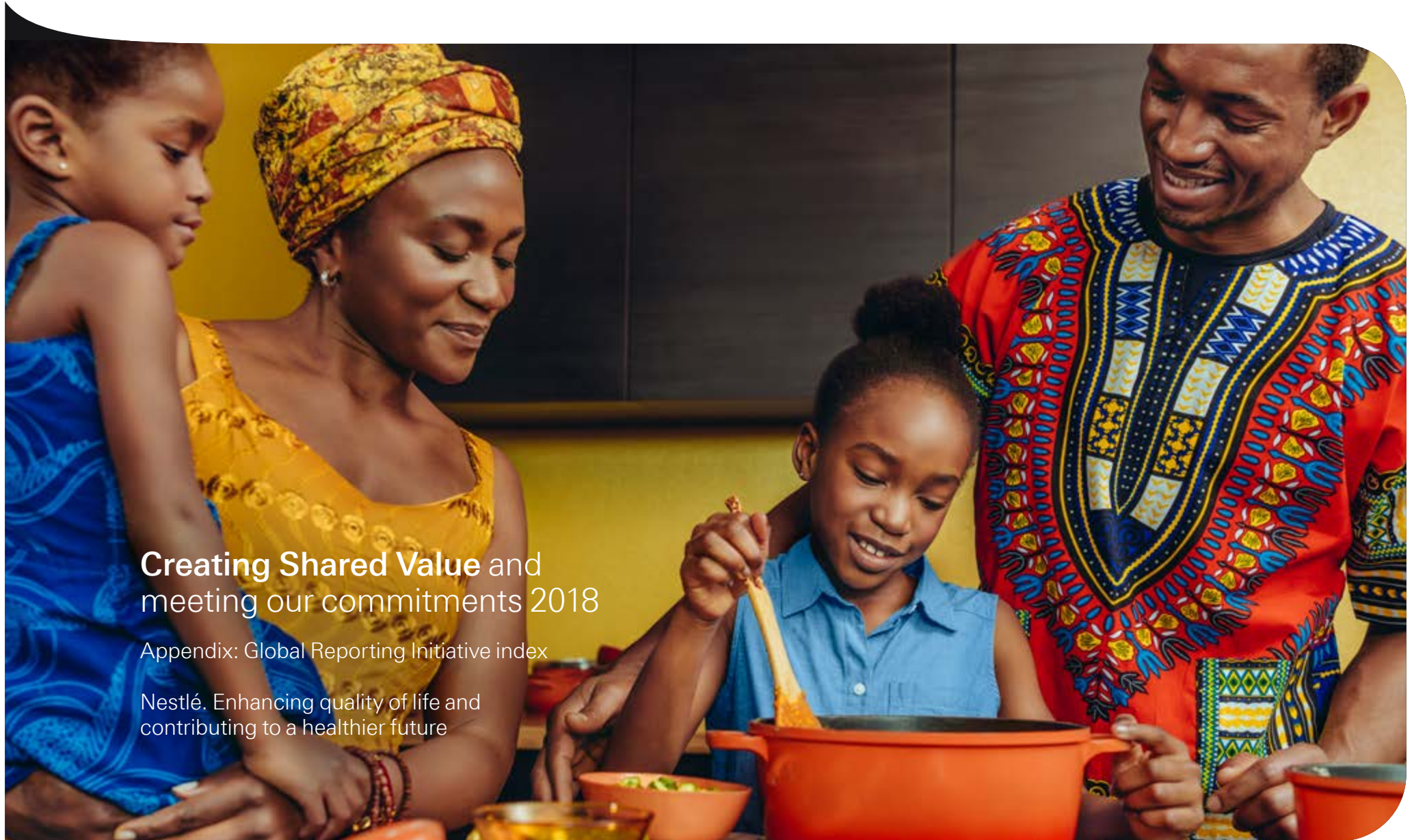




Nestlé Good Food, Good Life



Creating Shared Value and meeting our commitments 2018

Appendix: Global Reporting Initiative index

Nestlé. Enhancing quality of life and contributing to a healthier future

GRI Content Index

This content index accompanies our *Creating Shared Value and meeting our commitments 2018 Progress report* and has been prepared in accordance with the GRI Standards: Comprehensive option of the 2016 Global Reporting Initiative's (GRI) Standards. The data in this report relates to the fiscal year ending December 31, 2018, unless otherwise stated. For a detailed explanation of the indicators, visit the GRI website (www.globalreporting.org).

Mapping our material GRI indicators against the United Nations Sustainable Development Goals

We have mapped our existing progress against our most material aspects and indicators against the United Nations (UN) Sustainable Development Goals (SDGs), through the Compass tool developed by the UN. The following key shows the icons we use in our GRI Index wherever it maps with an SDG:



Abbreviations

AR: [Annual Review 2018](#)

CFS: [Consolidated Financial Statements of the Nestlé Group](#)

CGR: [Corporate Governance Report](#)

NiS: Nestlé in society [Creating Shared Value Full Report 2018](#)

Web: Pages on our www.nestle.com/csv site

The following references are used for chapters in the *Creating Shared Value and meeting our commitments 2018 Progress report*:

NiS: Nestlé in society

IaF: Individuals and families

C: Communities

P: Planet

RaG: Reporting and governance

Additional data (referenced in the GRI Content Index) can be found in the [Appendix](#)

GRI content index

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
|--|---|------------------------|---------------------------|-----------------------------|
| GRI 102: General Disclosures | | | | |
| Organizational profile | | | | |
| 102-1 Name of the organization | Front cover of report | No omission permitted | | |
| 102-2 Activities, brands, products, and services | http://www.nestle.com/brands Connecting through our brands p14–15 AR: Powdered and Liquid Beverages p16–17 AR: Nutrition and Health Science p18–19 AR: Milk Products and Ice Cream p20–21 AR: PetCare p22–23 AR: Prepared dishes and Cooking aids p24–25 AR: Confectionery p26–27 AR: Water p28–29 | No omission permitted | | |
| 102-3 Location of headquarters | CGR: Group Structure and Shareholders p3 | No omission permitted | | |
| 102-4 Location of operations | AR: Sales, employees and factories by geographic area p47 AR: Factories p56 CFS: Analyses by segment p83–92 | No omission permitted | | |
| 102-5 Ownership and legal form | CFS: Companies of the Nestlé Group, joint arrangements and associates p168–189 CGR: Group structure and shareholders p3–4 AR: Corporate Governance and Compliance p57–64 | No omission permitted | | |
| 102-6 Markets served | AR: Our business (wrapper) AR: Powdered and Liquid Beverages p16–17 AR: Nutrition and Health Science p18–19 AR: Milk Products and Ice Cream p20–21 AR: PetCare p22–23 AR: Prepared dishes and Cooking aids p24–25 AR: Confectionery p26–27 AR: Water p28–29 AR: Group overview p44–47 CFS: Companies of the Nestlé Group, joint arrangements and associates p168–189 | No omission permitted | | |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
|---|--|------------------------|---------------------------|-----------------------------|
| 102-7 Scale of the organization | <p>AR: Connecting through our brands p14–29</p> <p>AR: Group overview p44–47</p> <p>AR: Geographic data: Sales, employees and factories by geographic area p47, Factories p56</p> <p>CFS: Consolidated balance sheet as at December 31, 2018 p68–69</p> <p>CFS: Consolidated cash flow statement for the year ended December 31, 2018 p70</p> <p>NiS: Our 2020 commitments and progress p5</p> <p>AR: Financial Review, Key Figures p43</p> | No omission permitted | | |
| 102-8 Information on employees and other workers 8 | <p>See data charts GRI Index Appendix: 102-8 Employees and 405-1 Diversity p72</p> <p>Nestlé does not have a substantial portion of its work performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors.</p> <p>Nestlé does not have any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries).</p> | No omission permitted | | |
| 102-9 Supply chain | <p>NiS: Nestlé's material issues across the value chain</p> <p>C: Enhancing rural development and livelihoods p25–30</p> <p>See also:</p> <p>Web: Our raw materials https://www.nestle.com/csv/raw-materials</p> | No omission permitted | | |
| 102-10 Significant changes to the organization and its supply chain | <p>CFS: Acquisitions and disposals p77–82</p> <p>AR: Letter to our shareholders, p2–5</p> <p>CGR: 2.3 Changes in capital p4</p> <p>There were no material changes to Nestlé's supply chain in this reporting year.</p> | No omission permitted | | |
| 102-11 Precautionary Principle or approach | <p>The Nestlé Policy on Environmental Sustainability</p> <p>The policy incorporates the United Nations Global Compact (UNGC) environmental principles, which state that businesses should: support a precautionary approach to environmental challenges; undertake initiatives to promote greater environmental responsibility; and encourage the development and diffusion of technologies with a better environmental performance.</p> | No omission permitted | | |
| 102-12 External initiatives | <p>Web: Partnerships and collective action https://www.nestle.com/csv/what-is-csv/partnerships-alliances</p> <p>Web: UN Global Compact https://www.nestle.com/csv/what-is-csv/partnerships-alliances/united-nations</p> <p>IaF: Supporting breastfeeding p18</p> <p>P: Water stewardship advocacy > Partnerships and initiatives to protect water resources p43</p> <p>When Nestlé signs up to a charter, principle or other initiative, then it applies to all countries.</p> | No omission permitted | | |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
|---|---|------------------------|---------------------------|-----------------------------|
| 102-13 Membership of associations | Web: Partnerships and collective action https://www.nestle.com/csv/what-is-csv/partnerships-alliances | No omission permitted | | |
| Strategy | | | | |
| 102-14 Statement from senior decision-maker | NiS: A message from our Chairman and CEO p2 | No omission permitted | | |
| 102-15 Key impacts, risks, and opportunities | <p>AR: Principal risks and uncertainties p54–55</p> <p>NiS: Focusing on our material issues p4</p> <p>NiS: Our 2020 commitments and progress p5</p> <p>IaF: Offering tastier and healthier choices p7</p> <p>IaF: Inspiring people to lead healthier lives p13</p> <p>IaF: Building, sharing and applying nutrition knowledge p21</p> <p>C: Enhancing rural development and livelihoods p25</p> <p>C: Respecting and promoting human rights p31</p> <p>C: Assess and address human rights impacts p32</p> <p>C: Promoting fair employment and diversity p36</p> <p>P: Caring for water p41</p> <p>P: Acting on climate change p46</p> <p>P: Safeguarding the environment p49</p> <p>Web: 2018 CDP Investor submission: https://www.nestle.com/asset-library/documents/creating-shared-value/cdp-nestle-climate-change-2018.pdf</p> <p>Web: 2018 CDP Water Investor submission: https://www.nestle.com/asset-library/documents/creating-shared-value/cdp-nestle-water-2018.pdf</p> | No omission permitted | | |
| Ethics and integrity | | | | |
| 102-16 Values, principles, standards, and norms of behaviour 16 | <p>C: Respecting and promoting human rights p31</p> <p>Web: NiS > Ethical Business > Anti-Corruption https://www.nestle.com/csv/what-is-csv/ethical-business</p> <p>Web: Communities > Engaging with our people https://www.nestle.com/csv/impact/employment-diversity/engaging-with-our-people</p> <p>AR: Compliance p64</p> <p>The Nestlé Corporate Business Principles have been translated into over 50 languages, see: http://www.nestle.com/aboutus/businessprinciples/businessprinciples</p> <p>The Nestlé Code of Business Conduct is available in English, French, German and Spanish, see: http://www.nestle.com/aboutus/businessprinciples/code-of-business-conduct</p> | No omission permitted | | |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
|---|---|------------------------|---------------------------|-----------------------------|
| 102-17 Mechanisms for advice and concerns about ethics 16 | <p>Management of Nestlé’s internal and external mechanisms for seeking advice or reporting concerns about unethical or unlawful behavior is the responsibility of the compliance team, see:</p> <p>C: Grievance mechanisms and remediation p35</p> <p>C: Our culture of integrity p34</p> <p>Web: https://www.nestle.com/aboutus/businessprinciples/code-of-business-conduct</p> <p>Web: https://www.nestle.com/aboutus/businessprinciples/report-your-concerns</p> <p>Our Compliance Reporting System, Tell Us, provides all external stakeholders with a dedicated communication channel for reporting potential instances of non-compliance with our Corporate Business Principles. Tell Us allows stakeholders to report non-compliances confidentially or ask for information on our practices. The Nestlé Integrity Reporting System, and Tell Us are managed globally and are independent of Nestlé markets. The Tell Us system is managed independently by a third party and is available 365 days a year 24 hours a day. Both systems are anonymous.</p> | | | |
| Governance | | | | |
| 102-18 Governance structure | <p>CGR: Board of Directors p6</p> <p>Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance</p> | No omission permitted | | |
| 102-19 Delegating authority | <p>Committees report to the board, as per governance diagram:</p> <p>Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance</p> | | | |
| 102-20 Executive-level responsibility for economic, environmental, and social topics | <p>Nestlé does not have a head of sustainability, rather sustainability is embedded in all functions. The Board of Directors, the Chairman, the CEO and our Executive Board are responsible for the supervision and management of our role in society, and for ensuring we achieve our purpose and our ambitions.</p> <p>Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance</p> <p>Web: https://www.nestle.com/investors/corporate-governance</p> | | | |
| 102-21 Consulting stakeholders on economic, environmental, and social topics 16 | <p>CGR: Shareholders’ Participation Rights p23</p> <p>Web: NiS > Stakeholder engagement https://www.nestle.com/csv/what-is-csv/stakeholder-engagement</p> <p>Consultation is often delegated, usually to Nestlé Public Affairs team, and feedback is through the relevant task forces and working groups. Feedback from the stakeholder convenings and the CSV fora (attended by the CEO and/or chairman) is reported back to the NiS board.</p> | | | |
| 102-22 Composition of the highest governance body and its committees 5 16 | <p>CGR: Board of Directors p6</p> | | | |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
|--|--|------------------------|---------------------------|-----------------------------|
| 102-23 Chair of the highest governance body 16 | CGR: Board of Directors p6 | | | |
| 102-24 Nominating and selecting the highest governance body 5 16 | <p>Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance</p> <p>CGR: p14</p> <p>Article 6 of the Articles of Association (https://www.nestle.com/asset-library/documents/library/documents/corporate_governance/articles-of-association-of-nestle-en.pdf) states the extent of the involvement of shareholders in electing the highest governance body members.</p> <p>Read with section 3.4 (on p12) of CGR, Elections and terms of office, which states, "The Chairman of the Board of Directors, the members of the Board of Directors and the members of the Compensation Committee are elected individually by the General Meeting...."</p> <p>The nomination process is managed by the Nomination Committee in accordance with its established procedures and criteria for the selection of board members. All elements are considered.</p> <p>Membership in the Nomination and Sustainability Committee of the Board requires expertise in environmental topics (see p14 of Corporate Governance Report); also see Nomination and Sustainability Committee Charter (https://www.nestle.com/asset-library/documents/investors/others/nomination-and-sustainability-committee-6-april-2017.pdf)</p> | | | |
| 102-25 Conflicts of interest 16 | <p>CGR: 3 Board of Directors p6</p> <p>CGR: 3.1.3 Cross-involvement p8</p> <p>CGR: 3.3 Mandates outside Nestlé p12</p> <p>CGR: 3.5.1 Allocation of tasks within the Board of Directors p13</p> <p>CGR: Article 18(e) p56</p> <p>CGR: Article 21 p57</p> <p>Nestlé annually conducts an internal Directors & Officers (D&O) Questionnaire, which covers conflict of interest. While these documents are not public, they are audited by KPMG.</p> | | | |
| 102-26 Role of highest governance body in setting purpose, values, and strategy | <p>Web: NiS > Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance</p> <p>The Board of Directors and the Executive Board sign off and approve updates of Nestlé's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.</p> | | | |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
|--|---|------------------------|---------------------------|-----------------------------|
| 102-27 Collective knowledge of highest governance body 4 | Our Executive Board members do not receive separate formal training on CSV issues as CSV is embedded in our business management, and thus a core part of their role. To ensure all CSV issues are governed appropriately external experts in CSV issues are a part of our governance model, see: Web: NiS > Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance Newly appointed Board members receive an appropriate introduction into the business and affairs of the Company and the Group. Many of our most senior people, including our Chairman, play a leading role in various multistakeholder initiatives relevant to CSV issues, such as the 2030 Water Resources Group (2030 WRG). AR: Board of Directors of Nestlé S.A. p60–61 | | | |
| 102-28 Evaluating the highest governance body's performance | CGR: Principles of compensation for members of the Executive Board p38 CGR: Internal organizational structure p13–15 Web: https://www.nestle.com/investors/corporate-governance Web: NiS > Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance Newly appointed Board members receive an appropriate introduction into the business and affairs of the Company and the Group. If required, the Nomination and Sustainability Committee arranges for further training. It reviews, at least annually, the independence of the members of the Board and it prepares the annual self-evaluation of the Board and its Committees. It oversees the long-term succession planning of the Board. The Company performs annual self-evaluation of the Board and its Committees, including confidential, anonymous feedback and individual interviews. | | | |
| 102-29 Identifying and managing economic, environmental, and social impacts 16 | AR: Principal risks and uncertainties, Group risk management p54 NiS: Focusing on our material issues p4 NiS: Nestlé's material issues across the value chain Web: NiS > Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance The Board of Directors reviews the enterprise risk management process. The Nestlé in Society Board reviews the materiality (also includes stakeholder feedback). During 2017, we put in place new leadership committees to drive our ambitions and commitments and ensure alignment. | | | |
| 102-30 Effectiveness of risk management processes | AR: Principal risks and uncertainties, Group risk management p54 NiS: Focusing on our material issues p4 NiS: Nestlé's material issues across the value chain | | | |
| 102-31 Review of economic, environmental, and social topics | AR: Principal risks and uncertainties, Group risk management p54 NiS: Focusing on our material issues p4 NiS: Nestlé's material issues across the value chain | | | |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
|--|--|------------------------|---------------------------|-----------------------------|
| 102-32 Highest governance body's role in sustainability reporting | The Nomination and Sustainability Committee of the Board of Directors has oversight of the summary/print report and materiality exercise. The summary Creating Shared Value report and the full Creating Shared Value report and the assurance of the reports is requested and signed off by Christian Fruitiger, Vice President, Global Head of Public Affairs, and Eugenio Simioni, Corporate Communications Director. The printed <i>Creating Shared Value and meeting our commitments 2018 Progress report</i> was reviewed by the CEO and Chairman. | | | |
| 102-33 Communicating critical concerns | AR: Principal risks and uncertainties, Group risk management p54 AR: Compliance p64 C: Grievance mechanisms and remediation p35 C: Our culture of integrity p34 Web: NiS > Governance and Policies > Our internal governance structure Critical concerns are reported through the compliance committee (which is a sub-committee of the Executive Board). | | | |
| 102-34 Nature and total number of critical concerns | AR: Compliance p64 C: Grievance mechanisms and remediation p35 C: Our culture of integrity p34 RaG: Our key performance indicators p58 Critical concerns are raised through Tell Us, CARE and the Nestlé Integrity Reporting System, which are reviewed by our Compliance team and reported to the Executive Board, as per the Guideline Integrity Reporting System and Compliance Complaints section on Escalation and Prioritisation. The Group Compliance Committee also serves as a steering committee for the oversight and coordination of compliance-related activities and initiatives, and regularly reports and makes recommendations to the Executive Management of the Company. Our Annual Compliance Report is presented to the Executive Board Member. | | | |
| 102-35 Remuneration policies | CGR: Compensation report p29–49 Creating Shared Value issues (covering economic, environmental and social criteria) are included in the company's business plans. Senior executives are assessed against the business plans. | | | |
| 102-36 Process for determining remuneration | CGR: Compensation report p29–49 Web: Compensation committee: https://www.nestle.com/investors/corporate-governance/boardcommittees Web: Communities > Engaging with our people > Living wage https://www.nestle.com/csv/impact/employment-diversity/engaging-with-our-people No remuneration consultants are involved in determining remuneration. | | | |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
|--|--|------------------------|---|---|
| 102-37 Stakeholders involvement in remuneration 16 | CGR: Compensation report p29–49 In regards to executive compensation, we have identified our shareholders as the key stakeholders for this issue. The Board of Directors solicits feedback from investors annually on the compensation system and follows a strategy of continuous improvement with respect to investor concerns and transparency. As from 2015, shareholders will approve the total compensation of the Supervisory Board and the Management Board in a binding vote in accordance with the new Articles of Association adopted on April 10, 2014. | | | |
| 102-38 Annual total compensation ratio | The median of the total annual compensation of all employees, except the CEO, is estimated at CHF 53344. The total annual compensation of the CEO is CHF 9008138 in 2018. The ratio of the annual median employee compensation to the total annual CEO compensation is 169. Accompanying notes: For total 2018 CEO compensation, please see p46 of the Corporate Governance Report 2018: https://www.nestle.com/asset-library/documents/library/documents/corporate_governance/corp-governance-report-2018-en.pdf Median is an estimate based on 2018 Company total worldwide salaries and welfare expenses of CHF 16430 million and average number of employees, 308000 – see section 10. Employee benefits on p107 of the Financial Statements 2018: https://www.nestle.com/asset-library/documents/library/documents/financial_statements/2018-financial-statements-en.pdf The ratio of the annual median employee compensation and the total annual CEO compensation is distorted due to worldwide salary differences. The Board of Directors solicits feedback from investors annually on the compensation system and follows a strategy of continuous improvement with respect to investor concerns and transparency. | Breakdown by zone | The information is currently unavailable. | As this is our global report, we have provided the ratio of the annual total compensation for the company's highest paid individual and the median annual compensation for all employees globally. We have not provided a country-level breakdown as that is outside the scope of our global report. Moreover, the disclosure of the CEO, members of the Board of Directors and total compensation of the Executive Board is based on Swiss legal requirements and the Swiss Code of Best Practices for Corporate Governance as duly stated in the CGR (p3), and does not breakdown the information by country. |
| 102-39 Percentage increase in annual total compensation ratio | The ratio of the annual total compensation percentage increase of the CEO (the highest paid individual) to the median annual total compensation increase for all employees is 3.5. Accompanying notes: The percentage difference in the CEO's compensation between 2018 and 2017 is 21%. The percentage difference in median employee compensation between 2018 and 2017 is 6%. Thus, the ratio between the increase in the CEO compensation and median employee compensation is 3.5. For total 2018 CEO compensation and for details on the types of compensation included in the calculation, please see p46 of the Corporate Governance Report 2018: https://www.nestle.com/asset-library/documents/library/documents/corporate_governance/corp-governance-report-2018-en.pdf . The median compensation per employee is an estimate based on the company's total worldwide salaries divided by the total number of employees in each reported year. For Employee Remuneration, please see p107 of the Financial Statements 2018: https://www.nestle.com/asset-library/documents/library/documents/financial_statements/2018-financial-statements-en.pdf . For the total number of employees, please see p83 of the same document. The ratio of the annual median employee compensation and the total annual CEO compensation is distorted due to worldwide salary difference. | Breakdown by zone | The information is currently unavailable. | As this is our global report, we have provided the ratio of the percentage increase between the CEO and the median compensation of our employees worldwide between 2017 and 2018. We have not provided a country-level breakdown as that is outside the scope of our global report. Moreover, the disclosure of the CEO, members of the Board of Directors and total compensation of the Executive Board is based on Swiss legal requirements and the Swiss Code of Best Practices for Corporate Governance as duly stated in the CGR (p3), and does not break down the information by country. |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
|---|---|------------------------|---------------------------|-----------------------------|
| Stakeholder engagement | | | | |
| 102-40 List of stakeholder groups | Web: NIS > Stakeholder engagement https://www.nestle.com/csv/what-is-csv/stakeholder-engagement | No omission permitted | | |
| 102-41 Collective bargaining agreements | 53.66% of our global workforce is covered by collective bargaining agreements. | No omission permitted | | |
| 102-42 Identifying and selecting stakeholders | <p>We identify stakeholders with expertise across our business and value chain. For our Creating Shared Value (CSV) convenings, stakeholders are identified and selected for invitation based on:</p> <ul style="list-style-type: none"> • Their expertise in relevant CSV issues (including nutrition and health, water and environmental sustainability, human rights and rural development). • Their relationship with Nestlé. • Their knowledge and experience of important Nestlé markets. <p>Nestlé seeks to engage at its convenings stakeholders with expertise across CSV issues and representing a range of interests including stakeholders drawn from NGOs, academic centers, governmental and intergovernmental organizations, funding agencies, think tanks, consultancies and social enterprises working in Nestlé's CSV issue areas.</p> <p>Note that previously we have also included faith-based organizations in this list.</p> <p>We also conduct a Nestlé Stakeholder Community survey. This is an annual survey with global Key Opinion Leaders (KOLs) that aims to understand evolving views on the company's issues and reputation management.</p> | No omission permitted | | |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
|--|--|------------------------|---------------------------|-----------------------------|
| <p>102-43 Approach to stakeholder engagement</p> | <p>Through meaningful engagement, our stakeholders have helped us improve and helped us set the priorities for our Creating Shared Value strategy. Our global stakeholder network ranges from people we engage with regularly through our operations to those in public positions who influence our activities.</p> <p>Our annual program of stakeholder convenings and CSV Forum events provides opportunities to intensify that dialogue, building on our understanding of important societal issues. In 2018, we did not hold a separate convening. Instead, we used the Creating Shared Value Forum in Brasilia, Brazil, as an opportunity to engage with a wide range of stakeholders, under the theme 'Water as a driver for the Sustainable Development Goals.'</p> <p>In 2018, we also engaged stakeholders as part of our materiality process that was evolved to bring non-financial and financial risk identification together and to connect it more closely to business operations. 24 external stakeholders from NGOs, civil society, CSV council members, retailers and investors were interviewed and their views helped inform Nestlé's identification and prioritization of material issues and reporting strategy. We also do a reputation survey with GlobeScan, which complements the materiality analysis. Nestlé is scheduled to hold a stakeholder convening in March 2019 and findings will be reported in the CSV 2019 report.</p> <p>Please find meaningful examples of our engagements with our stakeholders across the following sections of this report.</p> <p>NiS: Focusing on our material issues p4</p> <p>Web: NiS > Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance</p> <p>Web: NiS > Contributing to the Global Goals https://www.nestle.com/csv/what-is-csv/contribution-global-goals</p> <p>Web: NiS > Partnerships and collective action https://www.nestle.com/csv/what-is-csv/partnerships-alliances</p> <p>P: Water stewardship advocacy p43</p> <p>Web: NiS > Stakeholder engagement https://www.nestle.com/csv/what-is-csv/stakeholder-engagement</p> | | | |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
|--|--|---|---|---|
| 102-44 Key topics and concerns raised | <p>We engage, listen and respond to a wide range of stakeholders on a regular basis. Through meaningful engagement, our stakeholders have helped us improve and set the priorities for our Creating Shared Value strategy. This report is written in part to address concerns raised by stakeholders. Our annual program of stakeholder convenings and CSV Forum events bring together our key stakeholder groups including investors, government, civil society, international organizations and partners. We report on their collective concerns and recommendations on key topics and report our response to their concerns. Outcomes from such dialogue are fed back to senior management through the Nestlé in Society Board.</p> <p>Please find meaningful examples of our engagements, initiatives and partnerships with our stakeholders across the following sections of this report.</p> <p>NiS: Focusing on our material issues p4 RaG: About this report p56 Web: NiS > Stakeholder engagement > Stakeholder recommendations https://www.nestle.com/csv/what-is-csv/stakeholder-engagement Web: NiS > Supporting breastfeeding > One of the best at marketing responsibly https://www.nestle.com/csv/impact/healthier-lives/baby-milk</p> | <p>ii. The stakeholder groups that raised each of the key topics and concerns.</p> <p>No omission permitted</p> | Confidentiality constraints | The stakeholder convenings are held under the Chatham House Rule, so the identity and affiliation of the participants is confidential. This means we are unable to report the stakeholder groups that raised each of the key topics and concerns. |
| Reporting practice | | | | |
| 102-45 Entities included in the consolidated financial statements | <p>CFS: Companies of the Nestlé Group p168–189 CFS: Scope of consolidation, acquisitions and disposals of businesses, assets held for sale and acquisitions of non-controlling interests p77 RaG: About this report p56 All entities are covered by the report; where there are exceptions these are noted as footnotes in the report.</p> | No omission permitted | | |
| 102-46 Defining report content and topic Boundaries | <p>RaG: About this report p56 NiS: Focusing on our material issues p4 NiS: Nestlé's material issues across the value chain Web: NiS > Stakeholder engagement > Stakeholder recommendations https://www.nestle.com/csv/what-is-csv/stakeholder-engagement</p> | No omission permitted | | |
| 102-47 List of material topics | <p>NiS: Focusing on our material issues p4</p> | No omission permitted | | |
| 102-48 Restatements of information | <p>Some data in the report has been restated and is noted in the footnotes for the relevant data chart/table on a case-by-case basis, including for our key performance indicators, see: Our key performance indicators p58–60 Web: 2018 Consolidated Nestlé performance indicators and Definitions and Comments</p> | <p>Report the effect of any restatements</p> <p>No omission permitted</p> | The information is currently unavailable. | If this occurs in our 2018 report, we will add the relevant information to the data footnotes. |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
|--|---|------------------------|---------------------------|-----------------------------|
| 102-49 Changes in reporting | RaG: About this report p56 NiS: Focusing on our material issues p4 In 2018, we carried out our first materiality exercise since having switched from the Global Reporting Initiative (GRI) G4 Guidelines to the GRI Standards. We worked with DNV GL, an independent organization, to conduct the assessment using a formal materiality process to ensure alignment with the GRI Standards. For 2018, the materiality process was evolved to bring both non-financial and financial risk identification together and to connect it more closely to business operations. In addition to identifying and prioritizing issues from internal and external stakeholders, the 2018 materiality assessment integrated with the Enterprise Risk Management process, harnessed the perspectives of mainstream investors, and involved key markets and growth categories. | No omission permitted | | |
| 102-50 Reporting period | RaG: About this report p56 | No omission permitted | | |
| 102-51 Date of most recent report | RaG: About this report p56 Nestlé's previous report was published in 2018 and covered Nestlé's global operations for the year ending December 31, 2017. | No omission permitted | | |
| 102-52 Reporting cycle | RaG: About this report p56 | No omission permitted | | |
| 102-53 Contact point for questions regarding the report | RaG: About this report p56 | No omission permitted | | |
| 102-54 Claims of reporting in accordance with the GRI Standards | RaG: About this report p56 Web: https://www.nestle.com/asset-library/documents/library/documents/corporate_social_responsibility/nestle-gri-content-index-2018.pdf | No omission permitted | | |
| 102-55 GRI content index | Web: https://www.nestle.com/asset-library/documents/library/documents/corporate_social_responsibility/nestle-gri-content-index-2018.pdf | No omission permitted | | |
| 102-56 External assurance | RaG: About this report p56 RaG: Independent assurance statement p57 The Nomination and Sustainability Committee of the Board of Directors has oversight of the summary/print report and materiality exercise. The summary Creating Shared Value report and assurance of the report statement is requested and signed off by Christian Fruitiger, Vice President, Global Head of Public Affairs, and Eugenio Simioni, Corporate Communications Director. | No omission permitted | | |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
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| GRI 200 Economic Standard Series | | | | |
| Economic Performance | | | | |
| 103-1 Explanation of the material topic and its Boundary | <p>AR: Letter to our shareholders p2–5</p> <p>NiS: A message from our Chairman and CEO p2</p> <p>NiS: Creating Shared Value p3</p> <p>NiS: Focusing on our material issues p4</p> <p>Half-yearly Report January–June 2018: https://www.nestle.com/asset-library/documents/library/documents/half_yearly_reports/2018-half-yearly-report-en.pdf</p> <p>Consolidated Financial Statements 2018: https://www.nestle.com/asset-library/documents/library/documents/financial_statements/2018-financial-statements-en.pdf</p> | | | |
| 103-2 The management approach and its components | <p>See above.</p> <p>Sanford Bernstein Strategic Decisions Conference 2018 presentation by François-Xavier Roger, Nestlé Chief Financial Officer https://www.nestle.com/media/mediaevents/calendar/allevents/sanford-bernstein-strategic-decisions-conference-2018</p> <p>NiS: A message from our Chairman and CEO p2</p> <p>AR: Letter to our shareholders p2–5</p> <p>C: Grievance mechanisms and remediation p35</p> | | | |
| 103-3 Evaluation of the management approach | <p>See above.</p> <p>NiS: A message from our Chairman and CEO p2</p> <p>AR: Letter to our shareholders p4</p> | | | |
| 201-1 Direct economic value generated and distributed 2 5 7 8 9 | <p>Creating Shared Value is an integral part of our business strategy, and key achievements from each CSV focus area described in this report. In addition, in 2018, Nestlé provided a total of CHF 83 million in charitable contributions and other non-commercial economic support (in monetary or product form), assisting many communities at the local level; for example, with cultural and academic activities, during natural disasters, and through the donations of finished goods, etc. This amount includes the approximately CHF 12 million global spend on the Nestlé Healthy Kids Program.</p> <p>CFS: Consolidated income statement for the year ended December 31, 2018 p66</p> <p>RaG: Reporting and governance > Collaborating for major change p55</p> <p>Web: Ethical business https://www.nestle.com/csv/what-is-csv/ethical-business</p> <p>IaF: Promoting healthy behaviors in children p17</p> <p>C: Delivering impact through Farmer Connect p26</p> <p>Web: Nestlé and taxes https://www.nestle.com/csv/what-is-csv/Pages/taxation.aspx</p> | <p>a. ii. Payments to government by country.</p> <p>a. iii. Economic value retained: 'direct economic value generated' less 'economic value distributed.'</p> <p>b. To better assess local economic impacts, report EVG&D separately at country, regional, or market levels, where significant. Report the criteria used for defining significance.</p> | <p>a. ii. & iii. The information is subject to specific confidentiality constraints.</p> <p>b. The Standard Disclosure or part of the Standard Disclosure is not applicable.</p> | <p>Part a. ii. & iii. According to the code of conduct, political contributions are not allowed, with the exception of Switzerland whereby the recipients of the donations are sensitive information.</p> <p>Part b. is not applicable as this is a report on global operations and is not reporting at a country level.</p> |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
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| 201-2 Financial implications and other risks and opportunities due to climate change | P: Acting on climate change p46 Web: 2018 CDP Investor submission, C2 Module: Risks and Opportunities: https://www.nestle.com/asset-library/documents/creating-shared-value/cdp-nestle-climate-change-2018.pdf | | | |
| 13 | | | | |
| 201-3 Defined benefit plan obligations and other retirement plans | CFS: Employee benefits liabilities p109 CFS: Post-employment benefits p107 CFS: Employee benefits p107 | d. Report the percentage of salary contributed by employee or employer. e. Report the level of participation in retirement plans (such as participation in mandatory or voluntary schemes, regional or country-based schemes, or those with financial impact). | The information is currently unavailable. | It is not possible to provide this data given that each market has its own pension plan and it is therefore too complex to create an accurate global picture. |
| 201-4 Financial assistance received from government | | The reporting organization shall report the following information: a. Total monetary value of financial assistance received by the organization from any government during the reporting period, including: i. Tax relief and tax credits ii. Subsidies iii. Investment grants, research and development grants, and other relevant types of grant iv. Awards v. Royalty holidays vi. Financial assistance from Export Credit Agencies (ECAs) vii. Financial incentives viii. Other financial benefits received or receivable from any government for any operation b. The information in 201-4-a by country. c. Whether, and the extent to which, any government is present in the shareholding structure. | The Standard Disclosure or part of the Standard Disclosure is not applicable. | Based on existing information, we do not receive significant financial assistance from government that would materially affect our position. There is no government present in the shareholding structure. |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
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| Market Presence | | | | |
| 103-1 Explanation of the material topic and its Boundary | <p>Our global presence has a significant impact on local economies, employment both directly and in our supply chain. Moreover, our global presence enables us to achieve our goal of being the leading nutrition, health and wellness company, see:</p> <p>AR: Group overview p44–47</p> <p>CFS: Analyses by Segment p83–92</p> <p>Web: Communities > Engaging with our people https://www.nestle.com/csv/impact/employment-diversity/engaging-with-our-people</p> <p>NiS: Focusing on our material issues p4</p> <p>RaG: About this report p56</p> | | | |
| 103-2 The management approach and its components | <p>See above.</p> <p>Sanford Bernstein Strategic Decisions Conference 2018 presentation by François-Xavier Roger, Nestlé Chief Financial Officer https://www.nestle.com/media/mediaeventscalendar/allevnts/sanford-bernstein-strategic-decisions-conference-2018</p> <p>NiS: A message from our Chairman and CEO p2</p> <p>AR: Letter to our shareholders p4</p> <p>C: Grievance mechanisms and remediation p35</p> <p>Web: https://www.nestle.com/aboutus/businessprinciples/report-your-concerns</p> <p>Providing effective grievance mechanisms to employees and stakeholders is one of Nestlé's 2020 commitments. Through our Tell Us system we continuously ensure that robust grievance mechanisms are in place and are effectively communicated to employees and external stakeholders. We are continuously working on improving accessibility of grievance mechanisms to employees and other external stakeholders.</p> | | | |
| 103-3 Evaluation of the management approach | <p>See above.</p> <p>NiS: A message from our Chairman and CEO p2</p> <p>AR: Letter to our shareholders p4</p> | | | |
| 202-1 Ratios of standard entry level wage by gender compared to local minimum wage | | Indicator omitted | The information is currently unavailable. | Nestlé does not capture this data by gender; however, a living wage analysis has been completed with a remuneration roll-out to those below the established living wage rates. |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) | | | | | | | | | | |
|--|--|------------------------|---------------------------|-----------------------------|-------|------|-------|------|-------|------|-------|--|--|--|
| 202-2 Proportion of senior management hired from the local community 8 | <p>Nestlé has identified that the proportion of native employees at management levels in developing countries lags behind that of more developed countries, and it is these countries that are considered significant locations of operation for this data tracking, see:</p> <p>Local Management Committee members native to country in developing countries (%)*</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>83.0%</td> </tr> <tr> <td>2017</td> <td>78.0%</td> </tr> <tr> <td>2016</td> <td>73.3%</td> </tr> <tr> <td>2015</td> <td>63.3%</td> </tr> </tbody> </table> <p>*covers 82.9% of employees in HR system</p> <p>For the purpose of this indicator, senior management is defined as Nestlé in Market Management Committee level in each of the markets and local is defined as the country or market in which we operate.</p> | Year | Percentage | 2018 | 83.0% | 2017 | 78.0% | 2016 | 73.3% | 2015 | 63.3% | | | |
| Year | Percentage | | | | | | | | | | | | | |
| 2018 | 83.0% | | | | | | | | | | | | | |
| 2017 | 78.0% | | | | | | | | | | | | | |
| 2016 | 73.3% | | | | | | | | | | | | | |
| 2015 | 63.3% | | | | | | | | | | | | | |

Indirect Economic Impacts

| | | | | |
|---|--|--|--|--|
| 103-1 Explanation of the material topic and its Boundary | <p>NiS: Focusing on our material issues p4</p> <p>NiS: Nestlé's material issues across the value chain</p> <p>C: Enhancing rural development and livelihoods p25</p> <p>C: For our communities p24</p> <p>C: Delivering impact through Farmer Connect p26</p> <p>As a global company, we recognize that we have significant indirect economic impacts across our value chain. Our CSV strategy and management approach for managing our indirect economic impacts both positive and negative is focused on the millions of farmers, local communities and supply chain partners around the world who depend on our business for their livelihoods.</p> | | | |
| 103-2 The management approach and its components | <p>C: Enhancing rural development and livelihoods p25</p> <p>C: For our communities p24</p> <p>C: Delivering impact through Farmer Connect p26</p> <p>Web: Corporate Business Principles https://www.nestle.com/asset-library/documents/library/documents/corporate_governance/corporate-business-principles-en.pdf</p> <p>As a global company, we recognize that we have significant indirect economic impacts across our value chain. Our CSV strategy and management approach for managing our indirect economic impacts both positive and negative is focused on the millions of farmers and local communities around the world who depend on our business for their livelihoods.</p> <p>The Nestlé Corporate Business Principles are at the basis of our company's culture and underscore our approach, principles, policies, standards and guidelines to Creating Shared Value. Through our Creating Shared Value work we find business solutions for societal issues, which leads to the creation of initiatives like Farmer Connect as a model for delivering positive impact in our value chain.</p> | | | |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
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| 103-3 Evaluation of the management approach | <p>C: Enhancing rural development and livelihoods p25</p> <p>C: Delivering impact through Farmer Connect p26</p> <p>Rural Development Framework: 'Part II' http://www.nestle.com/asset-library/documents/library/documents/corporate_social_responsibility/nestle-rural-development-framework-update2015.pdf</p> <p>Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance</p> <p>As a global company, we recognize that we have significant indirect economic impacts across our value chain. Our CSV strategy and management approach for managing our indirect economic impacts both positive and negative is focused on the millions of farmers and local communities around the world who depend on our business for their livelihoods.</p> | | | |
| 203-1 Infrastructure investments and services supported 2 5 7 9 11 | <p>Our most material infrastructure investments are through our Healthy Kids program, our Caring for Water initiative and <i>Nestlé Needs YOUth</i> program. Some volunteering has been done with <i>Nestlé for Healthier Kids</i> and water donations have been made through our Caring for Water initiative, but all three are predominantly commercial.</p> <p>C: For our communities > Global Youth Initiative: <i>Nestlé Needs YOUth</i> p24</p> <p>laF: <i>Nestlé for Healthier Kids</i> p6</p> <p>P: Caring for Water initiative p41</p> <p>laF: Inspiring people to lead healthier lives p13</p> <p>C: Enhancing rural development and livelihoods p25</p> <p>Web: Our raw materials https://www.nestle.com/csv/raw-materials</p> <p>Web: <i>Nestlé for Healthier Kids</i></p> | | | |
| 203-2 Significant indirect economic impacts 1 2 3 8 10 17 | <p>NiS: Our 2020 commitments and progress p5</p> <p>C: Delivering impact through Farmer Connect p26</p> <p>C: Coffee p29</p> <p>Web: Our raw materials > Coffee > The <i>Nespresso AAA Sustainable Quality™ Program</i> https://www.nestle.com/csv/raw-materials/coffee</p> <p>C: Empowering women p38</p> <p>C: Opportunities for young people p37</p> <p>RaG: Our key performance indicators p58–60</p> <p>Our Theory of Change methodology is used to developed an action framework (inputs-outputs-outcomes-impacts) that allows to overcome development gaps in rural communities we source from. It is designed to deliver positive impacts. However, we always assess both positive and unintended negative impacts. If we observe unintended negative impacts on output or outcome levels, we take action and redirect activities.</p> | | | |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
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| Procurement Practices | | | | |
| 103-1 | NiS: Focusing on our material issues p4 | | | |
| Explanation of the material topic and its Boundary | NiS: Nestlé's material issues across the value chain | | | |
| | Web: Governance and Policies https://www.nestle.com/csv/what-is-csv/governance | | | |
| | C: Enhancing rural development and livelihoods p25 | | | |
| | C: Implement responsible sourcing p28 | | | |
| | Web: Palm oil: https://www.nestle.com/csv/raw-materials/palm-oil | | | |
| | Web: Pulp and paper: https://www.nestle.com/csv/raw-materials/pulp-paper | | | |
| | Web: Coffee: https://www.nestle.com/csv/raw-materials/coffee | | | |
| | Web: Cocoa: https://www.nestle.com/csv/raw-materials/nestle-cocoa-plan | | | |
| | Web: Dairy: https://www.nestle.com/csv/raw-materials/dairy | | | |
| | Web: Soya: https://www.nestle.com/csv/raw-materials/soya | | | |
| | Web: Sugar: https://www.nestle.com/csv/raw-materials/sugar | | | |
| | Web: Cereal and grains: https://www.nestle.com/csv/raw-materials/cereals | | | |
| | Web: Hazelnuts: https://www.nestle.com/csv/raw-materials/hazelnuts | | | |
| | Web: Vanilla: https://www.nestle.com/csv/raw-materials/vanilla | | | |
| | Web: Meat, poultry and eggs: https://www.nestle.com/csv/raw-materials/meat-poultry-eggs | | | |
| | Web: Fish and seafood: https://www.nestle.com/csv/raw-materials/fish-seafood | | | |
| Web: Spices: https://www.nestle.com/csv/raw-materials/spices | | | | |
| Web: Vegetables: https://www.nestle.com/csv/raw-materials/vegetables | | | | |

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| 103-2 The management approach and its components | <p>Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance</p> <p>C: Enhancing rural development and livelihoods p25</p> <p>C: Implement responsible sourcing p28</p> <p>Web: Palm oil: https://www.nestle.com/csv/raw-materials/palm-oil</p> <p>Web: Pulp and paper: https://www.nestle.com/csv/raw-materials/pulp-paper</p> <p>Web: Coffee: https://www.nestle.com/csv/raw-materials/coffee</p> <p>Web: Cocoa: https://www.nestle.com/csv/raw-materials/nestle-cocoa-plan</p> <p>Web: Dairy: https://www.nestle.com/csv/raw-materials/dairy</p> <p>Web: Soya: https://www.nestle.com/csv/raw-materials/soya</p> <p>Web: Sugar: https://www.nestle.com/csv/raw-materials/sugar</p> <p>Web: Cereal and grains: https://www.nestle.com/csv/raw-materials/cereals</p> <p>Web: Hazelnuts: https://www.nestle.com/csv/raw-materials/hazelnuts</p> <p>Web: Vanilla: https://www.nestle.com/csv/raw-materials/vanilla</p> <p>Web: Meat, poultry and eggs: https://www.nestle.com/csv/raw-materials/meat-poultry-eggs</p> <p>Web: Fish and seafood: https://www.nestle.com/csv/raw-materials/fish-seafood</p> <p>Web: Spices: https://www.nestle.com/csv/raw-materials/spices</p> <p>Web: Vegetables: https://www.nestle.com/csv/raw-materials/vegetables</p> <p>Nestlé Responsible Sourcing Standard: https://www.nestle.com/asset-library/documents/library/documents/suppliers/nestle-responsible-sourcing-standard-english.pdf</p> | | | |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
|---|---|------------------------|---|---|
| 103-3 Evaluation of the management approach | <p>Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance</p> <p>C: Enhancing rural development and livelihoods p25</p> <p>C: Delivering impact through Farmer Connect p26</p> <p>C: Implement responsible sourcing p28</p> <p>Web: Palm oil: https://www.nestle.com/csv/raw-materials/palm-oil</p> <p>Web: Pulp and paper: https://www.nestle.com/csv/raw-materials/pulp-paper</p> <p>Web: Coffee: https://www.nestle.com/csv/raw-materials/coffee</p> <p>Web: Cocoa: https://www.nestle.com/csv/raw-materials/nestle-cocoa-plan</p> <p>Web: Dairy: https://www.nestle.com/csv/raw-materials/dairy</p> <p>Web: Soya: https://www.nestle.com/csv/raw-materials/soya</p> <p>Web: Sugar: https://www.nestle.com/csv/raw-materials/sugar</p> <p>Web: Cereal and grains: https://www.nestle.com/csv/raw-materials/cereals</p> <p>Web: Hazelnuts: https://www.nestle.com/csv/raw-materials/hazelnuts</p> <p>Web: Vanilla: https://www.nestle.com/csv/raw-materials/vanilla</p> <p>Web: Meat, poultry and eggs: https://www.nestle.com/csv/raw-materials/meat-poultry-eggs</p> <p>Web: Fish and seafood: https://www.nestle.com/csv/raw-materials/fish-seafood</p> <p>Web: Spices: https://www.nestle.com/csv/raw-materials/spices</p> <p>Web: Vegetables: https://www.nestle.com/csv/raw-materials/vegetables</p> <p>Nestlé Responsible Sourcing Standard: https://www.nestle.com/asset-library/documents/library/documents/suppliers/nestle-responsible-sourcing-standard-english.pdf</p> | | | |
| 204-1 Proportion of spending on local suppliers 12 | <p>C: Enhancing rural development and livelihoods p25</p> <p>C: Delivering impact through Farmer Connect p26</p> | Indicator omitted | The information is currently unavailable. | Data not available. Although we source products locally where possible, as demonstrated by our Farmer Connect program, due to the global nature of our supply chain and the types of products we source, our ability to track procurement spend locally is limited. |
| Percentage of purchased volume from suppliers compliant with company's sourcing policy. | <p>RaG: Our key performance indicators p58–60</p> <p>C: Delivering impact through Farmer Connect p26</p> | | | |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
|--|---|------------------------|---------------------------|-----------------------------|
| <p>Percentage of purchased volume which is verified as being in accordance with credible, internationally recognized responsible production standards, broken down by standard</p> <p>2 12 14 15</p> | <p>Sourced ingredients focuses on 14 priority categories, which represent the materials we source in the largest quantities or which are most important for us: cocoa; coffee; dairy; cereals and grains; fish and seafood; hazelnuts; meat, poultry and eggs; palm oil; pulp and paper; soya; sugar; vanilla; vegetables and spices.</p> <p>C: Implement responsible sourcing p28</p> <p>C: Coffee p29</p> <p>C: Nestlé Cocoa Plan p30</p> <p>Web: Palm oil: https://www.nestle.com/csv/raw-materials/palm-oil</p> <p>Web: Pulp and paper: https://www.nestle.com/csv/raw-materials/pulp-paper</p> <p>Web: Coffee: https://www.nestle.com/csv/raw-materials/coffee</p> <p>Web: Cocoa: https://www.nestle.com/csv/raw-materials/nestle-cocoa-plan</p> <p>Web: Dairy: https://www.nestle.com/csv/raw-materials/dairy</p> <p>Web: Soya: https://www.nestle.com/csv/raw-materials/soya</p> <p>Web: Sugar: https://www.nestle.com/csv/raw-materials/sugar</p> <p>Web: Cereal and grains: https://www.nestle.com/csv/raw-materials/cereals</p> <p>Web: Hazelnuts: https://www.nestle.com/csv/raw-materials/hazelnuts</p> <p>Web: Vanilla: https://www.nestle.com/csv/raw-materials/vanilla</p> <p>Web: Meat, poultry and eggs: https://www.nestle.com/csv/raw-materials/meat-poultry-eggs</p> <p>Web: Fish and seafood: https://www.nestle.com/csv/raw-materials/fish-seafood</p> <p>Web: Spices: https://www.nestle.com/csv/raw-materials/spices</p> <p>Web: Vegetables: https://www.nestle.com/csv/raw-materials/vegetables</p> <p>Nestlé Responsible Sourcing Standard: https://www.nestle.com/asset-library/documents/library/documents/suppliers/nestle-responsible-sourcing-standard-english.pdf</p> | | | |

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| Anti-corruption | | | | |
| 103-1 Explanation of the material topic and its Boundary | Our commitment to work against corruption and bribery is integral to the Corporate Business Principles, the Nestlé Code of Business Conduct and the Nestlé Responsible Sourcing Standard. Our Human Resources, Legal and Group Compliance departments work together to train employees in these policies and to monitor behavior. Ensuring local compliance is the responsibility of each country business leader. Anti-corruption is included within the Corporate Compliance Framework, a dedicated compliance function that reports to the Group Compliance Committee and the Executive Board. Nestlé also demonstrates its commitment to business integrity through being a signatory to the United Nations Global Compact (UNGC). Principle 10 of the UNGC requires signatories to work against corruption in all its forms. NiS: Nestlé's material issues across the value chain Web: NiS > Partnerships and collective action https://www.nestle.com/csv/what-is-csv/partnerships-alliances Web: NiS > UN Global Compact https://www.nestle.com/csv/what-is-csv/partnerships-alliances/united-nations C: Respecting and promoting human rights p31 C: Our culture of integrity p34 Web: NiS > Ethical business > Anti-corruption https://www.nestle.com/csv/what-is-csv/ethical-business | | | |
| 103-2 The management approach and its components | Our commitment to work against corruption and bribery is integral to the Corporate Business Principles, the Nestlé Code of Business Conduct and the Nestlé Responsible Sourcing Standard. Our Human Resources, Legal and Group Compliance departments work together to train employees in these policies and to monitor behavior. Ensuring local compliance is the responsibility of each country business leader. Anti-corruption is included within the Corporate Compliance Framework, a dedicated compliance function that reports to the Group Compliance Committee and the Executive Board. Nestlé also demonstrates its commitment to business integrity through being a signatory to the United Nations Global Compact (UNGC). Principle 10 of the UNGC requires signatories to work against corruption in all its forms. Web: NiS > Partnerships and collective action https://www.nestle.com/csv/what-is-csv/partnerships-alliances Web: UN Global Compact: https://www.nestle.com/csv/what-is-csv/partnerships-alliances/united-nations C: Respecting and promoting human rights p31 C: Our culture of integrity p34 Web: NiS > Ethical business https://www.nestle.com/csv/what-is-csv/ethical-business | | | |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
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| 103-3 Evaluation of the management approach | <p>Our commitment to work against corruption and bribery is integral to the Corporate Business Principles, the Nestlé Code of Business Conduct and the Nestlé Supplier Code. Our Human Resources, Legal and Group Compliance departments work together to train employees in these policies and to monitor behavior. Ensuring local compliance is the responsibility of each country business leader. Anti-corruption is included within the Corporate Compliance Framework, a dedicated compliance function that reports to the Group Compliance Committee and the Executive Board. Nestlé also demonstrates its commitment to business integrity through being a signatory to the United Nations Global Compact (UNGC). Principle 10 of the UNGC requires signatories to work against corruption in all its forms.</p> <p>Web: NiS > Partnerships and collective action https://www.nestle.com/csv/what-is-csv/partnerships-alliances</p> <p>Web: UN Global Compact: https://www.nestle.com/csv/what-is-csv/partnerships-alliances/united-nations</p> <p>C: Respecting and promoting human rights p31</p> <p>C: Assess and address human rights impacts p32</p> <p>C: Our culture of integrity p34</p> <p>Web: NiS > Ethical business https://www.nestle.com/csv/what-is-csv/ethical-business</p> <p>Web: Communities > Grievance mechanisms and remediation https://www.nestle.com/csv/impact/employment-diversity/grievance-mechanisms</p> | | | |
| 205-1 Operations assessed for risks related to corruption 16 | <p>Enterprise Risk Assessment is performed and discussed by the Market Compliance Committees across our markets. In 2018, 100% of markets (64) evaluated their Compliance Risk and 86% (55) of them identified specific risks and are actively working on mitigation plans. Related topics of Anti-trust, Business Principles, Human Rights and Corruption and Bribery have been included in the Enterprise Risk Assessment.</p> <p>Our main goal remains to ensure that all Markets reach a maturity level in their Compliance Program in each category, among which Market-specific procedures to address implementation of the Code of Business Conduct's Appendix on Bribery and Corruption.</p> <p>C: Our culture of integrity p34</p> <p>Web: NiS > Ethical business https://www.nestle.com/csv/what-is-csv/ethical-business</p> | <p>a. Total number of operations assessed for risks related to corruption.</p> <p>b. Significant risks related to corruption identified through the risk assessment.</p> | The information is currently unavailable. | Nestlé does not report on total number of operations assessed specifically for corruption risks or what the identified risks are; however, in 2017 we conducted a thorough risk assessment across our markets. |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
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| 205-2 Communication and training about anti-corruption policies and procedures 16 | Web: https://www.nestle.com/csv/what-is-csv/ethical-business/Pages/home.aspx 48 741 employees received training on the Nestlé Code of Business Conduct in 2018, which includes clauses on anti-corruption policies and procedures. | a. Report the total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region. c. Report the total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. d. Report the total number and percentage of governance body members that have received training on anti-corruption, broken down by region. e. Report the total number and percentage of employees that have received training on anti-corruption, broken down by region. | The information is currently unavailable. | We identify the key countries at risk of corruption and we train the managers located in these high-risk countries. In 2014, we defined new minimal standards as to who must be trained on anti-corruption, and how often, focusing on these high-risk countries. We report the percentage of targeted managers who have been trained on anti-corruption policies, as identified by our legal counsels on a risk basis. |
| 205-3 Confirmed incidents of corruption and actions taken 16 | No public allegations of corruption were made against Nestlé in 2018. Nestlé Code of Business Conduct | b. Report the total number of confirmed incidents in which employees were dismissed or disciplined for corruption. c. Report the total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption. | The information is currently unavailable. | This information is not currently reported and we have no current plans to collect it in the future. |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
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| Anti-competitive Behavior | | | | |
| 103-1 Explanation of the material topic and its Boundary | <p>NiS: Nestlé's material issues across the value chain Nestlé Code of Business Conduct</p> <p>In 2016, we adopted a new Nestlé Group Antitrust Law Policy, bringing our commitments in this area into line with the expectations of national and supra-national Antitrust Authorities and international standards</p> | | | |
| 103-2 The management approach and its components | <p>Nestlé Code of Business Conduct</p> <p>In 2016, we adopted a new Nestlé Group Antitrust Law Policy, bringing our commitments in this area into line with the expectations of national and supra-national Antitrust Authorities and international standards.</p> <p>Web: Communities: Grievance mechanisms and remediation https://www.nestle.com/csv/impact/employment-diversity/grievance-mechanisms</p> | | | |
| 103-3 Evaluation of the management approach | <p>Nestlé Code of Business Conduct</p> <p>In 2016, we adopted a new Nestlé Group Antitrust Law Policy, bringing our commitments in this area into line with the expectations of national and supra-national Antitrust Authorities and international standards</p> | | | |
| 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | There are three legal actions pending affecting Nestlé. | b. Report the main outcomes of completed legal actions, including any decisions or judgments. | The existence of specific legal prohibitions. | We do not comment on pending proceedings nor on the outcome of completed actions. |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
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| GRI 300 Environmental Standards Series | | | | |
| Materials | | | | |
| 103-1 Explanation of the material topic and its Boundary | <p>P: For the planet p40</p> <p>NiS: Focusing on our material issues p4</p> <p>NiS: Nestlé’s material issues across the value chain</p> <p>Web: Stakeholder recommendations https://www.nestle.com/csv/what-is-csv/stakeholder-engagement</p> <p>P: Tackling plastic waste p50</p> <p>P: Protecting natural capital p54</p> <p>P: Proactive engagement on climate change p48</p> <p>The Nestlé Policy on Environmental Sustainability</p> <p>The use of materials is considered a significant part of how we manage resource efficiency and circular economy, an issue which features on our materiality matrix.</p> | | | |
| 103-2 The management approach and its components | <p>P: For the planet p40</p> <p>NiS: Focusing on our material issues p4</p> <p>NiS: Nestlé’s material issues across the value chain</p> <p>Web: Stakeholder engagement https://www.nestle.com/csv/what-is-csv/stakeholder-engagement</p> <p>Web: Communities > Grievance mechanisms and remediation https://www.nestle.com/csv/impact/employment-diversity/grievance-mechanisms</p> <p>P: Safeguarding the environment p49</p> <p>P: Protecting natural capital p54</p> <p>The Nestlé Policy on Environmental Sustainability</p> <p>C: Grievance mechanisms and remediation > Our independent Tell Us channel for raising issues p35</p> <p>At Nestlé we are committed to applying sustainable business practices, our management approach to this can be found in our environmental policy. The reason for applying this approach is so that, where possible, we can avoid, mitigate and remediate the negative environmental impacts of our operations.</p> <p>We believe that there is an urgent need to minimize the impact of packaging on the environment. Our vision is that none of our packaging, including plastics, ends up in landfill or as litter, on land or in our oceans. In 2018, we therefore announced our ambition to make 100% of our packaging recyclable or reusable by 2025, in line with the Ellen MacArthur Foundation’s New Plastics Economy (NPE).</p> | | | |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
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| 103-3 Evaluation of the management approach | <p>P: For the planet p40</p> <p>NiS: Focusing on our material issues p4</p> <p>Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance</p> <p>NiS: Nestlé's material issues across the value chain</p> <p>Web: NiS > Stakeholder engagement https://www.nestle.com/csv/what-is-csv/stakeholder-engagement</p> <p>P: Improve packaging performance p51</p> <p>P: Protecting natural capital p54</p> <p>The Nestlé Policy on Environmental Sustainability</p> | | | |
| 301-1 Materials used by weight or volume 12 | <p>As most of our products come from agricultural inputs (and therefore are renewable by nature) the key focus for renewable versus non-renewable input is in product packaging.</p> <p>P: Improve packaging performance p51</p> <p>Web: Progress at a glance https://www.nestle.com/csv/performance/kpi-summary</p> <p>2018 Consolidated Nestlé performance indicators and Definitions and Comments</p> | | | |
| 301-2 Recycled input materials used 8 12 | <p>The most material area for Nestlé to measure the percentage of recycled input is packaging, for which the following information is available: 23.6% of 4.7 million tonnes of packaging material is recycled, which is 1.11 million tonnes, and this is 4.63% of the total materials used (24 million tonnes).</p> <p>P: Improve packaging performance p51</p> | Not reported for input materials, only for packaging materials. | The information is currently unavailable. | The most material area for Nestlé to measure the percentage of recycled input is packaging. |
| 301-3 Reclaimed products and their packaging materials 8 12 | <p>The only product category where Nestlé is involved in reclaiming products is <i>Nespresso</i> capsules.</p> <p>Nespresso Positive Cup Report</p> <p>P: Improve packaging performance p51</p> | <p>a. Percentage of reclaimed products and their packaging materials for each product category.</p> <p>b. How the data for this disclosure have been collected.</p> | The information is currently unavailable. | Currently, the only product category where we reclaim products is <i>Nespresso</i> capsules. As our work on plastics continues in 2019, we will have more to report on reclaimed products and packaging materials in 2020. |
| Energy | | | | |
| 103-1 Explanation of the material topic and its Boundary | <p>P: For the planet p40</p> <p>NiS: Focusing on our material issues p4</p> <p>NiS: Nestlé's material issues across the value chain</p> <p>Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance</p> <p>P: Acting on climate change p46</p> <p>The Nestlé Policy on Environmental Sustainability</p> <p>2018 Consolidated Nestlé performance indicators and Definitions and Comments</p> | | | |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
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| 103-2 The management approach and its components | <p>P: For the planet p40</p> <p>NiS: Focusing on our material issues p4</p> <p>NiS: Nestlé's material issues across the value chain</p> <p>Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance</p> <p>P: Acting on climate change p46</p> <p>The Nestlé Policy on Environmental Sustainability</p> <p>2018 Consolidated Nestlé performance indicators and Definitions and Comments</p> <p>C: Grievance mechanisms and remediation > Our independent Tell Us channel for raising issues p35</p> | | | |
| 103-3 Evaluation of the management approach | <p>P: For the planet p40</p> <p>NiS: Focusing on our material issues p4</p> <p>NiS: Nestlé's material issues across the value chain</p> <p>Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance</p> <p>P: Acting on climate change p46</p> <p>The Nestlé Policy on Environmental Sustainability</p> <p>2018 Consolidated Nestlé performance indicators and Definitions and Comments</p> <p>C: Grievance mechanisms and remediation > Our independent Tell Us channel for raising issues p35</p> | | | |
| 302-1 Energy consumption within the organization 7 8 12 13 | <p>P: Acting on climate change > Climate change leadership p47</p> <p>2018 Consolidated Nestlé performance indicators and Definitions and Comments</p> <p>Web: 2018 CDP Climate Investor submission: https://www.nestle.com/asset-library/documents/creating-shared-value/cdp-nestle-climate-change-2018.pdf</p> | <p>c. Report in joules, watt-hours or multiples, the total:</p> <ul style="list-style-type: none"> • Cooling consumption <p>d. Report in joules, watt-hours or multiples, the total:</p> <ul style="list-style-type: none"> • Electricity sold • Heating sold • Cooling sold • Steam sold | Part of the Standard Disclosure is not applicable | <p>We use cooling in our factories but it is not purchased. It is generated out of the energies we purchase (fuels, electricity) that are already disclosed. We do not track at corporate level how much cooling we generate out of the energy we consume as this is not material to us.</p> <p>Nestlé sells a small amount of energy (and this sold energy is excluded from our energy consumption) but the quantity is not sufficient to be a material indicator for us. Note that the GHG emissions related to the production of this sold energy are included in our Scope 1 emissions.</p> |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
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| 302-2 Energy consumption outside of the organization | | Indicator omitted | The information is currently unavailable. | We do not currently collect or estimate the amount of energy used by our suppliers and customers. Our focus is GHG emissions rather than energy consumption and we are tracking our Scope 3 emissions, see our response to GRI 305-3. |
| 302-3 Energy intensity | <p>P: Acting on climate change > Climate change leadership > p47</p> <p>Web: 2018 CDP Climate Investor submission: https://www.nestle.com/asset-library/documents/creating-shared-value/cdp-nestle-climate-change-2018.pdf</p> <p>Boundaries for the calculation: Factories (within the organization)</p> <p>Total energy consumption = Direct energy + intermediate energy</p> <p>Intermediate energy = grid electricity + green power + steam purchased + hot water purchased</p> | | | |
| 302-4 Reduction of energy consumption 7 8 12 13 | <p>P: Acting on climate change > Climate change leadership > p47</p> <p>Web: 2018 CDP Climate Investor submission: https://www.nestle.com/asset-library/documents/creating-shared-value/cdp-nestle-climate-change-2018.pdf</p> <p>2018 Consolidated Nestlé performance indicators and Definitions and Comments</p> <p>The rationale for the baseline is to have a 10-year period with a target year within manageable cycles.</p> | | | |
| 302-5 Reductions in energy requirements of products and services 7 8 12 13 | <p>P: Acting on climate change > Climate change leadership > p47</p> <p>P: Acting on climate change > Proactive engagement on climate change p48</p> <p>Web: Climate change leadership > Reducing emissions https://www.nestle.com/csv/impact/climate-change/climate-change</p> <p>Web: See our CDP Investor submission for standards, methodologies and assumptions used and the source of conversion factors used: https://www.nestle.com/asset-library/documents/creating-shared-value/cdp-nestle-climate-change-2018.pdf</p> <p>The rationale for the baseline is to have a 10-year period with a target year within manageable cycles.</p> | | | |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
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| Water | | | | |
| 103-1 Explanation of the material topic and its Boundary | <p>P: Caring for water p41</p> <p>NiS: Focusing on our material issues p4</p> <p>NiS: Nestlé's material issues across the value chain</p> <p>Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance</p> <p>P: Water stewardship advocacy p43</p> <p>2018 Consolidated Nestlé performance indicators and Definitions and Comments</p> | | | |
| 103-2 The management approach and its components | <p>P: Caring for water p41</p> <p>NiS: Focusing on our material issues p4</p> <p>Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance</p> <p>Nestlé Commitment on Water Stewardship</p> <p>2018 Consolidated Nestlé performance indicators and Definitions and Comments</p> <p>C: Grievance mechanisms and remediation > Our independent Tell Us channel for raising issues p35</p> | | | |
| 103-3 Evaluation of the management approach | <p>P: Caring for water p41</p> <p>P: Improving water efficiency p42</p> <p>NiS: Focusing on our material issues p4</p> <p>Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance</p> <p>Nestlé Commitment on Water Stewardship</p> <p>2018 Consolidated Nestlé performance indicators and Definitions and Comments</p> | | | |
| 303-1 Water withdrawal by source 6 | <p>P: Improving water efficiency p42</p> <p>Web: CDP Water 2018 Investor submission, W1.2a, W5.1, W5.1a: https://www.nestle.com/asset-library/documents/creating-shared-value/cdp-nestle-water-2018.pdf</p> <p>2018 Consolidated Nestlé performance indicators and Definitions and Comments</p> | iv. Waste water from another organization | Not applicable | We have no formal collection processes for this data as the practice would be incompatible with the food and beverage manufacturing processes. |
| 303-2 Water sources significantly affected by withdrawal of water 6 | <p>P: Improving water efficiency p42</p> <p>Web: 2018 CDP Water Investor submission: https://www.nestle.com/asset-library/documents/creating-shared-value/cdp-nestle-water-2018.pdf</p> | Total number of water sources significantly affected by withdrawal type should be reported (size of waters source; designated protected area; biodiversity value; value or importance to local community). | The information is currently unavailable. | We have previously carried out comprehensive assessment on this issue with the UNEP World Conservation Monitoring Centre. However, we don't currently collect this data. |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
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| 303-3 Water recycled and reused 6 8 12 | <p>P: Improving water efficiency p42</p> <p>Web: 2018 CDP Water Investor submission: https://www.nestle.com/asset-library/documents/creating-shared-value/cdp-nestle-water-2018.pdf</p> <p>2018 Consolidated Nestlé performance indicators and Definitions and Comments</p> | | | |
| Emissions | | | | |
| 103-1 Explanation of the material topic and its Boundary | <p>NiS: Focusing on our material issues p4</p> <p>NiS: Nestlé's material issues across the value chain</p> <p>Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance</p> <p>P: Safeguarding the environment p49</p> <p>Web: CDP Climate Change 2018 Investor submission, W1.2a, W5.1: https://www.nestle.com/asset-library/documents/creating-shared-value/cdp-nestle-water-2018.pdf</p> | | | |
| 103-2 The management approach and its components | <p>NiS: Focusing on our material issues p4</p> <p>Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance</p> <p>P: Safeguarding the environment p49</p> <p>C: Grievance mechanisms and remediation > Our independent Tell Us channel for raising issues p35</p> | | | |
| 103-3 Evaluation of the management approach | <p>NiS: Focusing on our material issues p4</p> <p>Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance</p> <p>P: Safeguarding the environment p49</p> <p>The Nestlé Policy on Environmental Sustainability</p> | | | |
| 305-1 Direct (Scope 1) GHG emissions 3 12 13 14 15 | <p>P: Climate change leadership p47</p> <p>2018 Consolidated Nestlé performance indicators and Definitions and Comments</p> <p>The following are in the Definition and Comments 2018 CNEPI document: b. gasses included in the calculation, e. Source of the emission factors used and the global warming potential (GWP) rates used or a reference to the GWP source. g. standards, methodologies, assumptions and/or calculation tools used.</p> <p>The rationale for the baseline is to have a 10-year period with a target year within manageable cycles.</p> | c. Biogenic CO ₂ emissions in tonnes of CO ₂ equivalent. | Information unavailable | We produce energy from biomass, including spent coffee grounds and wood at some of our factories. However, we are currently unable to calculate the total CO ₂ emissions from biogenic sources. |
| 305-2 Energy indirect (Scope 2) GHG emissions 3 12 13 14 15 | <p>P: Climate change leadership p47</p> <p>2018 Consolidated Nestlé performance indicators and Definitions and Comments</p> <p>The rationale for the baseline is to have a 10-year period with a target year within manageable cycles.</p> | | | |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
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| 305-3 Other indirect (Scope 3) GHG emissions 3 12 13 14 15 | P: Climate change leadership p47 2018 Consolidated Nestlé performance indicators and Definitions and Comments The rationale for the baseline is to have a 10-year period with a target year within manageable cycles. The Scope 3 GHG emissions are calculated using publicly available life cycle inventory databases (ecoinvent, World Food LCA Database, among others) and Nestlé databases where relevant. As part of the preparation of life cycle inventories, all relevant elementary flows are taken into account, both at the input and output of the processes being evaluated. Therefore, emissions of CO ₂ , N ₂ O, CH ₄ , HFCs, PFCs and others are modeled and taken into account when calculating the results in terms of kg or tonnes of CO ₂ -eq. | | | |
| 305-4 GHG emissions intensity 13 14 15 | P: Climate change leadership p47 Web: See our CDP Investor submission for standards, methodologies and assumptions used and the source of conversion factors used: https://www.nestle.com/asset-library/documents/creating-shared-value/cdp-nestle-climate-change-2018.pdf The gases included in the calculations are the same as for Scope 1 and 2 emissions. 2018 Consolidated Nestlé performance indicators and Definitions and Comments | | | |
| 305-5 Reduction of GHG emissions 13 14 15 | P: Climate change leadership p47 Web: Climate change leadership > Reducing emissions https://www.nestle.com/csv/impact/climate-change/climate-change 2018 Consolidated Nestlé performance indicators and Definitions and Comments The rationale for the baseline is to have a 10-year period with a target year within manageable cycles. | | | |
| 305-6 Emissions of ozone-depleting substances (ODS) 3 12 | 2018 Consolidated Nestlé performance indicators and Definitions and Comments The following substances are included in the calculation: <ul style="list-style-type: none"> • Blends – Azeotropes • Cyclic Organic Compounds • Ethane Series • Ethers • Inorganic Compounds • Methane Series • Miscellaneous Organic Compounds • Propane • Unsaturated Organic Compounds | | | |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
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| 305-7 Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions 3 12 14 15 | Web: Climate change leadership > Reducing emissions https://www.nestle.com/csv/impact/climate-change/climate-change 2018 Consolidated Nestlé performance indicators and Definitions and Comments | iii. Persistent organic pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vi. Particulate matter (PM) vii. Other standard categories of air emissions identified in relevant regulations | Not applicable | These are identified as not forming a significant part of Nestlé's emissions. |
| Effluents and Waste | | | | |
| 103-1 Explanation of the material topic and its Boundary | Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance NiS: Focusing on our material issues p4 NiS: Nestlé's material issues across the value chain P: Safeguarding the environment p49 P: Caring for water p41 2018 Consolidated Nestlé performance indicators and Definitions and Comments | | | |
| 103-2 The management approach and its components | Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance NiS: Focusing on our material issues p4 NiS: Nestlé's material issues across the value chain P: Safeguarding the environment p49 P: Caring for water p41 2018 Consolidated Nestlé performance indicators and Definitions and Comments C: Grievance mechanisms and remediation > Our independent Tell Us channel for raising issues p35 | | | |
| 103-3 Evaluation of the management approach | Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance NiS: Focusing on our material issues p4 P: Safeguarding the environment p49 P: Caring for water p41 The Nestlé Policy on Environmental Sustainability 2018 Consolidated Nestlé performance indicators and Definitions and Comments | | | |
| 306-1 Water discharge by quality and destination 3 6 12 14 | P: Caring for water p41 2018 Consolidated Nestlé performance indicators and Definitions and Comments | Differentiation between planned and unplanned water discharge | The information is currently unavailable. | We don't currently have the resources or systems in place to collect this information to differentiate between planned/unplanned and we do not track whether the water discharged is being reused by another organization. |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
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| 306-2 Waste by type and disposal method 3 6 12 | P: Reducing food loss and waste p52 | a. Total weight of hazardous waste, with a breakdown by the following disposal methods where applicable: <ol style="list-style-type: none"> i. Reuse ii. Recycling iii. Composting iv. Recovery, including energy recovery v. Incineration (mass burn) vi. Deep well injection vii. Landfill viii. On-site ix. Other (to be specified by the organization) b. Total weight of non-hazardous waste, with a breakdown by the following disposal methods where applicable: <ol style="list-style-type: none"> i. Reuse ii. Recycling iii. Composting iv. Recovery, including energy recovery v. Incineration (mass burn) vi. Deep well injection vii. Landfill viii. On-site storage ix. Other (to be specified by the organization) c. How the waste disposal method has been determined: <ol style="list-style-type: none"> i. Disposed of directly by the organization, or otherwise directly confirmed. ii. Information provided by the waste disposal contractor. iii. Organizational defaults of the waste disposal contractor. | Not applicable | Hazardous waste accounts for just 0.6% of the waste we generate and so is not a material amount. We therefore do not report on the breakdown by disposal method. |
| 306-3 Significant spills 3 6 12 14 15 | There were no significant spills in 2018. Significant spills are defined as any spills that are included in our financial statement. | | | |
| 306-4 Transport of hazardous waste 3 12 | | The Standard Disclosure | The Standard Disclosure is not applicable. | Nestlé does not transport or treat any waste relevant under the terms of the Basel Convention Annex I, II, III and VIII. |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
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| 306-5 Water bodies affected by water discharges and/or runoff 6 15 | Web: Planet > Effective water treatment https://www.nestle.com/csv/impact/water/water-treatment P: Caring for water p41 P: Protecting natural capital p54 | i. The size of the water body and related habitat. ii. Whether the water body and related habitat is designated as a nationally or internationally protected area. iii. The biodiversity value, such as total number of protected species. | The information is currently unavailable. | We have previously carried out comprehensive assessment on this issue with the UNEP World Conservation Monitoring Centre. However, we don't currently collect this data. |

Environmental Compliance

| | | | | |
|---|---|--|--|--|
| 103-1 Explanation of the material topic and its Boundary | Compliance is at the basis of everything we do and is essential to our license to operate. NiS: Creating Shared Value p3 P: Caring for water p41 NiS: Focusing on our material issues p4 NiS: Nestlé's material issues across the value chain Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance P: Reducing food loss and waste p52 The Nestlé Policy on Environmental Sustainability – Governance section p4 | | | |
| 103-2 The management approach and its components | Compliance is at the basis of everything we do and is essential to our license to operate. NiS: Creating Shared Value p3 P: Caring for water p41 NiS: Focusing on our material issues p4 Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance P: Reducing food loss and waste p52 | | | |
| 103-3 Evaluation of the management approach | Compliance is at the basis of everything we do and is essential to our license to operate. NiS: Creating Shared Value p3 P: Caring for water p41 NiS: Focusing on our material issues p4 Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance P: Reducing food loss and waste p52 | | | |
| 307-1 Non-compliance with environmental laws and regulations 16 | In 2018, there were no events to report as significant fines or non-monetary sanctions for non-compliance with laws and regulations. | | | |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
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| Supplier Environmental Assessment | | | | |
| 103-1 Explanation of the material topic and its Boundary | All Nestlé Tier 1 suppliers are required to adhere to the Nestlé Responsible Sourcing Standard (that includes environmental, societal, labor and human rights criteria), and are audited for compliance against the Standard as part of an ongoing program. If any instances of non-compliance are found, corrective action plans are put in place to resolve the issues. Termination of a relationship with a supplier only occurs if they refuse to comply with the audit process, including not correcting non-compliances, and is only undertaken as a last resort. C: Enhancing rural development and livelihoods p25 C: Implement responsible sourcing p28 NiS: Focusing on our material issues p4 NiS: Nestlé's material issues across the value chain P: Protecting natural capital p54 P: Improving packaging performance p51 Nestlé Responsible Sourcing Standard | | | |
| 103-2 The management approach and its components | NiS: Focusing on our material issues p4 C: Enhancing rural development and livelihoods p25 C: Implement responsible sourcing p28 C: Delivering impact through Farmer Connect p26 P: Protecting natural capital p54 P: Improving packaging performance p51 P: Engaging with our suppliers p44 Nestlé Responsible Sourcing Standard The Nestlé Policy on Environmental Sustainability C: Grievance mechanisms and remediation > Our independent Tell Us channel for raising issues p35 | | | |
| 103-3 Evaluation of the management approach | C: Enhancing rural development and livelihoods p25 C: Implement responsible sourcing p28 C: Delivering impact through Farmer Connect p26 NiS: Focusing on our material issues p4 P: Protecting natural capital p54 P: Improving packaging performance p51 P: Engaging with our suppliers p44 Nestlé Responsible Sourcing Standard The Nestlé Policy on Environmental Sustainability Web: Our raw materials > What responsible sourcing looks like at Nestlé https://www.nestle.com/csv/raw-materials | | | |
| 308-1 New suppliers that were screened using environmental criteria | 100% of new suppliers are assessed as meeting the requirements of the Nestlé Responsible Sourcing Standard as a condition of their selection. The Nestlé Responsible Sourcing Standard includes environmental criteria. Nestlé Responsible Sourcing Standard | | | |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
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| 308-2 Negative environmental impacts in the supply chain and actions taken | C: Implement responsible sourcing p28 CDP Water Investor submission, W1.4a, W1.4b found on https://www.nestle.com/asset-library/documents/creating-shared-value/cdp-nestle-water-2018.pdf | b. Report the number of suppliers identified as having significant actual and potential negative environmental impacts. d. Report the percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment. e. Report the percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why. | The information is currently unavailable. | We don't currently have the resources or systems in place to collect this information. |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
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| GRI 400 Social Standards Series | | | | |
| Employment | | | | |
| 103-1 Explanation of the material topic and its Boundary | NiS: Focusing on our material issues p4 NiS: Nestlé's material issues across the value chain C: Promoting fair employment and diversity p36 Web: Communities > Engaging with our people https://www.nestle.com/csv/impact/employment-diversity/engaging-with-our-people | | | |
| 103-2 The management approach and its components | C: Promoting decent employment and diversity p36 C: Grievance mechanisms and remediation p35 Web: Communities > Engaging with our people https://www.nestle.com/csv/impact/employment-diversity/engaging-with-our-people Nestlé Responsible Sourcing Standard Nestlé Code of Business Conduct The Nestlé Employee Relations Policy The Nestlé Human Resources Policy The Nestlé Maternity Protection Policy Web: Governance and policies https://www.nestle.com/csv/what-is-csv/governance | | | |
| 103-3 Evaluation of the management approach | Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance Web: Communities > Engaging with our people: Nestlé and I engagement survey https://www.nestle.com/csv/impact/employment-diversity/engaging-with-our-people Nestlé is developing a new and dynamic approach to its employee surveys, and as a result, the Nestlé and I engagement survey scheduled for 2018 has been postponed to 2020. It will be replaced by a new approach called Insight Strategy, which is currently a work in progress. Nestlé will report in more detail on its new approach in 2019. | | | |
| 401-1 New employee hires and employee turnover | RaG: KPI table (communities) p60 See GRI Index Appendix 401-1 New employee hires and employee turnover p74 | | | |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
|---|--|--|--|---|
| 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees 8 | <p>As an Employer of Choice, Nestlé wishes to provide comprehensive and competitive employee rewards. Our global Total Rewards Policy outlines the employment package we provide for employees. It broadly covers:</p> <ul style="list-style-type: none"> • Fixed pay • Variable pay • Employee benefits • Personal growth and development • Work–life environment <p>The principles outlined in the policy provide the common framework within which individual markets can create competitive local programs that meet business needs and comply with local legislation. The approach is designed to attract, retain and engage talented employees.</p> <p>To support our policy, line managers and HR professionals use an online Total Rewards Learning Centre when dealing with performance and rewards (including compensation and benefits). The Nestlé Total Rewards Policy is intended to cover everyone directly employed by the company (including temps and part time), but its actual application is subject to considerations of local market practice, legislative requirements, etc.</p> <p><u>Nestlé Policy on Maternity Protection</u></p> <p>Stock ownership – Nestlé does not collect this information globally, some companies issue their own national report which may include stock/shares etc. Nestlé does not have any benefits/levels for stock ownership.</p> <p>All operations, with the exception of partnerships, are significant.</p> | <p>a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum:</p> <ol style="list-style-type: none"> i. Life insurance ii. Health care iii. Disability and invalidity coverage iv. Parental leave v. Retirement provision vi. Stock ownership vii. Others <p>b. The definition used for ‘significant locations of operation.’</p> | <p>The information is currently unavailable.</p> | <p>Nestlé does not have a mechanism in place for tracking and reporting this at a global level, and we do not have any plans to collect this in future.</p> |
| 401-3 Parental leave 5 8 | <p>See <u>GRI Index Appendix 401-3 Parental Leave p72</u></p> | | | |
| Labor/Management Relations | | | | |
| 103-1 Explanation of the material topic and its Boundary | <p>NiS: Focusing on our material issues p4</p> <p>NiS: <u>Nestlé’s material issues across the value chain</u></p> <p>Web: <u>Engaging with our people https://www.nestle.com/csv/impact/employment-diversity/engaging-with-our-people</u></p> | | | |
| 103-2 The management approach and its components | <p>C: <u>Grievance mechanisms and remediation > Our independent Tell Us channel for raising issues p35</u></p> <p>C: <u>Respecting and promoting human rights p31</u></p> <p>C: <u>Assess and address human rights impacts p32</u></p> <p>C: <u>Protecting children and workers p33</u></p> <p>Web: <u>Human rights https://www.nestle.com/csv/impact/respecting-human-rights</u></p> <p>Web: <u>Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance</u></p> | | | |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
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| 103-3 Evaluation of the management approach | Web: Engaging with our people: Nestlé and I engagement survey https://www.nestle.com/csv/impact/employment-diversity/engaging-with-our-people Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance | | | |
| 402-1 Minimum notice periods regarding operational changes | Before making operational changes that could substantially affect our employees, we provide a period of notice outlining the proposed changes. The minimum period and provisions for consultation and negotiation are specified either in the collective agreements or in the local laws. On average, the minimum period is 33 days. | | | |
| 8 | | | | |
| Percentage of working time lost due to industrial disputes, strikes and/or lock-outs, by country | Web: Communities > Engaging with our people https://www.nestle.com/csv/impact/employment-diversity/engaging-with-our-people See GRI Index Appendix FP3 for data p73 | Reasons for industrial disputes, strikes and/or lock-outs and breakdown by country | Confidentiality constraints | Labor disputes should be and are handled at local level. In general, these industrial disputes happened mainly during salary negotiations, due to general strikes of the sector or protests against local governments' measures. We are unable to report the reasons for the industrial disputes or provide a breakdown by country, as this information is sensitive. |
| 8 | | | | |
| Occupational Health and Safety | | | | |
| 103-1 Explanation of the material topic and its Boundary | NI: Focusing on our material issues p4 NI: Nestlé's material issues across the value chain C: Workplace safety and health p39 | | | |
| 103-2 The management approach and its components | Web: Communities > Workplace safety and health https://www.nestle.com/csv/impact/employment-diversity/healthy-workplaces Policy on Health and Safety at Work Labour Rights in Agricultural Supply Chains: A Roadmap in 2017 C: Grievance mechanisms and remediation p35 Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance Nestlé Commitment on Labour Rights in Agricultural Supply Chains Nestlé Responsible Sourcing Standard | | | |
| 103-3 Evaluation of the management approach | Policy on Health and Safety at Work Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance Web: Communities > Our culture of integrity > What the independent audits have told us https://www.nestle.com/csv/impact/respecting-human-rights/ethical-conduct C: Grievance mechanisms and remediation p35 | | | |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
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| 403-1 Workers representation in formal joint management-worker health and safety committees | | Indicator omitted | The information is currently unavailable. | The information is not collected at Group level and we currently do not have plans to collect it in future. |
| 403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities 3 8 | See GRI Index Appendix: 403-2 Health and Safety data p74 | Gender breakdown Occupational disease rate (for employees and contractors) Lost day rate (for employees and contractors) Injury rate (for contractors) Absentee rate (for contractors) | The Standard Disclosure or part of the Standard Disclosure is not applicable. | We do not see any differences in our male and female populations that would significantly affect risk of injury or illness. There are lots of factors/variables that can affect risk levels, and we are starting to look at these (e.g. employment status, years of experience, training received). Nestlé is not monitoring lost time anymore as we are more proactive looking at recordables. Nestlé is also looking at injuries separately from illnesses as combining the information can be misleading, especially since maturity in reporting illnesses is still under development. We do not collect data on injury rates or sickness absence rates for contractors. |
| 403-3 Workers with high incidence or high risk of diseases related to their occupation 3 8 | | Indicator omitted. | The Standard Disclosure is not applicable. | There are no workers who are involved in occupational activities who have a high incidence or high risk of specific diseases. |
| 403-4 Health and safety topics covered in formal agreements with trade unions 8 | In 2018, Nestlé had 236 formal agreements with trade unions covering health and safety issues. | b. If yes, report the extent, as a percentage, to which various health and safety topics are covered by these agreements. | The information is currently unavailable. | Due to the high number of individual agreements at the market level we do not track this data and do not have any current plans for collecting it in the future. |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
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| Training and Education | | | | |
| 103-1 Explanation of the material topic and its Boundary | <p>Learning is part of our culture, ensuring our employees have the skills and knowledge not just to perform in their roles but to grow and develop. We champion the idea of lifelong learning, with solutions designed to meet employees' specific needs, from e-learning tools to face-to-face tutorials, workshop sessions, and activities and information employees can use to build successful careers.</p> <p>NiS: Focusing on our material issues p4</p> <p>NiS: Nestlé's material issues across the value chain</p> <p>Web: Communities > Engaging with our people <u>https://www.nestle.com/csv/impact/employment-diversity/engaging-with-our-people</u></p> | | | |
| 103-2 The management approach and its components | <p>Through our Training and Learning Strategy, we ensure that learning goes hand in hand with career development and our 70–20–10 approach (in which 70% of development is on the job, 20% is via feedback and 10% is through courses and reading). Our training is designed to enhance personal performance and to help achieve our business goals. Training programs are continuously changed and improved to meet business needs. They are delivered by internal and external providers, and online.</p> <p>NiS: Focusing on our material issues p4</p> <p>NiS: Nestlé's material issues across the value chain</p> <p>Web: Communities > Engaging with our people <u>https://www.nestle.com/csv/impact/employment-diversity/engaging-with-our-people</u></p> <p>C: Opportunities for young people p37</p> <p>C: For our communities > Global Youth Initiative: <i>Nestlé Needs YOUth</i> p24</p> <p>C: Grievance mechanisms and remediation > Our independent Tell Us channel for raising issues p35</p> <p>Web: Governance and Policies > Our internal governance structure <u>https://www.nestle.com/csv/what-is-csv/governance</u></p> | | | |
| 103-3 Evaluation of the management approach | <p>Web: Communities > Engaging with our people <u>https://www.nestle.com/csv/impact/employment-diversity/engaging-with-our-people</u></p> <p>Web: Governance and Policies > Our internal governance structure <u>https://www.nestle.com/csv/what-is-csv/governance</u></p> <p>C: Grievance mechanisms and remediation > Our independent Tell Us channel for raising issues p35</p> | | | |
| 404-1 Average hours of training per year per employee 4 5 8 | <p>The average hours of training per year per employee in 2018 were 42.4. Female employees received 43.1 hours, while male employees received 41.8 hours of training on average.</p> | Employee category breakdown | The information is currently unavailable. | We do not differentiate by employee category in imparting training and do not report this data. |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
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| 404-2 Programs for upgrading employee skills and transition assistance programs 8 | Web: Communities > Engaging with our people https://www.nestle.com/csv/impact/employment-diversity/engaging-with-our-people The Nestlé People Development Review C: Opportunities for young people p37 | Details for: The provision of training programs including sabbatical periods with guaranteed return to employment. Provision of programs to assist in managing career endings, including as a minimum: preretirement planning for intended retirees, retraining for those intending to continue working, severance pay and whether this takes into account employee age and years of service, job replacement services, assistance on transitioning to a non-working life. | The information is currently unavailable. | We currently do not collect this information at Group level and do not have plans to collect in the future. |
| 404-3 Percentage of employees receiving regular performance and career development reviews 5 8 | In 2018 45.6% of the female employees registered in our Performance System (54284 employees) received a regular performance and career development review. 54.4% of the male employees registered in our Performance System (64692 employees) received a regular performance and career development review. | a. By employee category | The information is currently unavailable. | Our data collection system does not breakdown the employee category for this data and therefore the data is unavailable. We do not currently have plans to collect this data in the future. |
| Diversity and Equal Opportunity | | | | |
| 103-1 Explanation of the material topic and its Boundary | NiS: Focusing on our material issues p4 NiS: Nestlé material issues across the value chain C: Promoting fair employment and diversity p36 C: Opportunities for young people p37 C: For our communities > Global Youth Initiative: <i>Nestlé Needs YOUth</i> p24 | | | |
| 103-2 The management approach and its components | NiS: Focusing on our material issues p4 NiS: Nestlé material issues across the value chain C: Promoting fair employment and diversity p36 C: Opportunities for young people p37 C: For our communities > Global Youth Initiative: <i>Nestlé Needs YOUth</i> p24 laF: Supporting breastfeeding p18 | | | |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
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| 103-3 Evaluation of the management approach | <p>NiS: Focusing on our material issues p4</p> <p>NiS: Nestlé material issues across the value chain</p> <p>C: Promoting fair employment and diversity p36</p> <p>C: Opportunities for young people p37</p> <p>C: For our communities > Global Youth Initiative: <i>Nestlé Needs YOUth</i> p24</p> <p>laF: Supporting breastfeeding p18</p> <p>Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance</p> <p>C: Grievance mechanisms and remediation > Our independent Tell Us channel for raising issues p35</p> <p>Web: Engaging with our people > Nestlé and I engagement survey https://www.nestle.com/csv/impact/employment-diversity/engaging-with-our-people</p> | | | |
| 405-1 Diversity of governance bodies and employees 5 8 | <p>C: Empowering women p38</p> <p>Web: Board of Directors: http://www.nestle.com/aboutus/management/boardofdirectors</p> <p>Web: Executive Board: http://www.nestle.com/aboutus/management/executiveboard</p> <p>See GRI Index Appendix: 405-1 Diversity p73</p> <p>Our Board of Directors is 36% female and 64% male.</p> | <p>a. Report the percentage of individuals within the organization's governance bodies in each of the following diversity categories:</p> <ul style="list-style-type: none"> • Age group: under 30 years old, 30–50 years old, over 50 years old. • Minority groups. • Other indicators of diversity where relevant. <p>b. Report the percentage of employees per employee category in each of the following diversity categories:</p> <ul style="list-style-type: none"> • Minority group data. | The information is currently unavailable. The information is subject to specific confidentiality constraints. | This information is not currently collected. Employees are not broken out by minority group due to differing privacy concerns in our markets. |
| 405-2 Ratio of basic salary and remuneration of women to men 5 8 10 | <p>C: Promoting fair employment and diversity p36</p> <p>Web: Engaging with our people > Living wage https://www.nestle.com/csv/impact/employment-diversity/engaging-with-our-people</p> <p>Weighted average comparative salary ratio:</p> <ul style="list-style-type: none"> • Male: 102.08% • Female: 94.63% <p>Note: This information covers around 90% of the Nestlé full-time employees as recorded on our HR system</p> <p>Comparative salary ratio shows an individual employee's actual salary as a percentage of the relevant Nestlé internal salary structure midpoint. The target is to reach 100%, but actual percentages may differ depending on factors such as promotion rates, salary budgets and performance levels.</p> <p>The headcount covers all Nestlé full-time employees as recorded in the Nestlé HR system (approximately 91% of all employees).</p> <p>All operations, with the exception of partnerships, are significant.</p> | Regional and employee category breakdowns | The information is currently unavailable. | Our data collection system does not currently provide a comparative salary ratio by region or by employee category at this time. We not currently have plans to collect this information. |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
|---|---|------------------------|---------------------------|-----------------------------|
| Non-discrimination | | | | |
| 103-1 Explanation of the material topic and its Boundary | <p>All our workplaces should be free from discrimination and harassment. Our Human Resources Policy and our Code of Business Conduct state that employees must not discriminate on the basis of origin, nationality, religion, race, gender, age or sexual orientation, or engage in any kind of verbal or physical harassment based on any of the above or any other reason.</p> <p>NiS: Focusing on our material issues p4</p> <p>NiS: Nestlé material issues across the value chain</p> <p>C: Assess and address human rights impacts p32</p> <p>C: Promoting fair employment and diversity p36</p> <p>C: Empowering women p38</p> <p>Web: Nestlé's Corporate Business Principles: http://www.nestle.com/asset-library/documents/library/documents/corporate_governance/corporate-business-principles-en.pdf</p> | | | |
| 103-2 The management approach and its components | <p>All our workplaces should be free from discrimination and harassment. Our Human Resources Policy and our Code of Business Conduct state that employees must not discriminate on the basis of origin, nationality, religion, race, gender, age or sexual orientation, or engage in any kind of verbal or physical harassment based on any of the above or any other reason.</p> <p>Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance</p> <p>C: Grievance mechanisms and remediation > Our independent Tell Us channel for raising issues p35</p> <p>Web: Communites > Grievance mechanisms and remediation https://www.nestle.com/csv/impact/employment-diversity/grievance-mechanisms</p> <p>C: Assess and address human rights impacts p32</p> <p>C: Promoting fair employment and diversity p36</p> <p>C: Empowering women p38</p> <p>Nestlé Corporate Business Principles</p> | | | |
| 103-3 Evaluation of the management approach | <p>We review the effectiveness of our management approach for non-discrimination through our Nestlé and I survey as well as our Tell Us system. If there are incidents of discrimination these are investigated and our HR teams review whether changes need to be made to our management approach in order to help support an inclusive and open work environment.</p> <p>Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance</p> <p>Web: Communites > Grievance mechanisms and remediation https://www.nestle.com/csv/impact/employment-diversity/grievance-mechanisms</p> <p>C: Grievance mechanisms and remediation > Our independent Tell Us channel for raising issues p35</p> | | | |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
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| 406-1 Incidents of discrimination and corrective actions taken 5 8 16 | Web: Communities > Engaging with our people https://www.nestle.com/csv/impact/employment-diversity/engaging-with-our-people Web: Communités > Grievance mechanisms and remediation https://www.nestle.com/csv/impact/employment-diversity/grievance-mechanisms C: Grievance mechanisms and remediation > Our independent Tell Us channel for raising issues p35 There were 216 complaints of discrimination or 12% of total complaints received through the Nestlé Integrity Reporting System in 2018. There were 12 incidents of discrimination reported through our Tell Us system. Status of alleged incidents of discrimination in 2018 Number of alleged incidents of discrimination that were reported/ reviewed: 66/66 Status of alleged incidents of discrimination in 2018: Organization reviewed the incident: 30 Remediation plan implemented and results reviewed through internal management processes: 1 Incident no longer subject to action: 33 Remediation plan being implemented: 2 | | | |
| Freedom of Association and Collective Bargaining | | | | |
| 103-1 Explanation of the material topic and its Boundary | NiS: Focusing on our material issues p4 NiS: Nestlé material issues across the value chain C: Assess and address human rights impacts p32 Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance Web: Communities > Engaging with our people > Freedom of association https://www.nestle.com/csv/impact/employment-diversity/engaging-with-our-people Nestlé Responsible Sourcing Standard Labour Rights in Agricultural Supply Chains | | | |
| 103-2 The management approach and its components | Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance C: Assess and address human rights impacts p32 Web: Communities > Engaging with our people https://www.nestle.com/csv/impact/employment-diversity/engaging-with-our-people Web: Communities > Our salient human rights issues https://www.nestle.com/csv/impact/respecting-human-rights/salient-human-rights-issues Nestlé Responsible Sourcing Standard The Nestlé Employee Relations Policy Labour Rights in Agricultural Supply Chains UNGP Reporting Framework Index of Answers https://www.nestle.com/asset-library/documents/library/documents/corporate_social_responsibility/ungprf-index-of-answers-2018.pdf | | | |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
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| 103-3 Evaluation of the management approach | <p>Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance</p> <p>C: Assess and address human rights impacts p32</p> <p>Web: Communities > Engaging with our people https://www.nestle.com/csv/impact/employment-diversity/engaging-with-our-people</p> <p>Web: Communities > Our salient human rights issues https://www.nestle.com/csv/impact/respecting-human-rights/salient-human-rights-issues</p> <p>Nestlé Responsible Sourcing Standard Labour Rights in Agricultural Supply Chains</p> <p>UNGP Reporting Framework Index of Answers https://www.nestle.com/asset-library/documents/library/documents/corporate_social_responsibility/ungprf-index-of-answers-2018.pdf</p> | | | |
| 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk 8 | <p>11 countries were identified in which the right to exercise freedom of association and collective bargaining was violated or at significant risk.</p> <p>Web: Communities > Engaging with our people > Freedom of association https://www.nestle.com/csv/impact/employment-diversity/engaging-with-our-people</p> <p>Web: Communities > Our salient human rights issues https://www.nestle.com/csv/impact/respecting-human-rights/salient-human-rights-issues</p> <p>Labour Rights in Agricultural Supply Chains: A Roadmap Annex II p17–21</p> | <p>a. Report suppliers in which employee rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of:</p> <ul style="list-style-type: none"> • Type of operation (such as manufacturing plant) and supplier. • Countries or geographical areas with operations and suppliers considered at risk. | The information is currently unavailable. | In 2016, 61% of total volume was sourced from suppliers compliant with the Nestlé Supplier Code (SMETA and Ecovadis audited). Due to changes in our auditing process, we are no longer able to report by number of suppliers. Over the last year, as part of our work on the Labour Rights in Agricultural Supply Chains Roadmap, we have conducted an analysis of the likely incidence of freedom of association and collective bargaining across the priority commodities by country. This analysis informs our responsible sourcing work and actions on addressing these issues. |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
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| Child Labor | | | | |
| 103-1 Explanation of the material topic and its Boundary | <p>NiS: Focusing on our material issues p4</p> <p>NiS: Nestlé material issues across the value chain</p> <p>C: <i>Nestlé Cocoa Plan</i> p30</p> <p>Web: Communities > Our salient human rights issues https://www.nestle.com/csv/impact/respecting-human-rights/salient-human-rights-issues</p> <p>Web: Communities > Protecting children and workers https://www.nestle.com/csv/impact/respecting-human-rights/workers-livelihoods</p> <p>Web: Raw materials > Cocoa > Tackling child labor in our cocoa supply chain https://www.nestle.com/csv/raw-materials/nestle-cocoa-plan</p> <p>Web: Raw materials > Sugar > Tackling child labor in our supply chain https://www.nestle.com/csv/raw-materials/sugar</p> <p>Web: Raw materials > Hazelnuts > Tackling child labor in our supply chain https://www.nestle.com/csv/raw-materials/hazelnuts</p> <p>Tackling Child Labour 2017 Report p6–7</p> <p>UNGP Reporting Framework Index of Answers https://www.nestle.com/asset-library/documents/library/documents/corporate_social_responsibility/ungprf-index-of-answers-2018.pdf</p> <p>Labour Rights in Agricultural Supply Chains: A Roadmap</p> <p>The Nestlé Commitment on Child Labour in Agricultural Supply Chains</p> | | | |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
|---|--|------------------------|---------------------------|-----------------------------|
| 103-2 The management approach and its components 8 16 | <p>NiS: Focusing on our material issues p4</p> <p>C: <i>Nestlé Cocoa Plan</i> p30</p> <p>C: Assess and address human rights impacts p32</p> <p>C: Protecting children and workers p33</p> <p>Web: Communities > Our salient human rights issues https://www.nestle.com/csv/impact/respecting-human-rights/salient-human-rights-issues</p> <p>Web: Communities > Protecting children and workers https://www.nestle.com/csv/impact/respecting-human-rights/workers-livelihoods</p> <p>C: Grievance mechanisms and remediation > Our independent Tell Us channel for raising issues p35</p> <p>NiS: Nestlé material issues across the value chain</p> <p>Web: Raw materials > Cocoa > Tackling child labor in our cocoa supply chain https://www.nestle.com/csv/raw-materials/nestle-cocoa-plan</p> <p>Web: Raw materials > Sugar > Tackling child labor in our supply chain https://www.nestle.com/csv/raw-materials/sugar</p> <p>Web: Raw materials > Hazelnuts > Tackling child labor in our supply chain https://www.nestle.com/csv/raw-materials/hazelnuts</p> <p>Tackling Child Labour 2017 Report p6-7</p> <p>UNGP Reporting Framework Index of Answers https://www.nestle.com/asset-library/documents/library/documents/corporate_social_responsibility/ungprf-index-of-answers-2018.pdf</p> <p>Labour Rights in Agricultural Supply Chains: A Roadmap</p> <p>The Nestlé Commitment on Child Labour in Agricultural Supply Chains</p> | | | |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
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| 103-3 Evaluation of the management approach | <p>NiS: Focusing on our material issues p4</p> <p>C: <i>Nestlé Cocoa Plan</i> p30</p> <p>C: Assess and address human rights impacts p32</p> <p>C: Protecting children and workers p33</p> <p>Web: Communities > Our salient human rights issues https://www.nestle.com/csv/impact/respecting-human-rights/salient-human-rights-issues</p> <p>Web: Communities > Protecting children and workers https://www.nestle.com/csv/impact/respecting-human-rights/workers-livelihoods</p> <p>C: Grievance mechanisms and remediation > Our independent Tell Us channel for raising issues p35</p> <p>NiS: Nestlé material issues across the value chain</p> <p>Web: Raw materials > Cocoa > Tackling child labor in our cocoa supply chain https://www.nestle.com/csv/raw-materials/nestle-cocoa-plan</p> <p>Web: Raw materials > Sugar > Tackling child labor in our supply chain https://www.nestle.com/csv/raw-materials/sugar</p> <p>Web: Raw materials > Hazelnuts > Tackling child labor in our supply chain https://www.nestle.com/csv/raw-materials/hazelnuts</p> <p>Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance</p> <p>Tackling Child Labour 2017 Report p6-7</p> <p>UNGP Reporting Framework Index of Answers https://www.nestle.com/asset-library/documents/library/documents/corporate_social_responsibility/ungprf-index-of-answers-2018.pdf</p> <p>Labour Rights in Agricultural Supply Chains: A Roadmap</p> <p>The Nestlé Commitment on Child Labour in Agricultural Supply Chains</p> | | | |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
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| 408-1 Operations and suppliers at significant risk for incidents of child labor 8 | <p>Zero Nestlé operations were identified as having significant risks for incidences of child labor.</p> <p>C: <i>Nestlé Cocoa Plan</i> p30</p> <p>C: Assess and address human rights impacts p32</p> <p>Web: Communities > Protecting children and workers https://www.nestle.com/csv/impact/respecting-human-rights/workers-livelihoods</p> <p>Web: Raw materials > Cocoa > Tackling child labor in our cocoa supply chain https://www.nestle.com/csv/raw-materials/nestle-cocoa-plan</p> <p>Web: Raw materials > Sugar > Tackling child labor in our supply chain https://www.nestle.com/csv/raw-materials/sugar</p> <p>Web: Raw materials > Hazelnuts > Tackling child labor in our supply chain https://www.nestle.com/csv/raw-materials/hazelnuts</p> <p>Tackling Child Labour 2017 Report p6–7</p> <p>UNGP Reporting Framework Index of Answers https://www.nestle.com/asset-library/documents/library/documents/corporate_social_responsibility/ungprf-index-of-answers-2018.pdf</p> <p>Labour Rights in Agricultural Supply Chains: A Roadmap</p> <p>The Nestlé Commitment on Child Labour in Agricultural Supply Chains</p> <p>Modern Slavery and Human Trafficking Report 2017</p> | <p>a. Report operations and suppliers considered to have significant risk for incidents of:</p> <ul style="list-style-type: none"> • Child labor. • Young workers exposed to hazardous work. <p>b. Report operations and suppliers considered to have significant risk for incidents of child labor either in terms of:</p> <ul style="list-style-type: none"> • Type of operation (such as manufacturing plant) and supplier. • Countries or geographical areas with operations and suppliers considered at risk. | <p>The information is currently unavailable.</p> | <p>We do not accept any form of child labor in our value chain, and thus we do not differentiate between child labor and young workers exposed to hazardous work. Moreover, we do not break down child labor risks by type of operation, as we actively work with the ILO's Child Labor Platform to identify commodities that have a high risk of child labor, such as hazelnuts in Turkey, vanilla in Madagascar and cocoa in Côte d'Ivoire. Our management and strategy focuses on minimizing the risks of child labor in these high-risk commodities and locations through our work with other external stakeholders. In 2016, 61% of total volume was sourced from suppliers compliant with the Nestlé Supplier Code (SMETA and Ecovadis audited). Due to changes in our auditing process, we are no longer able to report by number of suppliers. Over the last year, as part of our work on the Labour Rights in Agricultural Supply Chains Roadmap, we have conducted an analysis of the likely incidence of child labor across the priority commodities by country. This analysis informs our responsible sourcing work and actions on addressing these issues.</p> |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
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| Forced or Compulsory Labor | | | | |
| 103-1 Explanation of the material topic and its Boundary | <p>NiS: Focusing on our material issues p4</p> <p>NiS: Nestlé material issues across the value chain</p> <p>C: Assess and address human rights impacts p32</p> <p>C: Protecting children and workers p33</p> <p>Web: Communities > Human rights > Our salient human rights issues > Forced labor https://www.nestle.com/csv/impact/respecting-human-rights/salient-human-rights-issues</p> <p>Web: Communities > Human rights > Our salient human rights issues > Human rights in our supply chain > Palm oil https://www.nestle.com/csv/impact/respecting-human-rights/salient-human-rights-issues</p> <p>Web: Communities > Human rights > Our salient human rights issues > Human rights in our supply chain > Sugar https://www.nestle.com/csv/impact/respecting-human-rights/salient-human-rights-issues</p> <p>Web: Communities > Protecting children and workers https://www.nestle.com/csv/impact/respecting-human-rights/workers-livelihoods</p> <p>Web: Raw materials > Fish and seafood > Tackling supply chain abuses in the seafood industry https://www.nestle.com/csv/raw-materials/fish-seafood</p> <p>Tackling Child Labour 2017 Report</p> <p>Labour Rights in Agricultural Supply Chains: A Roadmap</p> <p>Modern Slavery and Human Trafficking Report 2017</p> | | | |
| 103-2 The management approach and its components | <p>C: Assess and address human rights impacts p32</p> <p>C: Protecting children and workers p33</p> <p>Web: Communities > Our salient human rights issues https://www.nestle.com/csv/impact/respecting-human-rights/salient-human-rights-issues</p> <p>Web: Communities > Protecting children and workers https://www.nestle.com/csv/impact/respecting-human-rights/workers-livelihoods</p> <p>Web: Raw materials > Fish and seafood > Tackling supply chain abuses in the seafood industry https://www.nestle.com/csv/raw-materials/fish-seafood</p> <p>Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance</p> <p>Web: Our raw materials https://www.nestle.com/csv/raw-materials</p> <p>Tackling Child Labour 2017 Report</p> <p>Labour Rights in Agricultural Supply Chains: A Roadmap</p> <p>Nestlé Responsible Sourcing Standard</p> <p>Nestlé Human Resources Policy</p> | | | |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
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| 103-3 Evaluation of the management approach | <p>C: Assess and address human rights impacts p32</p> <p>C: Protecting children and workers p33</p> <p>Web: Communities > Our salient human rights issues https://www.nestle.com/csv/impact/respecting-human-rights/salient-human-rights-issues</p> <p>Web: Communities > Protecting children and workers https://www.nestle.com/csv/impact/respecting-human-rights/workers-livelihoods</p> <p>Web: Raw materials > Fish and seafood > Tackling supply chain abuses in the seafood industry https://www.nestle.com/csv/raw-materials/fish-seafood</p> <p>Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance</p> <p>Labour Rights in Agricultural Supply Chains: A Roadmap</p> <p>UNGP Reporting Framework Index of Answers https://www.nestle.com/asset-library/documents/library/documents/corporate_social_responsibility/ungprf-index-of-answers-2018.pdf</p> | | | |
| 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor | <p>We have identified the poor labor conditions within the fish and seafood supply chain, particularly in Thailand's fishing industry, as being high risk for instances of forced labor. Our supplier Olam Progida is working with us to eliminate child and forced labor in the Turkish hazelnut supply chain. We have also found poor labor conditions in the coffee industry in Mexico and are working with NGO Verité to assess violations and remedy them.</p> <p>Web: Our raw materials > Fish and seafood > Improving labor conditions https://www.nestle.com/csv/raw-materials/fish-seafood</p> <p>Web: Communities > Assess and address human rights impacts > Tackling forced labor in the seafood industry https://www.nestle.com/csv/raw-materials/fish-seafood</p> <p>Web: Our raw materials > Hazelnuts > Helping suppliers improve conditions in the hazelnut supply chain https://www.nestle.com/csv/raw-materials/hazelnuts</p> <p>C: Coffee > Ensuring workers' labor rights are protected p29</p> <p>Labour Rights in Agricultural Supply Chains: A Roadmap Annex II p17-21</p> | <p>a. Report suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of:</p> <ul style="list-style-type: none"> • Type of operation (such as manufacturing plant) and supplier. • Countries or geographical areas with operations and suppliers considered at risk. | The information is currently unavailable. | In 2016, 61% of total volume was sourced from suppliers compliant with the Nestlé Supplier Code (SMETA and Ecovadis audited). Due to changes in our auditing process, we are no longer able to report by number of suppliers. Over the last year, as part of our work on the Labour Rights in Agricultural Supply Chains Roadmap, we have conducted an analysis of the likely incidence of forced labor across the priority commodities by country. This analysis informs our responsible sourcing work and actions on addressing these issues. |

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| Human Rights Assessment | | | | |
| 103-1 Explanation of the material topic and its Boundary | <p>NiS: Focusing on our material issues p4</p> <p>NiS: Nestlé material issues across the value chain</p> <p>C: Assess and address human rights impacts p32</p> <p>C: Respecting and promoting human rights p31</p> <p>UNGP Reporting Framework Index of Answers 2018 p3</p> <p>Tackling Child Labour 2017 Report</p> <p>Labour Rights in Agricultural Supply Chains: A Roadmap</p> <p>Modern Slavery and Human Trafficking Report 2017</p> | | | |
| 103-2 The management approach and its components | <p>NiS: Focusing on our material issues p4</p> <p>NiS: Nestlé material issues across the value chain</p> <p>C: Assess and address human rights impacts p32</p> <p>C: Respecting and promoting human rights p31</p> <p>Web: Raw materials > Fish and seafood > Tackling supply chain abuses in the seafood industry</p> <p>Web: Governance and Policies > Our internal governance structure</p> <p>UNGP Reporting Framework Index of Answers 2018 p3</p> <p>Tackling Child Labour 2017 Report</p> <p>Labour Rights in Agricultural Supply Chains: A Roadmap</p> <p>Modern Slavery and Human Trafficking Report 2017</p> | | | |
| 103-3 Evaluation of the management approach | <p>C: Assess and address human rights impacts p32</p> <p>C: Respecting and promoting human rights p31</p> <p>Web: Raw materials > Fish and seafood > Tackling supply chain abuses in the seafood industry</p> <p>Web: Governance and Policies > Our internal governance structure</p> <p>Web: Communities > Assess and address human rights impacts > How we manage our human rights issues</p> <p>Web: Communities > Our salient human rights issues > Our approach</p> <p>UNGP Reporting Framework Index of Answers 2018 p4</p> <p>Labour Rights in Agricultural Supply Chains: A Roadmap</p> | | | |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
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| 412-1 Operations that have been subject to human rights reviews or impact assessments | <p>C: Assess and address human rights impacts p32</p> <p>C: Respecting and promoting human rights p31</p> <p>C: Our culture of integrity p34</p> <p>Web: Our raw materials > Palm oil https://www.nestle.com/csv/raw-materials/palm-oil</p> <p>Web: Our raw materials > Fish and seafood https://www.nestle.com/csv/raw-materials/fish-seafood</p> <p>Tackling Child Labour 2017 Report</p> <p>In 2018, we launched our new CARE Audit Protocol, which uses independent assessments to measure compliance with key principles.</p> <p>In 2018, we conducted 296 CARE audits and human rights screenings in our own operations, which found 51 minor and 17 major human rights gaps. We also conducted 13 Human Rights Impact Assessments in all FTSE4Good Countries of Concern (except for Saudi Arabia and joint ventures in China).</p> | Percentage of operations that have been subject to human rights reviews or impact assessments. The breakdown of data by country. | The information is currently unavailable. | Our current data collection does not break this down by country or percentage. We do not currently have plans to report on this in the future. |
| 412-2 Employee training on human rights policies or procedures | <p>We identify and prioritize those employees who are located in 11 FTSE4Good Countries of Concern for human rights training using our online human rights training tool.</p> <p>Web: Communities: Assess and address human rights impacts: Employee training https://www.nestle.com/csv/impact/respecting-human-rights/human-rights-impacts</p> <p>UNGP Reporting Framework Index of Answers 2018</p> <p>In 2018, 4.4% of employees were trained (66.4% since 2011). This year, 4196 employees were trained on human rights spending 3550 hours training covering 10 FTSE4Good countries of concern. Since the launch of our human rights training tool, 100 795 employees have been trained.</p> | | | |
| 412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening | <p>Nestlé's approach is that 100% of suppliers must be signed up to our Responsible Sourcing Standard, which covers human rights, or undergo human rights screening.</p> | b. The definition used for 'Significant investment agreements.' | Not applicable | Human rights violations have no place in our supply chain, which is why signing up to our Supplier Code of Conduct or undergoing a human rights screening is a blanket requirement no matter the size of the contract or agreement with a supplier. |

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| Local Communities | | | | |
| 103-1 Explanation of the material topic and its Boundary | <p>NIS: Focusing on our material issues p4</p> <p>NIS: Nestlé material issues across the value chain</p> <p>C: Enhancing rural development and livelihoods p25</p> | | | |
| 103-2 The management approach and its components | <p>C: Enhancing rural development and livelihoods p25</p> <p>C: <i>Nestlé Cocoa Plan</i> p30</p> <p>Web: Rural development and enhancing livelihoods https://www.nestle.com/csv/impact/rural-livelihoods</p> <p><i>Nespresso</i> Positive Cup CSV report p15–17</p> <p><i>Nestlé Responsible Sourcing Standard</i></p> <p>Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance</p> <p>Web: Our raw materials https://www.nestle.com/csv/raw-materials</p> <p>C: Grievance mechanisms and remediation p35</p> <p>Nestlé Waters' Community Relations Program (CRP) has been rolled out to all Nestlé Water factories worldwide.</p> <p>2017 CDP Water questionnaire</p> <p>CRP 2.0 is a tool that is designed to guide factory managers in deploying local engagement plans, with the aim to make Nestlé Waters a welcomed, trusted and value-creating member of each community in which we live and work. CRP 2.0 is composed of several steps, including: identifying and classifying local stakeholders in the communities where we work; interviewing stakeholders to assess real and perceived community concerns and expectations and identifying gaps; and implementing and tracking engagement and action plans to address the gaps.</p> <p>See more information in our CDP 2017 response. 2017 CDP Water questionnaire</p> | | | |
| 103-3 Evaluation of the management approach | <p>C: Enhancing rural development and livelihoods p25</p> <p>C: <i>Nestlé Cocoa Plan</i> p30</p> <p>Web: Raw materials > Coffee https://www.nestle.com/csv/raw-materials/coffee</p> <p><i>Nespresso</i> Positive Cup CSV report p15–17</p> <p><i>Nestlé Responsible Sourcing Standard</i></p> <p>Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance</p> <p>Web: Our raw materials https://www.nestle.com/csv/raw-materials</p> <p>C: Grievance mechanisms and remediation p35</p> | | | |

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| 413-1 Operations with local community engagement, impact assessments, and development programs | <p>Due to the scale of our global supply chain, we track the volume sourced from audited and compliant suppliers. In 2018, 296 CARE audits were conducted covering compliance with human rights, labor, business integrity, health and safety, environmental sustainability and security.</p> <p>C: Assess and address human rights impacts p32</p> <p>C: Our culture of integrity > Measuring compliance through our CARE audits > p34</p> <p>C: Grievance mechanisms and remediation > Our independent Tell Us channel for raising issues p35</p> <p>Web: Our raw Materials https://www.nestle.com/csv/raw-materials</p> <p>Web: Our raw materials > Cocoa https://www.nestle.com/csv/raw-materials/nestle-cocoa-plan</p> <p>Web: Our raw materials > Coffee https://www.nestle.com/csv/raw-materials/coffee</p> <p>Nespresso Positive Cup CSV report p15–17</p> <p>Web: Raw materials > Dairy https://www.nestle.com/csv/raw-materials/dairy</p> | a. Percentage of operations | The information is currently unavailable. | We currently do not collect this information at Group level as our work with communities is highly localized. We not currently have plans to collect this data. |
| 413-2 Operations with significant actual and potential negative impacts on local communities 1 2 | <p>P: Improving water efficiency p42</p> <p>P: Water stewardship advocacy p43</p> <p>C: Enhancing rural development and livelihoods p25</p> <p>C: Delivering impact through Farmer Connect p26</p> <p>Tackling Child Labour 2017 Report</p> <p>Web: Our raw materials https://www.nestle.com/csv/raw-materials</p> <p>Web: Palm oil https://www.nestle.com/csv/raw-materials/palm-oil</p> <p>Web: Cocoa https://www.nestle.com/csv/raw-materials/nestle-cocoa-plan</p> <p>Web: Hazelnuts https://www.nestle.com/csv/raw-materials/hazelnuts</p> <p>Web: Modern Slavery and Human Trafficking Report 2017</p> <p>Labour Rights in Agricultural Supply Chains: A Roadmap</p> | Location of operations | The information is currently unavailable. | We disclose specific locations where we have identified significant actual and potential negative risk throughout our report and CSV website pages. However, we do not currently collect a consolidated number of operations and all of their locations and do not currently have plans to do so. |

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| Supplier Social Assessment | | | | |
| 103-1 Explanation of the material topic and its Boundary | <p>All Nestlé Tier 1 suppliers are required to adhere to the Nestlé Responsible Sourcing Standard (that includes environmental, societal, labor and human rights criteria), and are audited for compliance against the Code as part of an ongoing program. If any instances of non-compliance are found, corrective action plans are put in place to resolve the issues. Termination of a relationship with a supplier only occurs if they refuse to comply with the audit process, including not correcting non-compliances, and is only undertaken as a last resort.</p> <p>NiS: Focusing on our material issues p4</p> <p>NiS: Nestlé material issues across the value chain</p> <p>C: Enhancing rural development and livelihoods p25</p> <p>C: Delivering impact through Farmer Connect p26</p> <p>C: Implement responsible sourcing p28</p> <p>C: Coffee p29</p> <p>Web: Our raw materials > Coffee https://www.nestle.com/csv/raw-materials/coffee</p> <p>C: <i>Nestlé Cocoa Plan</i> p30</p> <p>Web: Our raw materials > Dairy https://www.nestle.com/csv/raw-materials/dairy</p> <p>Web: Our raw materials > Meat, poultry, eggs https://www.nestle.com/csv/raw-materials/meat-poultry-eggs</p> <p>Web: Our raw materials > Cereals https://www.nestle.com/csv/raw-materials/cereals</p> <p>Web: Our raw materials > Palm oil https://www.nestle.com/csv/raw-materials/palm-oil</p> <p>Web: Our raw materials > Pulp and paper https://www.nestle.com/csv/raw-materials/pulp-paper</p> <p>Web: Our raw materials > Soya https://www.nestle.com/csv/raw-materials/soya</p> <p>Web: Our raw materials > Sugar https://www.nestle.com/csv/raw-materials/sugar</p> <p>Web: Our raw materials > Hazelnuts https://www.nestle.com/csv/raw-materials/hazelnuts</p> <p>Web: Our raw materials > Vanilla https://www.nestle.com/csv/raw-materials/vanilla</p> <p>Web: Our raw materials > Fish and seafood https://www.nestle.com/csv/raw-materials/fish-seafood</p> <p>Web: Our raw materials > Spices https://www.nestle.com/csv/raw-materials/spices</p> <p>Web: Our raw materials > Vegetables https://www.nestle.com/csv/raw-materials/vegetables</p> | | | |

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| 103-2 The management approach and its components | See above for programs and initiatives. Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance C: Grievance mechanisms and remediation > Our independent Tell Us channel for raising issues p35 Nestlé Responsible Sourcing Standard | | | |
| 103-3 Evaluation of the management approach | We assess the effectiveness of our supplier assessment management approach regularly. In 2018, we saw an increased number of concerns raised through our Tell Us system. Our management approach has been focused on improving supplier awareness of the Tell Us system and the increase shows that our increased efforts to communicate the tool have been effective. We will continue to monitor its effectiveness going forward. Web: Raw materials https://www.nestle.com/csv/raw-materials and all ingredient sub-pages Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance | | | |
| 414-1 New suppliers that were screened using social criteria | 100% of new suppliers are assessed as meeting the requirements of the Nestlé Responsible Sourcing Standard as a condition of their selection. The Responsible Sourcing Standard includes labor practices criteria. Nestlé also undertakes screening of suppliers adherence to the Standard as part of an ongoing audit program using a risk-based approach. The Nestlé Responsible Sourcing Standard includes environmental criteria. See: Nestlé Responsible Sourcing Standard Web: Our raw materials https://www.nestle.com/csv/raw-materials | | | |
| 414-2 Negative social impacts in the supply chain and actions taken | In 2018, we undertook 296 CARE audits covering a range of possible negative social impacts such as labor, health and safety, and human rights. C: Enhancing rural development and livelihoods p25 C: Delivering impact through Farmer Connect p26 C: Implement responsible sourcing p28 C: Respecting and promoting human rights p31 C: Assess and address human rights impacts p32 Web: Raw materials https://www.nestle.com/csv/raw-materials and all ingredient sub-pages Tackling Child Labour 2017 Report p6–7 UNGP Reporting Framework Index of Answers | a. Report the number of suppliers subject to assessments for impacts on society. b. Report the number of suppliers identified as having significant actual and potential negative impacts on society. c. Report the significant actual and potential negative impacts on society identified in the supply chain. d. Report the percentage of suppliers identified as having significant actual and potential negative impacts on society with which improvements were agreed upon as a result of assessment. e. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment. | The information is currently unavailable. | In 2016, 61% of total volume was sourced from suppliers compliant with the Nestlé Supplier Code (SMETA and Ecovadis audited). Due to changes in our auditing process, we are no longer able to report by number of suppliers. Over the last year, as part of our work on the Labour Rights in Agricultural Supply Chains Roadmap, we have conducted an analysis of the likely incidence of unacceptable practices across the 12 priority commodities by country. This analysis informs our responsible sourcing work and actions on addressing these issues. |

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| Public Policy | | | | |
| 103-1 Explanation of the material topic and its Boundary | <p>NiS: Focusing on our material issues p4</p> <p>NiS: Nestlé material issues across the value chain</p> <p>Web: Public policy and advocacy https://www.nestle.com/csv/what-is-csv/public-policy-advocacy</p> <p>P: Proactive engagement on climate change p48</p> <p>Public policy positions found on: http://www.nestle.com/ask-nestle</p> | | | |
| 103-2 The management approach and its components | <p>Nestlé believes that transparent and constructive engagement is a vital part of policy decision-making process and as such, communicates its advocacy priorities and objectives transparently. Nestlé also believes in open dialogue, supports multi-stakeholders actions and adopts responsible business practices. This approach applies across all of our material issues and our latest engagements can be found throughout our <i>Creating Shared Value and meeting our commitments 2018 Progress report</i>.</p> <p>NiS: Focusing on our material issues p4</p> <p>Web: Stakeholder engagement https://www.nestle.com/csv/what-is-csv/stakeholder-engagement</p> <p>Web: Public policy and advocacy https://www.nestle.com/csv/what-is-csv/public-policy-advocacy</p> <p>Web: Ethical business https://www.nestle.com/csv/what-is-csv/ethical-business</p> <p>Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance</p> <p>C: Grievance mechanisms and remediation > Our independent Tell Us channel for raising issues p35</p> <p>Policy on Transparent Interactions with Public Authorities</p> | | | |
| 103-3 Evaluation of the management approach | <p>We conduct regular operational reviews to ensure we are achieving our company public policy and advocacy goals and adjust our approach accordingly.</p> <p>Web: Public policy and advocacy https://www.nestle.com/csv/what-is-csv/public-policy-advocacy</p> <p>Web: Ethical business https://www.nestle.com/csv/what-is-csv/ethical-business</p> <p>Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance</p> <p>C: Grievance mechanisms and remediation > Our independent Tell Us channel for raising issues p35</p> <p>Policy on Transparent Interactions with Public Authorities</p> | | | |
| 415-1 Political contributions 16 | <p>Under Section 10 of the Nestlé Code of Business Conduct, political contributions are not allowed. The only exception is the parent company in its home country, Switzerland, where minor contributions are made to political parties' secretariats to support the economic conditions and democratic structure in Switzerland. In 2018, the total of such payments for the functioning of party secretariats (no payments for campaigns) was CHF 220 000.</p> | The political parties the payments were made to. | The information is currently unavailable. | Nestlé does not indicate recipient parties individually. |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
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| Customer Health and Safety | | | | |
| 103-1 Explanation of the material topic and its Boundary | <p>NiS: Focusing on our material issues p4</p> <p>NiS: Nestlé material issues across the value chain</p> <p>Web: Quality and safety https://www.nestle.com/aboutus/quality-and-safety</p> <p>IaF: Inspiring people to lead healthier lives p13</p> <p>Web: Nestlé Policy on Sugars</p> <p>Web: Nestlé Policy on Sodium (Salt)</p> <p>Web: Nestlé Policy on Saturated Fat</p> <p>Web: Nestlé Policy on Micronutrient Fortification of Foods & Beverages</p> <p>IaF: Building, sharing and applying nutrition knowledge p21</p> | | | |
| 103-2 The management approach and its components | <p>IaF: Offering tastier and healthier choices p7</p> <p>IaF: Launching more nutritious products p8</p> <p>IaF: Promoting healthy behaviors in children p17</p> <p>Web: Quality and Safety https://www.nestle.com/aboutus/quality-and-safety</p> | | | |
| 103-3 Evaluation of the management approach | <p>Web: Quality and safety https://www.nestle.com/aboutus/quality-and-safety</p> <p>Web: How we ensure food safety https://www.nestle.com/aboutus/quality-and-safety/how-we-ensure-food-safety</p> <p>Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance</p> <p>C: Grievance mechanisms and remediation > Our independent Tell Us channel for raising issues p35</p> <p>Our worldwide consumer services organization ensures that we can immediately respond to any consumer inquiry, question or concern. The labels of all Nestlé products invite our consumer to talk to Nestlé, and provide our address or telephone number.</p> <p>In addition to our overall product safety and quality management system, Nestlé's early warning team analyzes potential emerging food safety risks. In 2018, our team closed two Early Warning, Food Safety and IRT topics.</p> | | | |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
|---|--|---|---|---|
| 416-1 Assessment of the health and safety impacts of product and service categories | Our Quality Policy is implemented through our Nestlé Quality Management System (NQMS), which covers 100% of Nestlé products. The NQMS encompasses essential elements, such as good manufacturing practices, hazard analysis and critical control points (HACCP), and traceability, together with new requirements and initiatives across the whole value chain. It lays out the basic principles for the management of quality through allocating clear responsibilities to process owners of the value chain, aligning the Food Safety Management System with FSSC 22000/ISO 22000, and driving continuous improvement through the elimination of defects and waste. Web: Quality and safety https://www.nestle.com/aboutus/quality-and-safety Web: How we ensure food safety https://www.nestle.com/aboutus/quality-and-safety/how-we-ensure-food-safety | | | |
| 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services 16 | Web: Quality and safety https://www.nestle.com/aboutus/quality-and-safety There were six instances of significant product recalls or incidents of non-compliance in 2018. There were no events to report as significant fines or non-monetary sanctions for non-compliance with laws and regulations concerning the provision and use of our products and services in 2018. | <ul style="list-style-type: none"> • Incidents of non-compliance with regulations resulting in a warning. • Incidents of non-compliance with voluntary codes. | The information is currently unavailable. | We do not currently collect this information at Group level nor have plans for collecting this in future. |
| FP5 Percentage of production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards 2 | 97% of Nestle sites are certified against the Nestlé Quality Management System and/or ISO 9001. 99% of Nestlé manufacturing and R&D sites are certified against FSSC 22000/ISO 22000 food management standards. | Percentage of production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards. | The information is currently unavailable. | We do not currently collect this information at Group level nor have plans for collecting this in future. |
| FP6 Percentage of total sales volume of consumer products, by product category, that are lowered in saturated fat, trans fats, sodium and added sugars 2 | IaF: Reducing sugars, sodium and fats p9 RaG: Our key performance indicators p58 Around 6% of our total sales volume of consumer products have been reduced in saturated fats, sodium and added sugars in 2018. | Percentage of total sales volume of consumer products, by product category, that are lowered in saturated fat, trans fats, sodium and added sugars. | The information is currently unavailable. | We do not currently collect this information by product category at Group level and have no plans to do so in the future. |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
|---|--|--|---|---|
| <p>FP7 Percentage of total sales volume of consumer products, by product category, that contain increased nutritious ingredients like fiber, vitamins, minerals, phytochemicals or functional food additives</p> <p>2</p> | <p>laF: Micronutrient fortification p12</p> <p>laF: Adding vegetables, fiber and whole grains p10</p> <p>RaG: Our key performance indicators p58</p> <p>Around 9.1% of our total sales volume of consumer products were renovated/reformulated by the end of FY for health and nutrition. This included either a decrease in negative nutrients (fat, sugars, sodium) or increase in positive nutrients (proteins, fiber, calcium, Big 4).</p> <p>1300 products have 3.5 stars or more on the Australian Health Star Rating.</p> | Percentage of total sales volume of consumer products, by product category, that contain increased nutritious ingredients. | The information is currently unavailable. | We do not currently collect this information by product category at Group level and have no plans to do so in the future. |
| Marketing and Labeling | | | | |
| <p>103-1</p> <p>Explanation of the material topic and its Boundary</p> | <p>NiS: Focusing on our material issues p4</p> <p>NiS: Nestlé material issues across the value chain</p> <p>Web: I&F > Supporting breastfeeding > Marketing breast-milk substitutes responsibly https://www.nestle.com/csv/impact/healthier-lives/baby-milk</p> <p>laF: Providing nutritional information p14</p> <p>laF: Marketing healthy choices p16</p> | | | |
| <p>103-2</p> <p>The management approach and its components</p> | <p>laF: Providing nutritional information p14</p> <p>laF: Marketing healthy choices p16</p> <p>Nestlé Consumer Communication Principles</p> <p>Nestlé Marketing Communication to Children Policy</p> <p>Web: I&F > Supporting breastfeeding > Marketing breast-milk substitutes responsibly https://www.nestle.com/csv/impact/healthier-lives/baby-milk</p> <p>Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance</p> <p>C: Grievance mechanisms and remediation > Our independent Tell Us channel for raising issues p35</p> | | | |
| <p>103-3</p> <p>Evaluation of the management approach</p> | <p>Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance</p> <p>Web: I&F > Supporting breastfeeding > Marketing breast-milk substitutes responsibly https://www.nestle.com/csv/impact/healthier-lives/baby-milk</p> <p>Nestlé Marketing Communication to Children Policy Compliance and Monitoring section p4</p> <p>C: Grievance mechanisms and remediation > Our independent Tell Us channel for raising issues p35</p> <p>laF: Providing nutritional information p14</p> <p>laF: Marketing healthy choices p16</p> | | | |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
|--|--|--|---|--|
| 417-1 Requirements for product and service information and labeling 12 | Our Quality Policy and Quality Management System requires and ensures that we meet all product labeling legal requirements in every market that we operate in. 100% of our product categories are covered and assessed for compliance with national product labeling requirements through our Quality Management System. In addition to meeting our legal requirements, we are actively working to engage consumers on the sustainability impacts of our products through QR codes that consumers can scan and learn more about online. Web: Quality and Safety https://www.nestle.com/aboutus/quality-and-safety laF: Enabling healthier and happier lives p6 laF: Providing nutritional information p14 C: Implement responsible sourcing p28 P: Safeguarding the environment p49 P: Reducing food loss and waste p52 P: Promoting sustainable consumption p53 | | | |
| 417-2 Incidents of non-compliance concerning product and service information and labeling 16 | There were no events or penalties to report as significant fines or non-monetary sanctions for non-compliance with laws and regulations in 2018. There were 6 significant product recalls or incidents of non-compliance in 2018. 3 of the recalls were due to product being labeled incorrectly with the wrong language. | Breakdown by information and labeling. 'Instances of non-compliance' relating to regulations and voluntary codes concerning product and service information and labeling. ii. Incidents of non-compliance with regulations resulting in a warning. iii. incidents of non-compliance with voluntary codes. | The information is currently unavailable. | We do not currently collect this information at Group level, and we do not currently have plans to collect this information. |
| 417-3 Incidents of non-compliance concerning marketing communications 16 | Web: Communities > Grievance mechanisms and remediation https://www.nestle.com/csv/impact/employment-diversity/grievance-mechanisms laF: Supporting breastfeeding p18 Web: I&F > Supporting breastfeeding > Marketing breast-milk substitutes responsibly https://www.nestle.com/csv/impact/healthier-lives/baby-milk <u>The Nestlé Policy and Procedures for the Implementation of the WHO International Code of Marketing of Breast Milk Substitutes</u> There were six significant product recalls or incidents of non-compliance in 2018 but none of these related to a marketing/advertising campaigns, promotions or sponsorships. | a. Report the total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion and sponsorship, by: • Incidents of non-compliance with regulations resulting in a fine or penalty. • Incidents of non-compliance with regulations resulting in a warning. • Incidents of non-compliance with voluntary codes. | The information is currently unavailable. | We do not currently collect this information at Group level, and we do not currently have plans to collect this information. |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
|---|---|------------------------|---------------------------|-----------------------------|
| Customer Privacy | | | | |
| 103-1 Explanation of the material topic and its Boundary | NiS: Focusing on our material issues p4 NiS: Nestlé material issues across the value chain Web: NiS > Ethical business > How we protect personal data https://www.nestle.com/csv/what-is-csv/ethical-business Web: Communities > Our salient human rights issues https://www.nestle.com/csv/impact/respecting-human-rights/salient-human-rights-issues | | | |
| 103-2 The management approach and its components | Web: Communities > Grievance mechanisms and remediation https://www.nestle.com/csv/impact/employment-diversity/grievance-mechanisms Web: NiS > Ethical business > How we protect personal data https://www.nestle.com/csv/what-is-csv/ethical-business Web: Communities > Our salient human rights issues https://www.nestle.com/csv/impact/respecting-human-rights/salient-human-rights-issues Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance | | | |
| 103-3 Evaluation of the management approach | Web: Communities > Grievance mechanisms and remediation https://www.nestle.com/csv/impact/employment-diversity/grievance-mechanisms Web: NiS > Ethical business > How we protect personal data https://www.nestle.com/csv/what-is-csv/ethical-business Web: Communities > Our salient human rights issues https://www.nestle.com/csv/impact/respecting-human-rights/salient-human-rights-issues Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance | | | |
| 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | Web: Ethical business > How we protect personal data https://www.nestle.com/csv/what-is-csv/ethical-business In 2018, there were: <ul style="list-style-type: none"> • 16 complaints received by outside parties and substantiated by the organization, generally concerning group email addresses being sent with email addresses being exposed and opt-out requests not being actioned. • Two complaints received by regulatory bodies. • Two instances of identified leaks, thefts or losses of customer data. | | | |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
|--|--|------------------------|---------------------------|-----------------------------|
| Socioeconomic Compliance | | | | |
| 103-1 Explanation of the material topic and its Boundary | <p>NiS: Focusing on our material issues p4</p> <p>NiS: Nestlé material issues across the value chain</p> <p>IaF: Inspiring people to lead healthier lives p13</p> <p>C: Grievance mechanisms and remediation > Our independent Tell Us channel for raising issues p35</p> <p>Web: NiS > Ethical Business > Anti-Corruption https://www.nestle.com/csv/what-is-csv/ethical-business</p> <p>Web: Quality and Safety https://www.nestle.com/aboutus/quality-and-safety</p> | | | |
| 103-2 The management approach and its components | <p>NiS: Focusing on our material issues p4</p> <p>NiS: Inspiring people to lead healthier lives p13</p> <p>C: Grievance mechanisms and remediation > Our independent Tell Us channel for raising issues p35</p> <p>Web: NiS > Ethical Business > Anti-Corruption https://www.nestle.com/csv/what-is-csv/ethical-business</p> <p>The Nestlé Corporate Business Principles</p> <p>C: Assess and address human rights impacts p32</p> <p>Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance</p> | | | |
| 103-3 Evaluation of the management approach | <p>C: Grievance mechanisms and remediation > Our independent Tell Us channel for raising issues p35</p> <p>C: Assess and address human rights impacts p32</p> <p>Web: Governance and Policies > Our internal governance structure https://www.nestle.com/csv/what-is-csv/governance</p> | | | |
| 419-1 Non-compliance with laws and regulations in the social and economic area | <p>CFS: 11.2: Provisions and contingencies: Contingencies p118</p> <p>There are no events to report as 'significant fines.' The threshold for a 'significant fine' is CHF 10 million.</p> | | | |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
|--|--|------------------------|---|---|
| Animal Welfare | | | | |
| Percentage and total of animals raised and/or processed, by species and breed type 15 | <p>Nestlé only raises animals in three test farm settings for training purposes, and does not process any animals. Animal welfare is very important within our supply chain and applies to two priority sourcing categories: Meat, poultry and eggs, and Dairy. Our Policy on Animal Welfare, which is part of the Nestlé Responsible Sourcing Standard, makes our stance clear for suppliers on our commitment to improve farm animal welfare across our global supply chain.</p> <p><u>Nestlé Responsible Sourcing Standard</u> <u>Nestlé Farm Animal Welfare Policy</u></p> <p>Web: Our raw materials > Meat, poultry and eggs https://www.nestle.com/csv/raw-materials/meat-poultry-eggs</p> <p>Web: Our raw materials > Dairy https://www.nestle.com/csv/raw-materials/dairy</p> <p>C: Implement responsible sourcing p28</p> | Indicator omitted | The Standard Disclosure or part of the Standard Disclosure is not applicable. | Nestlé only raises animals in three test farm settings for training purposes, and does not process any animals. We do not buy animals reared by contract farmers or procured on the open market, or whole live animals. Nestlé is committed to improving traceability in our supply chain and Dairy and Meat, poultry and eggs (http://www.nestle.com/csv/rural-development-responsible-sourcing/responsible-sourcing/meat-poultry-eggs) are two of our 12 priority categories for our commitment to implementing responsible sourcing. |
| Policies and practices, by species and breed type, related to physical alternations and the use of anaesthetic. | <p>Nestlé only raises animals in three test farm settings for training purposes, and does not process any animals. Animal welfare is very important within our supply chain and applies to two priority sourcing categories: Meat, poultry and eggs, and Dairy. Our Policy on Animal Welfare, which is part of the Nestlé Responsible Sourcing Standard, makes our stance clear for suppliers on our commitment to improve farm animal welfare across our global supply chain.</p> <p><u>Nestlé Responsible Sourcing Standard</u> <u>Nestlé Farm Animal Welfare Policy</u></p> <p>Web: Our raw materials > Meat, poultry and eggs https://www.nestle.com/csv/raw-materials/meat-poultry-eggs</p> <p>Web: Our raw materials > Dairy https://www.nestle.com/csv/raw-materials/dairy</p> <p>C: Implement responsible sourcing p28</p> | Indicator omitted | The Standard Disclosure or part of the Standard Disclosure is not applicable. | Nestlé only raises animals in three test farm settings for training purposes, and does not process any animals. We do not buy animals reared by contract farmers or procured on the open market, or whole live animals. Nestlé is committed to improving the anaesthetic and physical alteration practices in our supply chain as outlined in our Animal Welfare Policy and disclosed in our website pages on Meat, poultry and eggs in our supply chain. |
| Percentage and total of animals raised and/or processed, by species and breed type, per housing type | <p>Nestlé only raises animals in three test farm settings for training purposes, and does not process any animals. Animal welfare is very important within our supply chain and applies to two priority sourcing categories: Meat, poultry and eggs, and Dairy. Our Policy on Animal Welfare which is part of the Nestlé Responsible Sourcing Standard makes our stance clear for suppliers on our commitment to improve farm animal welfare across our global supply chain.</p> <p><u>Nestlé Farm Animal Welfare Policy</u></p> <p>Web: Our raw materials > Meat, poultry and eggs https://www.nestle.com/csv/raw-materials/meat-poultry-eggs</p> <p>Web: Our raw materials > Dairy https://www.nestle.com/csv/raw-materials/dairy</p> <p>C: Implement responsible sourcing p28</p> | Indicator omitted | The Standard Disclosure or part of the Standard Disclosure is not applicable. | Nestlé only raises animals in three test farm settings for training purposes, and does not process any animals. We do not buy animals reared by contract farmers or procured on the open market, or whole live animals. Nestlé is committed to improving traceability in our supply chain and Dairy and Meat, poultry and eggs (http://www.nestle.com/csv/rural-development-responsible-sourcing/responsible-sourcing/meat-poultry-eggs) are two of our 12 priority categories for our commitment to implementing responsible sourcing. |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
|---|--|------------------------|---|---|
| <p>Policies and practices on antibiotic, anti-inflammatory, hormone, and/or growth promotion treatments, by species and breed type</p> | <p>Nestlé only raises animals in three test farm settings for training purposes, and does not process any animals. Animal welfare is very important within our supply chain and applies to two priority sourcing categories: Meat, poultry and eggs, and Dairy. Our Policy on Animal Welfare, which is part of our Responsible Sourcing Standard, makes our stance clear for suppliers on our commitment to improve farm animal welfare across our global supply chain including the responsible use of antibiotics of which we follow the Organization for Animal Health (OIE)'s guidance.</p> <p>Nestlé Farm Animal Welfare Policy Nestlé Responsible Sourcing Standard</p> <p>We do not support the use of veterinary medicines with performance-enhancing effects in farm animals for the purposes of growth promotion. We believe that any use of such medicines for purely therapeutic purposes should only be carried out under veterinarian advice.</p> <p>Regulations and opinions on the use of performance-enhancing medication vary significantly around the world. We will not advocate for the approval of performance enhancers in countries where they are not currently permitted for use.</p> <p>We are working with farmers and suppliers to promote good agricultural practices that increase yields and safeguard standards without the use of growth promoters.</p> <p>Antimicrobial resistance</p> <p>The appropriate use of antimicrobials is essential for protecting human and animal health, and for ensuring correct standards of animal welfare. We share concerns over the emergence of antimicrobial resistance.</p> <p>As such, we oppose the use of antimicrobials for growth promotion in animals. We also oppose the use of antimicrobials categorized by the World Health Organization as 'critically important' or 'highly important' for human use, and which are not approved for veterinary use.</p> <p>To help address antimicrobial resistance, we endorse international efforts, including the tripartite (FAO-OIE-WHO) approach to promote the responsible use of antimicrobial agents, aimed at minimizing the development of antimicrobial resistance.</p> <p>Alongside this, we continue to work with our suppliers to support practices and innovations that reduce the need to use antimicrobials in our supply chain, while maintaining correct levels of animal welfare.</p> | Indicator omitted | The Standard Disclosure or part of the Standard Disclosure is not applicable. | Nestlé only raises animals in three test farm settings for training purposes, and does not process any animals. We do not buy animals reared by contract farmers or procured on the open market, or whole live animals. However, our Nestlé Farm Animal Welfare Policy outlines our stance and policy on the use of antibiotics in our meat supply chain. |

| Disclosures | Page number (or link) | Identified omission(s) | Reason(s) for omission(s) | Explanation for omission(s) |
|--|---|------------------------|---|---|
| Total number of incidents of significant non-compliance with laws and regulations, and adherence with voluntary standards related to transportation, handling, and slaughter practices for live terrestrial and aquatic animals | <p>Nestlé only raises animals in three test farm settings for training purposes, and does not process any animals. Animal welfare is very important within our supply chain and applies to three priority sourcing categories: Meat, poultry and eggs; Dairy; and Fish and seafood. Our Policy on Animal Welfare, which is part of our Responsible Sourcing Standard, makes our stance clear for suppliers on our commitment to improve farm animal welfare across our global supply chain.</p> <p>Nestlé Farm Animal Welfare Policy</p> <p>Web: Our raw materials > Meat, poultry and eggs https://www.nestle.com/csv/raw-materials/meat-poultry-eggs</p> <p>Web: Our raw materials > Dairy https://www.nestle.com/csv/raw-materials/dairy</p> <p>Web: Our raw materials > Fish and seafood https://www.nestle.com/csv/raw-materials/fish-seafood</p> <p>C: Implement responsible sourcing > p28</p> | Indicator omitted | The Standard Disclosure or part of the Standard Disclosure is not applicable. | Nestlé only raises animals in three test farm settings for training purposes, and does not process any animals. We do not buy animals reared by contract farmers or procured on the open market, or whole live animals. Nestlé is committed to improving traceability in our supply chain and Dairy and Meat, poultry and eggs (http://www.nestle.com/csv/rural-development-responsible-sourcing/responsible-sourcing/meat-poultry-eggs) are two of our 12 priority categories for our commitment to implementing responsible sourcing. |

Appendix

102-8 Employees

Total number of employees by employment contract (permanent and temporary), by region

| | |
|-----------------|---------------|
| Americas | 103357 |
| Permanent | 98106 |
| Temporary | 5251 |
| AOA | 81016 |
| Permanent | 78220 |
| Temporary | 2796 |
| EMENA | 100367 |
| Permanent | 91707 |
| Temporary | 8660 |

Total number of employees by employment contract (permanent and temporary), by gender.

| | |
|--------------|--------------|
| Women | |
| Permanent | 96360 (36%) |
| Temporary | 8045 (48%) |
| Men | |
| Permanent | 177633 (64%) |
| Temporary | 8659 (52%) |

Total number of employees by employment type (full-time and part-time), by gender.

| | |
|--------------|--------------|
| Women | |
| Full-time | 97504 (35%) |
| Part-time | 6901 (73%) |
| Men | |
| Full-time | 177753 (65%) |
| Part-time | 2539 (27%) |

FP3: Labor management data

Percentage of employees covered by collective bargaining agreements (%)

| | 2015 | 2016 | 2017 | 2018 |
|--|------|------|------|------|
| | 51 | 57 | 52 | 57 |

Number of labor disputes

| | 2015 | 2016 | 2017 | 2018 |
|--|------|------|------|------|
| | 31 | 42 | 64 | 69 |

Working time lost due to industrial disputes, strikes and/or lock-outs (%)

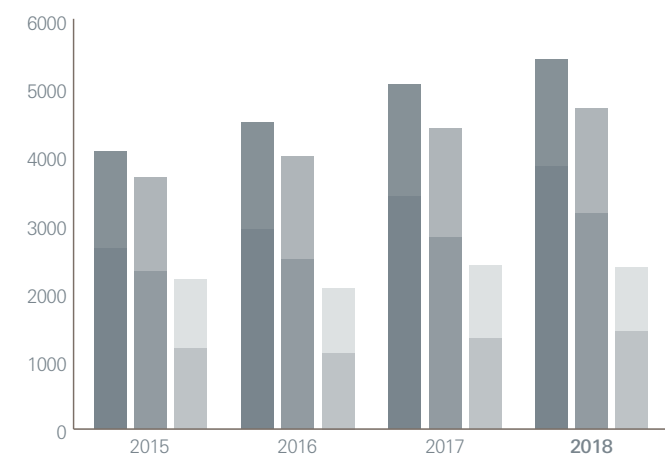
| | 2015 | 2016 | 2017 | 2018 |
|--|-------|-------|--------|------|
| | 0.024 | 0.023 | 0.0219 | 0.02 |

401-3 Parental leave

The total number of employees that were entitled to parental leave by gender*

| | 2015 | 2016 | 2017 | 2018 |
|-------|--------|--------|--------|--------|
| Women | 96655 | 93122 | 93294 | 104028 |
| Men | 184898 | 176189 | 173651 | 176364 |

Breakdown of employees who took parental leave, by gender*



Total number of employees who took parental leave: Women Men

Total number of employees who returned to work after parental leave ended: Women Men

Total number of employees who returned to work after parental leave ended who were still employed 12 months after their return to work: Women Men

The return-to-work and retention rates of employees who took parental leave, by gender (%)*

| | 2015 | 2016 | 2017 | 2018 |
|-------|------|------|------|------|
| Women | 87 | 85 | 87 | 82 |
| Men | 97 | 96 | 90 | 98 |

* Representing all employees in HR system.

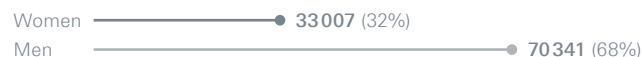
405-1 Diversity data

Total workforce by region and gender (number and percentage of employees)*

Overall



AMS



AOA



EMENA



* Representing all employees in HR system. 0.01% of employees with no gender assigned in HR system.

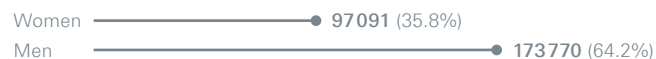
Total workforce by age group (percentage)

| | 2018 |
|-------|-------|
| <30 | 21.4% |
| 30–50 | 59.9% |
| 50+ | 18.8% |

Total workforce by gender (number and percentage)

| | |
|--------|---------------|
| Female | 104 405 (37%) |
| Male | 180 292 (63%) |

Full-time employees by gender (number and percentage)



* Covers Nestlé employees registered in the HR system (approximately 92% of all employees).

Part-time employees by age group (number and percentage of the total number)*

| | 2018 |
|-------|---------------|
| <30 | 2436 (25.65%) |
| 30–50 | 4844 (51.01%) |
| 50+ | 2217 (23.34%) |

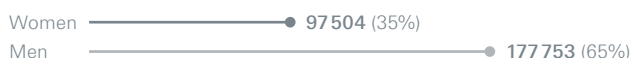
* Covers Nestlé employees registered in the HR system (approximately 92% of all employees).

Temporary employees by age group (number and percentage of the total number)*

| | 2018 |
|-------|-----------------|
| <30 | 10 131 (65.54%) |
| 30–50 | 4 302 (27.83%) |
| 50+ | 1 024 (6.62%) |

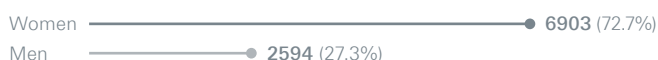
* Covers Nestlé employees registered in the HR system (approximately 92% of all employees).

Full-time employees by gender (number and percentage)*



* Covers Nestlé employees registered in the HR system (approximately 92% of all employees).

Part-time employees by gender (number of employees and percentage of total number)*



* Covers Nestlé employees registered in the HR system (approximately 92% of all employees).

Temporary employees by gender (number of employees and percentage of total number)*



* Covers Nestlé employees registered in the HR system (approximately 92% of all employees).

Total number of managers and breakdown by age and gender (percentage and number)*

| | Women | Men |
|-------|----------------|----------------|
| <30 | 1 784 (55.3%) | 1 442 (44.7%) |
| 30–50 | 12 890 (44.5%) | 16 064 (55.5%) |
| 50+ | 3 511 (33.9%) | 6 845 (66.1%) |

* Covers Nestlé employees registered in the HR system (approximately 92% of all employees).

Percentage of Senior leadership positions held by women*



Percentage of Senior leadership positions held by men*



* Covers Nestlé employees registered in the HR system (approximately 92% of all employees).

Percentage of leadership positions held by women*



Percentage of leadership positions held by men*



* Covers Nestlé employees registered in the HR system (approximately 92% of all employees).

401-1 New employee hires and employee turnover

Total number and rate (percentage) of new employee hires by age group and gender in 2018*

| | Women | Men |
|-------|--------------|--------------|
| <30 | 6511 (31.9%) | 7858 (25.5%) |
| 30–50 | 6075 (10.4%) | 7211 (7.0%) |
| 50+ | 703 (4.3%) | 1039 (3.0%) |

Total number and rate (percentage) of new hires by region in 2018*

| | 2018 |
|-------|---------------|
| AMS | 12085 (12.2%) |
| AOA | 6227 (9.6%) |
| EMENA | 8701 (9.9%) |

Total number and rate (percentage) of employee turnover by age group and gender in 2018*

| | Women | Men |
|-------|--------------|---------------|
| <30 | 5243 (25.7%) | 7003 (22.7%) |
| 30–50 | 8977 (15.4%) | 12980 (12.6%) |
| 50+ | 2717 (16.4%) | 4541 (13.4%) |

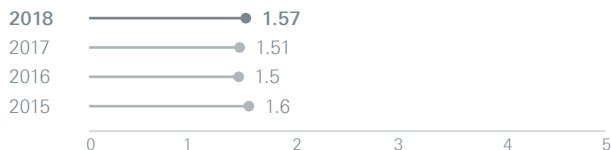
Total number and rate (percentage) of employee turnover by region in 2018*

| | 2018 |
|-------|---------------|
| AMS | 17592 (18%) |
| AOA | 11626 (14.9%) |
| EMENA | 12343 (13.9%) |

* Covers Nestlé employees registered in the HR system (approximately 92% of all employees).

403-2 Health and safety data

Sickness absence (%)



Sickness absence (%) by region in 2018

| Region | 2018 |
|--------|-------|
| AMS | 1.43% |
| AOA | 0.70% |
| EMENA | 2.51% |

Total recordable illnesses rate for employees, on-site contractors and on-site members of public (per million hours worked)

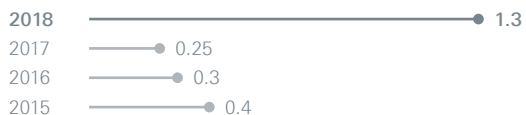
Overall



AMS



AOA



EMENA



Recordable injury rate (per million hours worked)

Data has been restated to align with the new Nestlé zone structure

Overall



AMS



AOA



EMENA



403-2 Health and safety data continued

Externally reported fatalities by victim status (2005–2018)

