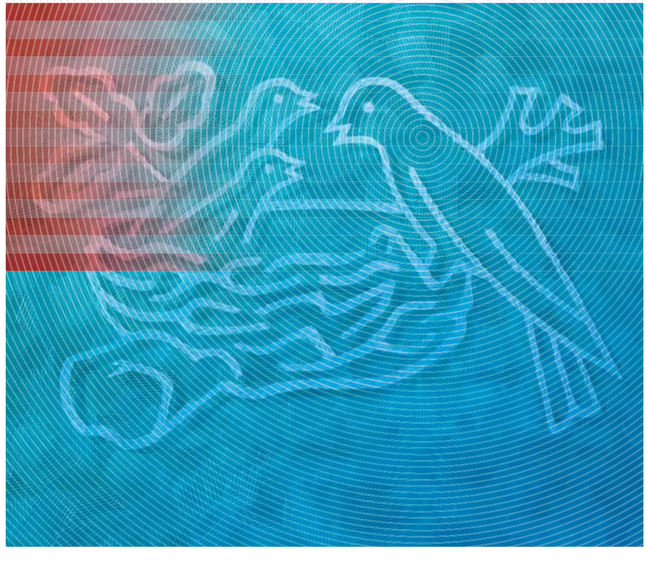
Imigaqo
Esisinyanzelo
Juni 2010

Nestlé
Good Food, Good Life

Imigaqo Yoshishino YakwaNestlé



Imigaqo
Esisinyanzelo
Juni 2010

Pr

Umbhali/isebe elikhupha le migaqo
Usihlalo NeGosa Eliyintloko

Abantu Eya Kubo
Bonke abaqeshwa

Imigaqo Eliqela Ehambisana Nayo/Imithetho, Imilinganiselo okanye Isikhokelo
Code of Business Conduct,
The Nestlé Management and Leadership Principles

Uvimba
Yonke Imigaqo Nemithetho YakwaNestlé Imilinganiselo Nezikhokelo ifumaneka kwiZiko elikule dilesi:
http://intranet.nestle.com/nestledocs.

Umhla wokupapashwa
Juni 2010

Ilungelo lokupapasha nemfihlelo
Izinto ezikolu xwebhu azinakuphinda ziveliswe ngaphandle kokufunyanwa kwemvume efanelekileyo. Onke amalungelo ngaweNestec Ltd., 1800 Vevey, Switzerland.
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Izondlo zakwaNestlé

Umthetho womgangatho

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INestlé Nutritional Compass

IWHO International Code of Marketing of Breast-milk Substitutes*

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INestlé Policy on Environmental Sustainability

Ukuzibophelela kweNestlé Emanzini

* Ilmbekiselo Zangaphandle

Ukuhlola

Imigaqo Yoshishino YakwaNestlé ingamaxwebhu anyanzelisayo kubo bonke abaphathi, nabaqeshwa bakwaNestlé yaye iyaqukwa xa kucetywa ushishino, ukuhlola nokuhlolwa kwendlela ekusetyenzwe ngayo.

Imigaqo Yoshishino inxulumene nemithetho ethile neekhowudi zembekiselo, apho kuchazwe khona indlela zokusebenza ngokuvisisana nayo. Funda imephu yemigaqo nemithetho yakwaNestlé ukuze ubone imithetho neembekiselo ezinxulumene nayo (kwiqweqwe elingaphakathi ngaphambili).

Ukuthobela kweNestlé ngokuphathelele imigaqo yayo yoshishino kusoloko kuhlolwa ngabahloli bayo ngokusekelwe kwimiyalelo ecacileyo yokuhlola, epapashelwa bonke abaqeshwa ukuze bayibone kwiNestlé S.A. intranet. Ukuthobela ngokuphathelele ukusebenzisana nabantu, ukhuseleko, impilo, imekobume nokuthembeka kushishino ihlolwa kusetyenziswa iNkqubo yeCARE exhomekeke kwinkqubo yangaphandle yokuhlola. Ingxelo Yethu Ngokusebenzisana Nabantu Bonke ihlolwa ngabahloli abazimeleyo bangaphandle babone ukuchana nokufaneleka kwayo. Abahloli bethu bangaphandle iKPMG, xa beqonda indlela alawulwa ngayo uNestlé, bajonga indlela iMigaqo Yoshishino engena ngayo kwindlela ushishino lweli Qela olusebenza ngayo.

Izinto ezifunyanisiweyo nezicetyiswayo zichazwa kwiBoard Audit Committee ziye kwiNestlé S.A. Board of Directors.

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5 **Isiseko Soshishino Oluhlalayo Nokusebenzisana Nabantu Bonke**

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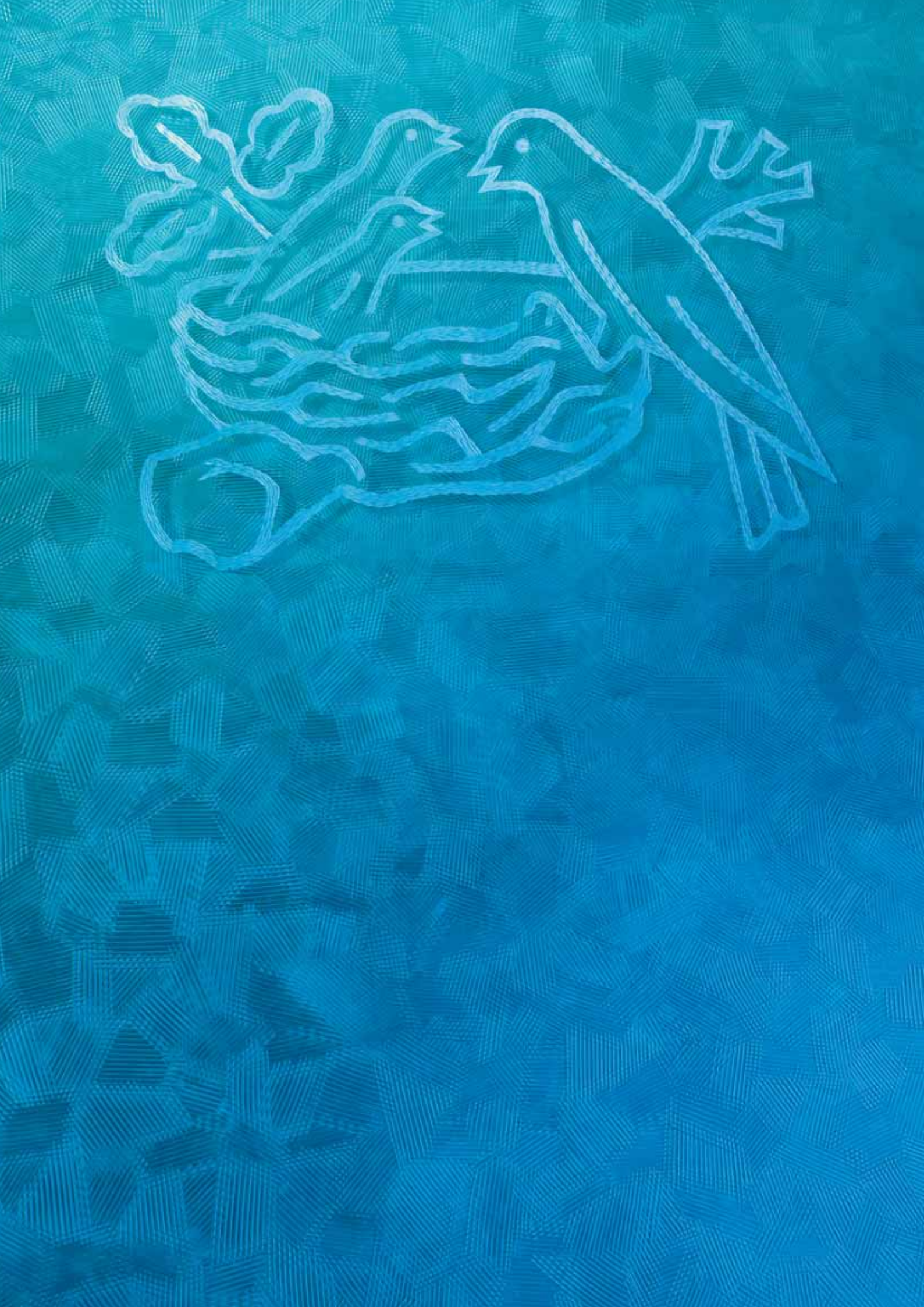


Ukuzimisela KukaSihlalo Negosa Eliyintloko

Imigaqo Yoshishino YakwaNestlé isisiseko sendlela esebenza ngayo inkampani yethu, eye yakhula kwisithuba seminyaka eli-140 eyadlulayo. Ukususela oko uHenri Nestlé waqala ukuvelisa ukutya kwabantwana ngokunempumelelo i-"Farine Lactée", siye sakhela ishishini lethu kumgaqo osisiseko wokuba, ukuze siphumelele sikunye nabo sisebenzisana nabo, akufuneki nje sihambisane neemfuneko zomthetho size siqinisekise ukuba yonke imisebenzi yethu iyaqhubeka, kodwa ukongezelela kufuneka sakhe ukuxabiseka okubonakalayo kubantu bonke. Loo nto xa siyibiza apha kwaNestlé sithi Kukwakha Ixabiso Esiza Kwabelana Ngalo (Creating Shared Value.)

Nangona iMigaqo Yoshishino YakwaNestlé yaqala ukupapashwa njengoxwebhu oluditya nisiweyo ngowe-1998, emininzi kuyo yayisele isekiwe ngaminye kangangeminyaka emininzi ngaphambi koko. Ngoxa iMigaqo Yoshishino imiselwe ngokuqinisekileyo, iyaqhubeka ivela ize ivisisane nehlabathi elitshintshayo. Ngokomzekelo, iNestlé yaquka yonke imigaqo elishumi yeUnited Nations Global Compact kungekudala emva kokuba iqulunqiwe yaye iyaqhubeka iyisebenzisa nanamhlanje.

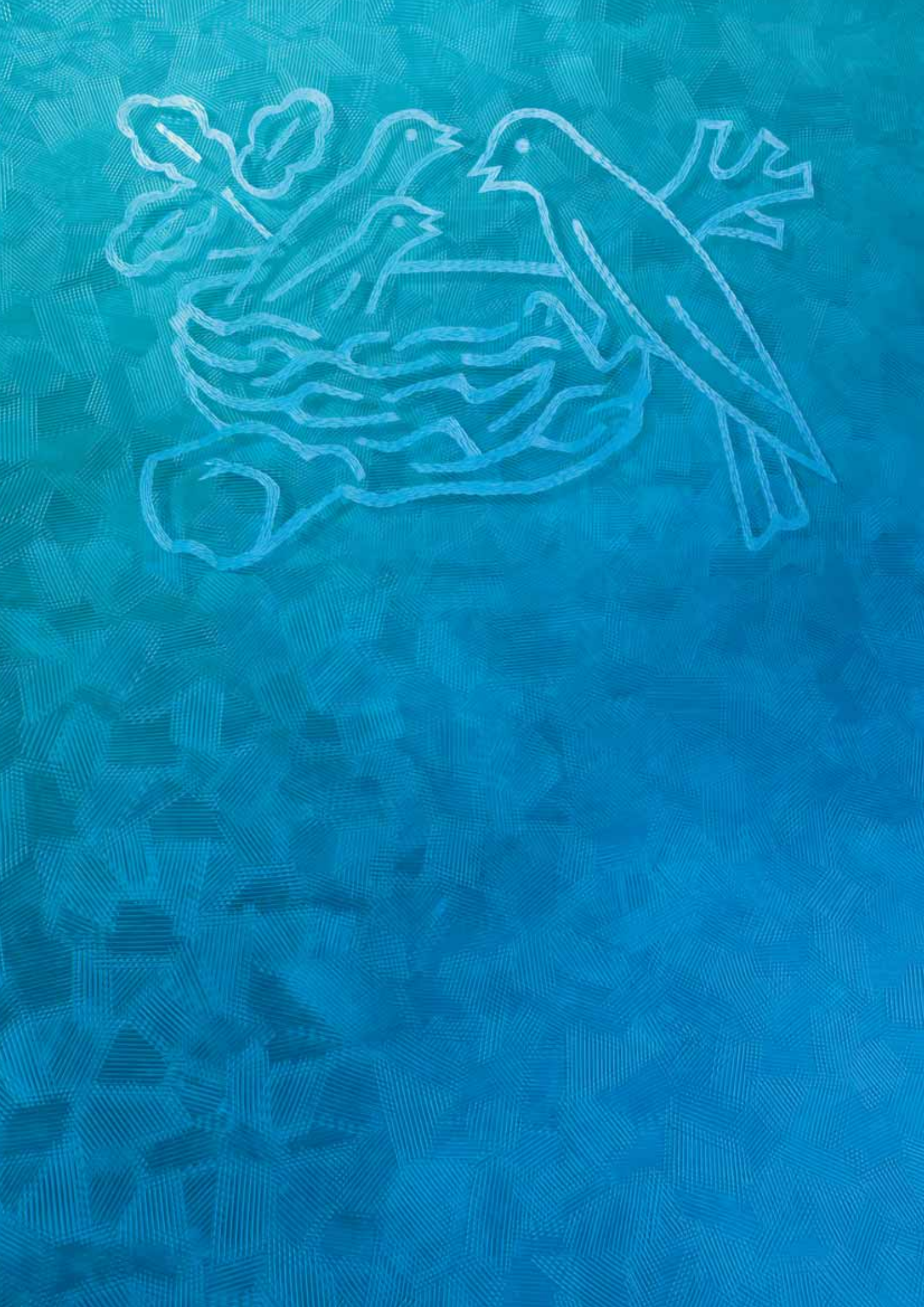
Uhlaziyo lwamva luyahluka kolo lwezihlandlo ezibini ngaphambili ngokuba imigaqo elishumi yoshishino iqhagamshelwe ngokukhethekileyo kwiikopi ezikwi-Internet ezinemigaqo eneenkcukacha ezingakumbi, imithetho, imilinganiselo nesikhokelo. Oku kuye kwabangela ukuba isitetimenti somgaqo ngamnye sibekwe ngokufutshane ngakumbi, ngoxa sichaza iindlela zokuyisebenzisa enenkcazelo engakumbi enxulumene naleyo ikwiWorld Wide Web. Kwakhona, okwesihlandlo sokuqala, imephu yale migaqo nenkcazelo yemigaqo yenkampani enxulumene nayo iqukiwe ekuqaleni kolu xwebhu.

Sikholelwa ekubalulekeni kokuthobela ngokungqingqwa okuyeyona nto ibalulekileyo kushishino lwethu. Imigaqo Yoshishino namaxwebhu axhasa oko abethelela oku kuzimisela yaye kukhusela ukusithemba kwabathengi bethu nabanye abantu esisebenzisana nabo kwaNestlé. Imigaqo yethu ayifuni nje ukuthotyelwa ngokungqingqwa komthetho, yalathisa oko sikwenzayo kwanokuba umthetho uyekeyeke okanye akukho mthetho kwaphela. KwaNestlé, ukuthobela kudlulela ngaphaya kokuhlola ukwenziwa komsebenzi. Kufuna imigaqo engqingqwa esebenza kuyo yonke iNkampani, inikela ulwalathiso olucacileyo kubantu bethu.

NjengoSihlalo neGosa EliyiNtloko lakwaNestlé, sizimisele ukuqinisekisa ukuba iyonke iNkampani yethu ilawulwa ngokuvisisana nale migaqo yaye kufuneka kubanjelelwe kuyo ngabo bonke abaqeshwa bethu kulo lonke ihlabathi. Kanti sizimisele ukuqhubeka siphucula nokusebenzisana namanye amaziko kuyo nayiphi na inkalo yeMigaqo Yoshishino.

Peter Brabeck-Letmathe
Chairman of the Board

Paul Bulcke
Chief Executive Officer



Isiseko soshishino oluhlalayo Nokusebenzisana Nabantu Bonke

Njengoko uNestlé eyinkampani eyakhelwe phezu kwemigaqo, iMigaqo Yoshishino yakwaNestlé isisiseko sayo yonke into esiyenzayo. Ukwenza ngokuvumelana neMigaqo Yoshishino YakwaNestlé, kwakunye nemigaqo ethile engqalileyo ehambisana nomgaqo ngamnye, kusisinyanzelo kubo bonke abaqeshwa nendlela abasebenza ngayo ibekwa esweni yaye ihlolwa rhoqo.

Njengoko kuboniswe kulo mzobo ungezantsi, ukusebenza ngokuvisisana neMIgaqo Yoshishino YakwaNestlé kusisiseko sokuzimisela kwale Nkampani ukulondoloza imekobume Nokusebenzisana Nabantu Bonke.

Ukusebenzisana Nabantu Bonke kuyindlela esisiseko esishishina ngayo, eyakhiwe kukuba, ukuze sisebenzisane ixesha elide nabantu, simele sixabise bonke abantu. Kodwa asinakukwazi ukulondoloza imekobume okanye sisebenzisane nabantu bonke ukuba asikwa ukusebenza ngokuvisisana neMigaqo Yoshishino.

Kwangaxeshanye, uKusebenzisana Nabantu Bonke kudlulela ngaphaya kokusebenza ngokuvisisana nemigaqo nolondolozo. Naliphi na ishishini elizibekela usukelo lwexesha elide lize lilandele imigaqo yoshishino efanelekileyo lakha intsebenziswano entle phakathi kwalo nabantu ngomsebenzi eliwenzayo ngokomzekelo ngokuphathelele umsebenzi eliwunika abantu, iirhafu zokuxhasa iinkonzo eziya kuwonke wonke kwakunye norhwebelwano ngokubanzi.

Kodwa ukusebenzisana nabantu bonke kuthabatha olunye unyawo. Inkampani ihlola iinkalo ezibalulekileyo, apho: a) iimfuno zeenkampani esisebenza nazo nabantu zingquzulana ngamandla, nalapho b) intsebenziswano inokusetyenziswa kuzo zombini. Ngenxa yoko, inkampani ityala imali, kwitalente nakushishino kwimiba apho kunokubakho intsebenziswano enkulu khona, ize ikhangele indlela enokubambisana ngayo nabantu ababandakanyekileyo ekuhlaleni.

KwaNestlé, siye sahlola unxibelelwano lwethu saza safumanisa ukuba iinkalo zinamathuba amahle okusebenzisana nowonke wonke kukwiZondlo, Amanzi noKuphuhliswa Kwamaphandle. Ezi zinto zinkqenkqeza phambili kushishino lwethu yaye ziphambili kwimpilontle yabantu bamazwe esishishina kuwo.

Simisele ukusebenzisana neenkampani zangaphandle ezinokuba negalelo elivakalayo kwezi nkalo sigxininisa kuzo. Noko ke, Ukusebenzisana Nabantu Bonke asikokukhupha amalizo. Kukunikisa ngemisebenzi ebalulekileyo nobudlelane ukuze kungenelwe wonke umntu kumazwe esishishina kuwo.

Ngokwenjenjalo, uNestlé ulondoloza umbono wexesha elide kuphuhliso loshishino yaye uvula ithuba lokuphefumlelana kunye namaziko angaphandle azimisele ukusebenza ngendlela elawulwa yimigaqo nokuphefumlelana ngendlela eyakhayo. Oku kuquka urhulumente namaziko alawula intengiso, imibutho esebenzisana norhulumente, nemibutho engeyiyo ekarhulumente, amaziko emfundo naphakamileyo, nemibutho yasekuhlaleni.

Ukusebenzisana Nabantu Bonke Izondlo, Amanzi, Ukuphuhliswa Kwamaphandle Ushishino Oluhlalayo Khusela Ikamva Ukuthobela iMigaqo Yoshishino YakwaNestlé iMithetho Nendlela Yokuziphatha

Imigaqo elishumi yokusebenza kweshishini

Abathengi

1
Izondlo Nempilo
Olona sukelo lwethu luphambili kukuphucula umgangatho wobomi babathengi bethu suku ngalunye, naphi na ngokubanika ukutya okunencasa nokunempilo nokubakhethisa phakathi kweziselo ezininzi nokukhuthaza ukuba bazigcine besempilweni. Sikubonisa oku ngentetho yethu ethi Ukutya Okulungileyo, Ubomi Obulungileyo

2
Isiqinisekiso somgangatho onguwo nokhuseleko lwemveliso yethu
Naphi na ehlabathini, igama elithi Nestlé lithembisa umthengi ukuba imveliso ikhuselekile yaye ikumgangatho ophezulu.

3
Ukunxibelelana nabathengi
Sizimisele ukunxibelelana nabathengi ngendlela ekumgangatho ophezulu eqinisekisa ilungelo lomthengi lokuthenga imveliso ayazi kakuhle nokukhuthaza ukutyiwa kokutya okusempilweni. Siyalihlonela ilungelo lokuba umthengi abe neemfihlelo zakhe.

Amalungelo abantu nabasebenzi

4
Amalungelo abantu kushishino lwethu
Siyixhasa ngokupheleleyo iUnited Nations Global Compact's (UNGC), eyimigaqo esikhokelayo kumalungelo abantu yaye sizimisele ukuba ngumzekelo omhle wokuhlonela amalungelo abantu nabasebenzi kulo lonke ushishino lwethu.

Abantu bethu

5
Ubunkokeli nembopheleleko yomntu ngamnye
Impumelelelo yethu ixhomekeke kubantu bethu. Siphathana ngembeko nesidima yaye kulindeleke ukuba mntu ngamnye akhuthaze ukuba nembopheleleko. Siqesha abantu abakhutheleyo nabayihlonelayo imilinganiselo yethu, bakhe amathuba alinganayo okukhula nenkqubela, bahlonele iimfihlelo baze banganyamezeli naluphi na uhlobo lokuxhaphaza nokucalucalula.

6
Ukhuseleko nempilo emsebenzini
Sizimisele ukuthintela iingozi, ukwenzakala nokugula okunxulumene nomsebenzi, size sikhusele abaqeshwa bethu, abakwikontrakti nabo sisebenzisana nabo.

Abo basithengiselayo nabathengi

7
Ulwalamano lomthengiseli nomthengi
Sifuna ukuba abo basithengiselayo, abameli babo, abo bakwikontraki nabaqeshwa babo ukuba banyaniseke, bathembeke baze babambelele kwimithetho yethu enyanzelisayo. Nathi sizimisele ukubaphatha ngendlela efanayo abathengi bethu.

8
Ezolimo nokuphuhliswa kwamaphandle
Sinegalelo ekuphuculweni kweemveliso zolimo, ezentlalo noqoqosho lwabalimi, amaphandle kwakunye neendlela zokuvelisa ukuze sizenze ziqhubeke zivumelana nemekobume.

Imekobume

9
Ukulondolozeka kwemekobume
Sizimisele ukuqhuba ushishino ngendlela elondoloza imekobume. Kuyo yonke imigangatho yemveliso sizama ukuzisebenzisa kakuhle izinto zemvelo, sikhuthaza ukusetyenziswa kwezinto ezinokulondolozwa zize ziphinde zihlaziywe size sizame ukungalahli nto.

10
Amanzi
Sizimisele ekongeni amanzi nasekuqhubekeni siphucula ukulawulwa kwamanzi. Siyaqonda ukuba ihlabathi lijamelene nemeko yokunqaba kwamanzi yaye kubaluleke gqitha ukuba kulawulwe kakuhle ukusetyenziswa kwamanzi ngabo bonke abantu.

Inkcazelo eneenkcukacha nezinto ezinxulumene nemithetho yoshishino

Izondlo Nempilo

1

Izondlo Nempilo

Olona sukelo lwethu luphambili kukuphucula umgangatho wobomi babathengi bethu suku ngalunye, naphi na ngokubanika ukutya okunencasa nokunempilo nokubakhethisa phakathi kweziselo ezininzi nokukhuthaza ukuba bazigcine besempilweni. Sikubonisa oku ngentetho yethu ethi Ukutya Okulungileyo, Ubomi Obulungileyo.

Silawulwa luzimiselo lwethu kwiZondlo nakwiMpilo, sisebenzela ukwandisa izondlo kwiimveliso zethu ngoxa siphucula incasa nobumnandi. Yaye abathengi bethu siyabachazela ngeemveliso zethu size sibanike inkcazelo ebanceda benze izigqibo ezizizo ngokuphathelele ukutya kwabo.

Sicela ufunda i*The Nestlé Principles on Nutrition, Health and Wellness* kwawww.nestle.com/policies.

2

Isiqinisekiso somgangatho onguwo nokhuseleko lwemveliso yethu

Naphi na ehlabathini, igama elithi Nestlé lithembisa umthengi ukuba imveliso ikhuselekile yaye ikumgangatho ophezulu.

Sizimisele ukuba singaze sithobe umgangatho kukhuseleko lwayo nayiphi na imveliso yethu. Umthetho Womgangatho ushwankathela ezona zinto zibalulekileyo zokuzimisela kwethu:

- ukuzenza sithenjwe ngokunikezela ngeemveliso neenkonzo ezihambisana nolindelo nezinto ezithandwa ngabathengi;
- ukuhambisana nemithetho elawula ukutya yeli lizwe neyamazwe angaphandle.

Wonke umntu ufuna umgangatho ophezulu. Sisoloko sizibekela ucelomngeni ukuze siqhubeke siphucula size sifikelele owona mgangatho uphezulu. Silondoloza imilinganiselo ephezulu yokhuseleko lokutya kuwo onke amazwe esishishina kuwo.

Siqinisekisa ukuthengisa iimveliso ezikumgangatho ophezulu ngeNkqubo Yokulawula Umgangatho. Sicela ufunde iThe Nestlé Quality Policy kwawww.nestle.com/policies.

3

Ukunxibelelana nabathengi

Sizimisele ukunxibelelana nabathengi ngendlela ekumgangatho ophezulu eqinisekisa ilungelo lomthengi lokuthenga imveliso ayazi kakuhle nokukhuthaza ukutyiwa kokutya okusempilweni. Siyalihlonela ilungelo lokuba umthengi abe neemfihlelo zakhe.

Eyona njongo yethu iphambili kukunceda abathengi bafumane isondlo esilungeleleneyo nesinempilo. Imigaqo YakwaNestlé Yokunxibelelana Nabathengi inemigaqo enyanzelisayo yendlela yokunxibelelana nabo bonke abathengi, kuquka indlela ekubhengezwa ngokuchanileyo ngayo ukutya ngendlela engakhuthazi ukuba lidlakudla.. Ukongezelela, kukho imigaqo ethile elawula indlela esinxibelelana ngayo nabantwana, kuquka ukungabhengezi okanye uthengisele abantwana abangaphantsi kweminyaka emi-6 ubudala. Ukubhengeza kubantwana abasusela kwiminyaka emi-6 ukuya kweli-12 ubudala akuvumelekanga kwiimveliso ezikuluhlu oluchazwa kusengaphambili imveliso yalo, kuquka imilinganiselo ecacileyo kwizinto ezinika amandla nezinokuba nochuku empilweni njengeswekile, ityuwa, amafutha amaninzi kwakunye neeasidi ezinamafutha. Imigaqo yethu yokunxibelelana nabantwana ijoliswe ubukhulu becala ekukhuseleni abantwana ngokuqinisekisa ukuba izibhengezo ezo azilahlekisi yaye aziphikisani negunya labazali okanye zikhulise ulindelo olungaphaya kwengqondo lokuba luza kuphumelela, lukhulise ungxamiseko okanye lubhekisele kwisibakala sokuba imveliso ibiza ixabiso elincinane.

Umthetho wakwaNestlé woKutya neMpilo ulawula oko sikwenzayo ngokuphathelele kumabango empilo axhaswa yinzululwazi. Sicela ufunde iThe Nestlé Consumer Communication Principles, i*The Nestlé Policy on Nutrition and Health Claims* ne*The Nestlé Nutritional Profiling System* kwawww.nestle.com/policies.

Ukuthengiswa kokutya kweentsana

Sizimisele ukuxhasa nantoni na efanele ukunika iintsana isiqalo esitsha ebomini. Oku kuthetha ukuba sikhuthaza ukuncancisa ngaphezu kwazo zonke ezinye iintlobo zokutya. Kwiintsana ezifuna ezinye izondlo ezingelobele, injongo yethu kukuzinika ukutya okuhambisana nemilinganselo yehlabathi yempilo yeentsana endaweni yeemveliso eziyingozi ezithatha indawo

yobisi lwebele, ezilubisi olupheleleyo. Kanti enye injongo yethu kukukhupha iicereals, ukutya kweentsana neendidi zobisi ezikhuthaza ukukhula endaweni yokutya okongezelelayo okungondii kangako okusoloko kunikwa iintsana. Icandelo lethu elithengisa ukutya kweentsana liqhutywa ngokuvisisana neWorld Health Organization (WHO) International Code of Marketing of Breast-milk Substitutes, njengoko isetyenziswa lilizwe ngalinye elililungu leWHO. Ukongezelela, kumazwe asakhasayo ngokuzithandela silandela iKhowudi yeWHO, enoba urhulumente uyakwenza oko okanye akunjalo. Siyibek' esweni indlela esisebenza ngayo ukuze siqinisekise ukuba siyahambisana nalo miqathango enoba urhulumente uyakwenza oko yena okanye akunjalo. Uhlolo oluzimeleyo lokuba uNestlé uyahambisana neKhowudi yeWHO luqhutywa rhoqo ziinkampani ezaziwayo ezihlola uwonke wonke yaye neengxelo zinikwa uwonke wonke. Sicela ufunde iwww.babymilk.nestle.com.

4

Amalungelo abantu kushishino lwethu

Siyixhasa ngokupheleleyo iUnited Nations Global Compact's (UNGC), eyimigaqo esikhokelayo kumalungelo abantu yaye sizimisele ukuba ngumzekelo omhle wokuhlonela amalungelo abantu nabasebenzi kulo lonke ushishino.

lwethu

- sixhasa yaye sihlonela ukukhuselwa kwamalungelo abantu ehlabathini lonke ngokwempembelelo esinayo (UNGC uMgaqo 1);
- siyaqiniseka ukuba asincedisi xa kuxhatshazwa amalungelo abantu (UNGC UMgaqo 2);
- sichasa zonke iintlobo zokuxhatshazwa kwabantwana;
- siyaqonda ukuba, ukuba neemfihlelo kuliungelo lomntu;
- silindele ukuba nganye kwiinkampani zethu ihlonele ize ilandele imithetho nemigaqo yasekuhlaleni ngokuphathelele amalungelo abantu. Xa imigaqo nemithetho yethu ingqongqo kuneyasekuhlaleni, kusebenza owona mlinganiselo uphezulu;
- siyaqonda ukuba iinkampani zinembopheleleko yokuhlonela amalungelo abantu phezu kwesibakala sokuba oorhulumente ngabona banembopheleleko yokumisela imithetho ekhusela amalungelo abantu kumazwe abo.

Sixhasa

- Inkululeko yokunxulumana naye nabani nelungelo lokuthethathethana ngoshishino (UNGC UMgaqo 3);
- Ukupheliswa kwazo zonke iintlobo zokusebenza ngokunyanzelwa (UNGC UMgaqo 4);
- Ukupheliswa ngokupheleleyo kokusebenza kwabantwana (UNGC UMgaqo 5);
- Ukupheliswa kocalucalulo ngokuvisisana nengqesho (UNGC UMgaqo 6).

Sibambelela kwiiNgqungquthela ezisibhozo ezisisiseko zeInternational Labour Organisation (ILO), ubukhulu becala iConvention 87, Freedom of Association and Protection of the Right to Organise (1948), kwakunye neConvention 138, Minimum Age for Employment, and Convention 182, Worst Forms of Child Labour, ezisekelwe kwiUnited Nations Convention of the Rights of the Child (Article 32). Ukongezelela, sibambelela kwiTripartite Declaration of Principles ngokuphathelele iMultinational Enterprises and Social Policy (ILO) kaMatshi 2006 neOECD Guidelines for Multinational Enterprises kaJuni 2000.

Abantu bethu

5

Ubunkokeli nembopheleleko yomntu ngamnye

Impumelelelo yethu ixhomekeke kubantu bethu. Siphathana ngembeko nesidima yaye kulindeleke ukuba mntu ngamnye akhuthaze ukuba nembopheleleko. Siqesha abantu abakhutheleyo nabayihlonelayo imilinganiselo yethu, bakhe amathuba alinganayo okukhula nenkqubela, bahlonele iimfihlelo baze banganyamezeli naluphi na uhlobo lokuxhaphaza nokucalucalula.

Imigaqo yakwaNestlé Yolawulo Nobunkokeli

Imigaqo Yethu Yolawulo Nobunkokeli ichaza indlela nemilinganiselo yethu esilindele ukuba abaqeshwa bethu baphile ngayo, kwakunye neempawu ezifunekayo ukuze baphumelele kulawulo nobunkokeli. Sicela ufunde i *The Nestlé Management and Leadership Principles* kwawww.nestle.com/policies.

INestlé Code of Business Conduct

I*Code of Business Conduct* ichaza imilinganiselo ethile enyanzelisayo kwiinkalo ezibalulekileyo zendlela yokuziphatha komqeshwa kuquka ukwenza ngokuvisisana nomthetho, xa kukho ukubhidana kweemfuno, ukungathembani nokusebenzisana kakuhle, ukunyoba, ubuqhetseba (UNGC Umgaqo 10), ucalucalulo nokuxhaphaza nokuthembeka kuzo zonke iimeko. Sicela ufunde i The Nestlé Code of Business Conduct kwawww.nestle.com/policies.

I*Human Resources Policy* ithetha ngezinto ezifana nokuhlonelana, nokuthembana xa usebenza nabanye yaye ikhuthaza unxibelelwano oluphandle nentsebenziswano. Kanti sikholelwa ekubeni ukuze siphumelele ixesha elide kuxhomekeke ekukwazini kwethu ukutsala, ukukhulisa, ukukhusela nokulondoloza abaqeshwa abalungileyo nabasemgangathweni.

Sihlonela iingqungquthelo zehlabathi ezithetha ngamalungelo abasebenzi, ezingakunyamezeliyo ukucalucalula ngokusekelwe kwimvelaphi, uhlanga, ubuzwe, isini, ubudala okanye isini okhetha ukuba siso okanye ukuba nenxaxheba kuko nakuphi na ukuxhaphaza ngamazwi okanye emzimbeni ngokusekelwe kwezi zinto zingasentla okanye nangasiphi na esinye isizathu. Sixhasa inkululeko yokunxulumana naye nabani na nelungelo lokuthethana neqela njengemibutho yabasebenzi okanye eminye imibutho (UNGC Umgaqo 3). Siyalihlonela ilungelo abaqeshwa bethu abanalo lokuba neemfihlelo.

6

Ukhuseleko nempilo emsebenzini

Sizimisele ukuthintela iingozi, ukwenzakala nokugula okunxulumene nomsebenzi, size sikhusele abaqeshwa bethu, abakwikontrakti nabo sisebenzisana nabo.

I*policy on Safety and Health at Work* ithi ukhuseleko lusisinyanzelo kushishino lwethu. Siyaqonda yaye sifuna ukuba wonke umntu unendima ebalulekileyo ekuqinisekiseni imekobume ekhuselekileyo nesempilweni nokwenza abantu bazi ngokhuseleko nempilo yabaqeshwa, abakwikontraki nabanye abantu esisebenzisana nabo okanye abachatshazelwa lushishino lwethu ngokubeka imigaqo ephakamileyo.

Sibek' esweni indlela esisebenza ngayo sisebenzisa iNestlé Occupational Safety and Health Management System ukuqinisekisa ukuba indawo ekusetyenzwa kuyo ikhuselekile yaye isempilweni. Sicela ufunde iThe Nestlé Policy on Safety and Health at Work kwawww.nestle.com/policies.

Abo basithengiselayo nabathengi

7

Ulwalamano lomthengiseli nomthengi

Sifuna ukuba abo basithengiselayo, abameli babo, abo bakwikontraki nabaqeshwa babo ukuba banyaniseke, bathembeke baze babambelele kwimithetho yethu enyanzelisayo. Nathi sizimisele ukubaphatha ngendlela efanayo abathengi bethu.

I*The Nestlé Supplier Code* ichaza imilinganiselo esisiseko esiyicela kwabo basithengiselayo, kubameli, kwabo bakwikontraki kwakunye nabaqeshwa babo ukuba bayihlonele baze babambelele kuyo. ISupplier Code iquka iimfuneko ezifana nokuthembeka kushishino, ukusebenza ngokuqhubekayo nezolimo, imilinganiselo yabasebenzi, ukhuseleko, impilo nezinto ezenzeka kwimekobume.

Ukuqinisekisa ukuba iSupplier Code iyasetyenziswa sinelungelo lokuhlola ukuba lowo usithengiselayo usebenza ngokwale Khowudi rhoqo.

Sicela ufunde i*The Nestlé Supplier Code* kwawww.nestle.com/policies.

8

Ezolimo nokuphuhliswa kwamaphandle

We contribute to improvements in agricultural production, the social and economic status of farmers, rural communities and in production systems to make them more environmentally sustainable.

Sinegalelo ekuphuculweni kweemveliso zolimo, ezentlalo noqoqosho lwabalimi, amaphandle kwakunye neendlela zokuvelisa ukuze sizenze ziqhubeke zivumelana nemekobume.

- Ukuqinisekisa ukuba iifektri zethu zizifumana kakuhle izinto zokuvelisa ngendlela efunekayo nekhuselekileyo
- Sakha iinkqubo zolimo ezinegalelo kwimveliso ephumelelayo ixesha elide, kwenziwe ingeniso entle ngamafama kuze kudluliselwe ulwazi lwezolimi kwabo basithengiselayo;
- Siyakuxhasa ukusetyenziswa kobugcisa obutsha kwinzululwazi yezolimo, kuquka amathuba avezwa yinzululwazi yendalo xa igalelo labo kukhuseleko lokutya, imekobume, ulimo nemveliso etyibilikayo iqinisekisiwe ngokwenzululwazi yaza yamkelwa ngabathengi.

I*Sustainable Agriculture Initiative Nestlé (SAIN)* yalathisa ukubandakanyeka kwethu kulimo, ukuphuhliswa kwamaphandle, iindlela zenkxaso ezithatha ixesha elide. Sicela ufunde i*The Nestlé Policy on Environmental Sustainability* kwawww.nestle.com/policies.

Imekobume

9

Ukulondolozeka kwemekobume

Sizimisele ukuqhuba ushishino ngendlela elondoloza imekobume. Kuyo yonke imigangatho yemveliso sizama ukuzisebenzisa kakuhle izinto zemvelo, sikhuthaza ukusetyenziswa kwezinto ezinokulondolozwa zize ziphinde zihlaziywe size sizame ukungalahli nto.

Sityala imali ngokuqhubekayo ukuze siphucule imekobume. I*The Nestlé Policy on Environmental Sustainability* iquka imigaqo emithathu elawula imekobume yeUnited Nations Global Compact (iMigaqo 7, 8 and 9).

Sisebenzisa umjikelo oquka abo sisebenza nabo ukususela kumafama ukuya kutsho kubathengi ukuze sinciphise igalelo lemekobume kwiimveliso zethu nezinto esizenzayo. Ezona zinto ziphambili kuthi: ngamanzi, izilimo, ukuvelisa nokudlulisa iimveliso zethu nokuzipakisha. Siphumeza umthetho wethu sisebenzisa iNestlé Environmental Management System.

Sikholelwa kwelokuba ukuphucuka kwemekobume kuyimbopheleleko yomntu wonke yaye kufuna ukubambisana kuye wonke umntu. Sizimisele ukuqhubeka sinikela ubunkokeli apho sikwazi khona. Sicela ufunde i*The Nestlé Policy on Environmental Sustainability* kwawww.nestle.com/policies.

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Amanzi

Sizimisele ekongeni amanzi nasekuqhubekeni siphucula ukulawulwa kwamanzi. Siyaqonda ukuba ihlabathi lijamelene nemeko yokunqaba kwamanzi yaye kubaluleke gqitha ukuba kulawulwe kakuhle ukusetyenziswa kwamanzi ngabo bonke abantu.

Amanzi ayeyona nto iphambili kwaNestlé. I*Nestlé Commitments on Water* yachaza ezona zinto ziphambili kuthi neenjongo zokuwasebenzisa kakuhle amanzi. Ezi ziza kuqhubela phambili imigudu yethu yokunciphisa ukusetyenziswa kwamanzi ekuveliseni kwethu, ziqinisekise ukuba imizi-mveliso yethu ihlonela amanzi kawonke wonke, ziqinisekise ukuba amanzi esiwakhuphela kwimekobume acocekileyo, sisebenzisane nabathengiseli bethu ukukhuthaza ukulondolozwa kwamanzi, ingakumbi phakathi kwamafama, size sifikelele abaninzi kumba wokulondoloza amanzi nokuwafumana. INestlé iphakathi kwamaziko awaseka iUnited Nations Global Compact CEO Water Mandate.

Sibek' esweni size siphucule ukusebenziseka kwamanzi ngamagcisa ethu ajonga amanzi nakwiifektri zethu namagcisa emekobume ngokuvisisana neNestlé Environmental Management System.

Siyaliqonda ilungelo lomntu wonke lokufumana amanzi acocekileyo ukuze bafeze iimfuno zabo ezisisiseko. Sicela ufunde i*Every Drop Counts* kwawww.nestle.com/policies.