

Nestlé policy commitments

Name of policy or procedure	Approval date	Rights holders	Human rights issue addressed
Nestlé Employee Relations Policy	2010	Nestlé employees	<ul style="list-style-type: none"> Freedom of association and collective bargaining
The Nestlé Policy on Transparent Interaction with Authorities and Organisations	2010	Public officials Citizens	<ul style="list-style-type: none"> Corruption and bribery Lobbying
Flexible Work Environment at Nestlé	2010	Nestlé employees	<ul style="list-style-type: none"> Working time (work–life balance)
Privacy Policy	2010	Nestlé employees Consumers Other stakeholders (e.g. suppliers, service providers)	<ul style="list-style-type: none"> Data privacy
Nestlé Consumer Communication Principles	2011	Consumers (including children)	<ul style="list-style-type: none"> Right to information Health
Nestlé Group Security: Objectives, Operational and Organisational Requirements	2011	Nestlé employees Local communities	<ul style="list-style-type: none"> Security staff's training on use of force
Nestlé Policy on Conditions of Work and Employment	2011	Nestlé employees On-site contractors	<ul style="list-style-type: none"> Working time Competitive and fair wages Health and safety
Nestlé Commitment on Rural Development	2012	Farmers Farm workers Local communities (rural)	<ul style="list-style-type: none"> Living wage Working conditions Health and safety Health, water, education, gender, food Land tenure
The Nestlé Human Resources Policy	2012	Nestlé employees	<ul style="list-style-type: none"> Working conditions Freedom of association and collective bargaining
The Nestlé Commitment on Child Labour in Agricultural Supply Chains	2013	Children (living in rural communities)	<ul style="list-style-type: none"> Child labor
Nestlé Responsible Sourcing Guideline	2013	Farmers Farm workers Local communities (rural)	<ul style="list-style-type: none"> Child labor Fair wages Working time Housing Access to water and sanitation Privacy Health Freedom of association and collective bargaining Occupational health and safety Non-discrimination Land use rights
The Nestlé Supplier Code	2013	Suppliers' and co-manufacturers' workers	<ul style="list-style-type: none"> Freedom of association and collective bargaining Forced labor Employment practices (including use of agencies) Child labor Non-discrimination Harassment Privacy Working time (including rest days) Wages and benefits Health and safety Housing
CARE audit protocol	2013 & 2018 (revised)	Nestlé employees On-site contractors	<ul style="list-style-type: none"> Occupational health and safety Privacy Non-harassment Working time Wages and benefits Health and safety

Nestlé policy commitments (continued)

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The Nestlé Commitment on Land & Land Rights in Agricultural Supply Chains	2014	Farmers Farm workers Local communities (rural) Indigenous peoples	<ul style="list-style-type: none"> • Land tenure, including customary rights • Free, prior and informed consent
Nestlé Commitment on Water Stewardship	2014	Nestlé employees Local communities	<ul style="list-style-type: none"> • Access to water and sanitation
Nestlé Commitment on Land & Land Rights in Agricultural Supply Chains	2014	Farmers Farm workers Local communities	<ul style="list-style-type: none"> • Housing • Access to water and sanitation • Privacy • Health • Occupational health and safety • Land use rights
Nestlé Marketing Communication to Children Policy	2015	Children	<ul style="list-style-type: none"> • Marketing to children
Nestlé Commitment on Labour Rights in Agricultural Supply Chains	2015	Suppliers' workers Farm workers	<ul style="list-style-type: none"> • Freedom of association and collective bargaining • Forced and bonded labor • Child labor • Health and safety • Accommodation and basic needs • Working time • Living wage
Maternity Protection Policy	2015	Nestlé employees	<ul style="list-style-type: none"> • Right to social security, including social insurance
Responsible Sourcing Standard (The Responsible Sourcing Standard replaces previous versions of the Nestlé Supplier Code, the Nestlé Responsible Sourcing Guideline and the Nestlé Commitment on the Responsible Use of Materials from Agricultural Origin.)	2018	Farmers Farm workers Local communities (rural)	<ul style="list-style-type: none"> • Child labor • Fair wages • Working time • Housing • Access to water and sanitation • Privacy • Health • Freedom of association and collective bargaining • Occupational health and safety • Land use rights