

Imithetho Yebhizinisi Lenkampani Yakwa-Nestlé



Pr

Umlobi / umnyango okhiphe lokhu kwaziswa
USihlalo Nomphathi Omkhulu (CEO)

Le ncwajani iqondiswe
Kubo bonke abasebenzi

Imithetho Ehlobene Nalena/Izinqubomgomo, Izindinganiso noma Iziqondiso
Umthetho Wokuziphatha Ebhizinisini,
Imithetho Yabuphathi Nobuholi Yakwa-Nestlé

Inqolobane Okugcinwe Kuyo Lokhu Kwaziswa
Yonke Imithetho Nezinqubomgomo Zakwa-Nestlé, Izindinganiso Neziqondiso kungatholakala enqolobaneni esengosini ye-inthanethi ethi <http://intranet.nestle.com/nestledocs>.

Usuku lokushicilela
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Ilungelo lokukopisha nokugcinwa kwemfihlo
Akuvumelekile ukukhiqiza ulwazi oluqekethwe kule dokhumenti ngaphandle kokuthola ukugunyazwa okufanele.
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Imithetho eyishumi yokusebenza kwebhizinisi

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* Izikhombo zangaphandle

Imithetho Yebhizinisi LeNkampani Yakwa-Nestlé iyisibopho kubo bonke abaphathi bakwa-Nestlé nabasebenzi futhi iyafakwa ohlelweni lwebhizinisi, ukuhlaziywa kwamabhuku nokuhlolwa kokusebenza.

Imithetho Yebhizinisi Lenkampani ihlangene nezinqubomgomo ezithile kanye nemithetho ecashunwayo, laphelelwe zokuhlonishwa komthetho zihlelwe khona. Bheka imithetho nebalazwe lezinqubomgomo zakwa-Nestlé (ingaphakathi lesembozo sangaphambili).

Ukuhlonishwa kwemithetho yakwa-Nestlé ngokuphathelele neMithetho Yebhizinisi Lenkampani kuhlaziywa njalo ngabahlaziyi bamabhuku bangaphakathi belandela iziyalezo ezicacile zokuhlaziywa kwamabhuku, ezishicilelwe bonke abasebenzi abangazithola kwi-intranet yakwa-Nestlé S.A. Ukuhlonipha ngokuqondene ne-human resources, ukuphepha, impilo, imvelo nobuqotho ebhizinisini kuhlolwa ngoHlelo LOKUNAKEKELA oluncike kwintetho yokubalwa kwamabhuku yangaphandle. Imibiko yethu ekwakheni Igugu Esabelana Ngalo ihlaziya ngabahlaziyi bamabhuku abazimele bangaphandle ukuze kuqinisekiswa ukunemba nokwethembeka. Abahlaziyi bethu bamabhuku bangaphandle ngabakwa-KPMG, laphelelwe sithola ukuqonda ngohlelo olulawulayo lwakwa-Nestlé, cabangela indlela Imithetho Yebhizinisi Lenkampani elifaneleka ngayo kulo lonke uhlaka lokuqondisa kwenkampani yonkana kweThimba.

Okutholakele nezincwadi kubikwa ngeKomiti Lebhodi Lokuhlaziywa Kwamabhuku (Board Audit Committee) eBhodini Labaqondisi Lakwa-Nestlé S.A.

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Ukuzibophezela KukaSihlalo NoMphathi Omkhulu (CEO)

Imithetho Yebhizinisi Lenkampani Yakwa-Nestlé iyinsika nozime lwempucuko yenkampani yethu, eye yathuthuka esikhathini esingangeminyaka engu-140. Kusakela u-Henri Nestlé asungula okokuqala amasirili ezinsana abizwa ngokuthi yi-“Farine Lactée”, siye sakhela ibhizinisi lethu emthethweni oyisisekelo wokuba nempumelelo ehlala isikhathi eside ngabanamasheya kithi, akudingekile nje kuphela ukuba sivumelane nazo zonke izimfuneko ezingokomthetho futhi siqinisekise ukuthi imisebenzi esiyenzayo isimeme, kodwa ngaphezu kwalokho kumelwe sibambe iqhaza elibonakalayo ekufukulweni komphakathi. Kwa-Nestlé lokhu sikubiza ngokuthi Ukwakha Igugu esabelana ngalo (Creating Shared Value)

Nakuba Imithetho Yebhizinisi Lenkampani yethu yakwa-Nestlé yashicilelwa okokuqala njengencwajana eyayihlanganisiwe ngo-1988, eminingi yale mithetho yabe isisungiliwe kakade ibhalwe efomini ngalinye eminyakeni eminingi ngaphambili. Nakuba Imithetho Yebhizinisi ibekwa iqine, ibuye futhi igugququke ivunyelaniswe nomhlaba oshintshayo. Ngokwesibonelo, u- Nestlé wayamukela imithetho eyishumi ye-United Nations Global Compact ngokushesha ngemva kokwakhiwa kwayo futhi uyaqhubeka eyisebenzisa namuhla.

Lolu hlelo olubuyekeziwe lwakamuva luhlukile ezinhlelweni ezimbili zangesikhathi esidlule ngokuthi imithetho eyishumi yokusebenza kwebhizinisi ihlobene ngokuqondile namakhophi atholakala engosini ye-inthanethi anemithetho, izinqubomgomo, izindinganiso neziqondiso okuneminingwane eminingi kunalena. Lokhu kuye kwenza ukuba isitatimende somthetho ngamunye sishaye ngamafuphi, kuyilapho sihlinzeka ngezindinganiso eziningilizwe kakhudlwana zaleyo naleyo

mithetho ehlobene kwi-World Wide Web. Futhi, ngokokuqala ngqá, ibalazwe lemithetho nokuhlaziyywa kwezindinganiso zenkampani ezihlobene nale mithetho kufakiwe ekuqaleni kwale dokhumenti.

Sikholelwa kakhulu ekubalulekeni kwempucuko yokuhlonipha umthetho egxilise kakhulu ebhizinisini lethu. Imithetho Yebhizinisi Lenkampani kanye namadokhumenti ayisekelayo kuveza lokhu kuzibophezela futhi ngaleyo ndlela kuvikele ukusethemba kwabathengi bethu kanye nabanye abangabanikazi bamasheya ezinhlotsheni zemikhiziqizo yakwa-Nestlé. Imithetho yethu yangaphakathi ayidingi nje kuphela ukuba abantu bawuhloniphe ngokuqinile umthetho, iqondisa izinyathelo zethu ngisho noma ngabe umthetho uthe ukuxega kancane noma ezimweni lapho kungekho mthetho obekiwe khona. Ku-Nestlé, ukugcina umthetho kudlulela ngale kokugcina imicikilisho. Kudinga izimiso ezingaguquki ezisebenza kuyo yonke iNkampani, ezinikeza abantu bethu iziqondiso ezicacile.

NjengoSihlalo noMphathi Omkhulu bakwa-Nestlé, sizibophezele ekuqinisekiseni ukuthi iNkampani yonke iphathwa ngokuvumelana nale mithetho futhi kudingeka ukuba bonke abasebenzi bethu emhlabeni jikelele banamathele kuyo. Sizibophezele futhi ekuletheni intuthuko eqhubekayo futhi siyakwamukela ukuzibandakanya kwabangaphandle maqondana nanoma yimuphi umkhakha weMithetho Yebhizinisi Lenkampani.



Peter Brabeck-Letmathe
Chairman of the Board



Paul Bulcke
Chief Executive Officer



Isisekelo sokusimama nokwakha Igugu Esabelana Ngalo

Njengoba u-Nestlé eyinkampani esekelwe emithethweni, Imithetho Yebhizinisi Lenkampani Yakwa-Nestlé yakha isisekelo sakho konke esikwenzayo. Bonke abasebenzi babophekile ukuba benze ngokuvumelana neMithetho Yebhizinisi Lakwa-Nestlé, kanye nezinqubomgomo ezibekwe ngokucacile ezihlobene nomthetho ngamunye, futhi ukuyisebenzisa kwabo le mithetho kuzoqashwa ngeso lokhozi futhi kuhlolisiswe ngokughubekayo.

Njengoba kuboniswe kulo mdwebo ongezansi, ukuhlonipha Imithetho Yebhizinisi Lakwa-Nestlé kuyisisekelo sokuzibophezela kweNkampani ekutheni izokusekela ukusimamiswa kwemvelo nokwakha igugu esabelana ngalo.

Ukwakha Igugu Esabelana Ngalo kuyindlela eyisisekelo esiqhuba ngayo ibhizinisi, okubonisa ukuthi ukuze sakhe igugu elihlala njalo labanikazi bamasheya, kumelwe sakhele umphakathi igugu. Kodwa ngeke sikwazi ukusimamisa imvelo noma sakhele abanikazi bamasheya nomphakathi igugu esabelana ngalo uma sehluleka ukwenza ngokuvumelana neMithetho Yebhizinisi lethu.

Ngesikhathi esifanayo, Ukwakha Igugu Esabelana Ngalo kweqela ngale kokuhlonipha umthetho nokusimama. Noma yiliphi ibhizinisi elicabanga ngenkathi ende bese lilandela imithetho yebhizinisi enengqondo lakha igugu ngabanikazi bamasheya nangomphakathi ngemisebenzi yalo, isib. ngokutholela abasebenzi imisebenzi, izintela zokusekela imisebenzi kahulumeni, nangemisebenzi ethuthukisa ezomnotho jikelele.

Kodwa ukwakha Igugu Esabelana Ngalo kuthatha elinye igxathu eliya phambili. Inkampani izibhekisisa ngeso elibukhali izindawo okumelwe igxile kuzo, lapho: a) inzuzo yabanikazi bamasheya ingqubuzana khona ngamandla nezimfuno zomphakathi, futhi b) lapho ukwakhiwa kwaleli gugu kungathuthukiswa khona nhlangothi zombili. Ngenxa yalokhu, inkampani itshala umnotho ongamathalenta (iziphiwo) kanye nowezimali, kulezo zindawo lapho kungenzeka khona kakhulu ukuba kube nokwakhiwa kwamagugu atholakala ngomsebenzi wokubambisana, bese ifuna ukuba kube nokusebenzisana ngabanikazi bamasheya abasemphakathini.

Kwa-Nestlé, siye sahlaziya iketanga legugu lethu futhi sathola ukuthi okuyizona zindawo ezingaba neqhaza elihle ekubambisaneni nomphakathi umkhakha Wokudla Okunomsoco (Nutrition), Amanzi, Nokuthuthukiswa Kwezindawo Zasemaphandleni. Le misebenzi iwumgogodla wokuqhutshwa kwebhizinisi lethu futhi ibalulekile enhlalakahleni yabantu emazweni esisebenza kuwo.

Sikufuna ngamandla ukusebenzisana nokubambisana nabanikazi bamasheya abangaphandle abaneqhaza elikhuthaza impumelelo kule mikhakha esigxile kuyo. Nokho, Ukwakha Igugu Esabelana Ngalo akusho ukwenza izenzo zomsamariya onesihawu. Kuphathelene nokuhlinzeka ngemisebenzi ewumgogodla yokutshala izimali kanye nemifelandawonye yokuletha inzuzo ehlanganyelwayo kubantu emazweni esisebenza kuwo.

Ngokwenza kanjalo, u-Nestlé ulondoloza umbono ohlala isikhathi eside ngokuthuthukiswa kwebhizinisi futhi uyazamukela izingxoxo zokubonisana nabanye abangaphandle ababandakanyekile abazibophezele ekuhlonipheni umthetho nababambe iqhaza ezingxoxweni ezakhayo. Lokhu kubandakanya uhulumeni nezikhulu ezilawulayo, izinhlangano ezilawulwa uhulumeni, izinhlangano ezingalawulwa nguhulumeni, izindikimba zezemfundo nezobuchwepheshe, kanye nemiphakathi yendawo.



Imithetho eyishumi yokusebenza kwebhizinisi

Abathengi

1

Ukudla okunomsoco, Impilo Nobungqabavu

Umgomo wethu oyinhloko ukuthuthukisa izinga lokuphila kwabathengi nsuku zonke, noma kuphi ngokubahlinzeka ngokudla okunambitheka kamnandi nokunempilo kanye nezinhlobonhlobo zeziphuzo abangakhetha kuzo nokukhuthaza indlela yokuphila enemphilo. Lokhu sikuveza ngezihlongozo zethu zenkampani ezithi Ukudla Okuhle, Impilo Enhle.

2

Ukuqinisekiswa kwekhwalithi nokuphepha komkhiqizo

Kuyo yonke indawo emhlabeni, igama elithi Nestlé limelela ithemba kumthengi lokuthi lo mkhiqizo uphephile futhi ungowezinga eliphezulu.

3

Ukuxhumana Nabathengi

Sizibophezele ukuxhumana nabathengi bethu ngokwethembeka nangokuzimisela okuyobenza bakwazi ukusebenzisa amalungelo abo lapho benza ukukhetha ngemva kokuba bazisiwe ngokudla okukhuthaza futhi kuthuthukise impilo. Siyayihlonipha imfihlo yomthengi.

Amalungelo abantu nezinqubo okumelwe zilandelwe emsebenzini

4

Amalungelo abantu emisebenzini yebhizinisi lethu

Siyisekela ngokugcwele imithetho eqondisayo ye-United Nations Global Compact's (UNGC) ngamalungelo abantu nomsebenzi futhi sihlinzeka ngesibonelo esihle samalungelo abantu nokulindeleke emsebenzini kuyo yonke imisebenzi yebhizinisi lethu.

Abantu bethu

5

Ubuholi nomthwalo womuntu siqu

Impumelelo yethu isekelwe kubantu bethu. Siphatha ngamunye ngenhlonipho nangesithunzi futhi silindele ukuba wonke umuntu akhuthaze umuzwa wokuthwala umthwalo wokuzibophezela siqu. Siqasha abantu abanamakhono nabanentshiseko abayihloniphayo imithetho yethu, sibanikeze amathuba alinganayo okukhula nokuthuthuka, sivikele imfihlo yabo sibe nokho singalubekezeleli noma yiluphi uhlobo lokuhlukumeza ngokomzimba noma ukubandlulula.

6

Ukuphepha nempilo emsebenzini

Sizibophezele ekuvimbeleni izingozi, ukulimala nokugula okuhlangene nomsebenzi, nokuvikela abasebenzi, abayizinkontileka nabanye ababandakanyekile kuleli ketanga legulu lethu

Abaphakeli namakhasimende

7

Ubuhlobo bomphakeli nekhasimende

Sidinga ukuba abaphakeli bethu, amaxusa, abezinkontileka (abasebenza ngezivumelwano) kanye nabo bonke abasebenzi babo babonise ukwethembeka, ubuqotho, nobulungisa nokuba banamathele ezindinganisweni ezingenakuxegiswa. Ngendlela efanayo, sizibophezele kumakhasimende ethu siqu.

8

Ezolimo nokuthuthukiswa kwezindawo zasemaphandleni

Sineqhaza ekuthuthukisweni kwemikhiqizo yezolimo, isimo sezenhlalo nesomnotho sabalimi, imiphakathi yasemaphandleni nasezinhlelweni zokukhiqiza ukuze sizenze zisimame kakhudlwana kwezemvelo.

Imvelo

9

Ukusimama ngezemvelo

Siyazibophezela emikhubeni yokuqhutshwa kwebhizinisi esimeme ngokwemvelo. Kuzo zonke izigaba zomjikelezo wokuphila kokukhiqiza, silwela ukusebenzisa izinto zemvelo ngendlela ephumelela kakhulu, sikhetha ukusetshenziswa kwezinto ezivuselelekayo ezilawulwa ngendlela esimeme, kanye nokungasaphazi nakancane.

10

Amanzi

Sizibophezele ekusetshenzisweni kwamanzi okusimeme kanye nokuthuthukiswa ngokuqhubekayo kokuphathwa kwamanzi. Siyaqaphela ukuthi umhlaba ubhekene nenselele eqhubekayo yokuswelakala kwamanzi nokuthi ukuphatha umnotho womhlaba ngendlela ekhathalelayo ngabasebenzisi bamanzi kuyisidingo ngqangi.

Izincazelo eziningiliziwe kanye namalinki aholela kuzinqubomgomo zenkampani

Abathengi

1

Ukudla Okunomsoco, Impilo Nobungqabavu
Umgomo wethu oyinhloko ukuthuthukisa izinga lokuphila kwabathengi nsuku zonke, noma kuphi ngokubahlinzeka ngokudla okunambitheka kamnandi nokunempilo kanye nezinhlobonhlobo zeziphuzo abangakhetha kuzo nokukhuthaza indlela yokuphila enemphilo. Lokhu sikuveza ngezihlongozo zethu zenkampani ezithi Ukudla Okuhle, Impilo Enhle.

Siqondiswa ukuzibophezela kwethu Ekudleni Okunomsoco, Impilo Nobungqabavu, sisebenzela ukwandisa ukubaluleka komsoco emikhizweni yethu kuyilapho ngesikhathi esifanayo sithuthukisa ukunambitheka nobumnandi bako. Sakha futhi nohlobo lokuxhumana nokwaziswa olukhuthaza futhi lufukule abathengi ukuba benze izinqumo benolwazi ngokudla abakuthengayo.

Sicela ubheke isihloko esithi *Nestlé Principles on Nutrition, Health and Wellness* ku-www.nestle.com/policies.

2

Isiqinisekiso sekhwalithi nokuphepha komkhizozo

Yonke indawo emhlabeni jikelele, igama elithi Nestlé limelela isithembiso kumthengi sokuthi umkhizozo awuthengayo uphephile futhi usezingeni eliphezulu.

Sizibophezele ukuthi sizoqinisekisa ukuthi yonke imikhizozo yethu iphephile ngaphandle kokuyekethisa. Inqubomgomo Yekhwalthi yethu iwabeka ngamafuphi amaphuzo ezinto ezibalulekile eziyimbangela yokufinyelela izinga eliyinqayizivele:

- Ukuzakhela ukwethenjwa ngokuhlinzeka ngemikhizozo namasevisi ahambisana nalokho umthengi akulindele futhi akufunayo;
- ukwenza ngokuvumelana nayo yonke imithetho nezimfuneko zokuphepha kokudla kwangaphakathi nokwangaphandle

Ikhwalithi ivukuzibophezela kwawo wonke umuntu. Siyaqhubeka sizibekela inselele ukuze siqhubeka sithuthukisa futhi sifinyelele amazinga aphakeme kakhulu ekhwalthi. Silondoloza izindinganiso ezifanayo eziphakeme zokuphepha kokudla kuwo wonke amazwe esisebenza kuwo.

Siyaqinisekisa ngokuthunyelwa kwemikhizozo esezingeni eliphezulu kulo lonke Uhlelo Lwethu

Lokuphathwa Kwekhwalithi. Sicela ubheke isihloko esithi *Nestlé Quality Policy* ku-www.nestle.com/policies.

3

Ukuxhumana Nabathengi

Sizibophezele ukuxhumana nabathengi bethu ngokwethembeka nangokuzimisela okuyobenza bakwazi ukusebenzisa amalungelo abo lapho benza ukukhetha ngemva kokuba bazisiwe ngokudla okukhuthaza futhi kuthuthukise impilo. Siyayihlonipha imfihlo yomthengi. Sizibophezele ekuxhumaneni.

Indlela yethu ewumgogodla yokuqhuba ibhizinisi lethu yakhelwe ekusizeni abathengi ukuba babe nokudla okufakwe zonke izakhi, okunempilo. I-*The Nestlé Consumer Communication Principles* iqukethe imithetho eyisibopho kwezokuxhumana zokumaketha kubo bonke abathengi, kubandakanya nokuvezwa kokudla ngendlela enembile engakhuthazi ukweqisa. Ngaphezu kwalokho, imithetho ethile iqondisa ukuxhumana kwethu nabantwana kubandakanya ukungakhangisi noma ukumaketha ezinganeni ezingaphansi kweminyaka engu-6 ubudala. Ukukhangisela izingane ezineminyaka engu-6 kuya ku-12 kungenziwa kuphela emikhizizweni ehlangabezana nezindinganiso eziqunye ngabomthetho kusengaphambili, kubandakanya nemingcele ebekwe ngokucacile emikhizizweni enika amandla nengase ibe nomthelela ongemuhle empilweni njengoshukela, usawoti, amafutha ajonqile kanye nama-trans fatty acid. Imithetho yokuxhumana nezingane zethu ihloselwe ngokukhethekile ukuvikela izingane ngokuqinisekisa ukuthi ukukhangisa akudukisi, akulishayi indiva igunya labazali noma kwakhe amathemba empumelelo angelona iqiniso, akhe umuzwa wokuthi okuthile kuyaphuthuma noma agudlisele ekutheni intengo yento ethengiswayo iphansi.

i-*The Nestlé Policy on Nutrition and Health Claims* iqondisa izinyathelo zethu eziqinisekisa neziqinisekiso zokuthi ukudla kunempilo ezifakazelwe ngabesayensi. Sicela ubheke i-*The Nestlé Consumer Communication Principles*, *The Nestlé Policy on Nutrition and Health Claims* kanye ne-*The Nestlé Nutritional Profiling System* ku-www.nestle.com/policies.

Ukumakethwa Kokudla Kwezinsana

Sizibophezele ekusekeleni noma yini efanelekela ukufinyelela isiqalo esingcono kunazo zonke ekuphileni kwabantwana. Lokhu kusho ukuthi sincoma ukuncelisa ngebele ngaphezu kwanoma yiziphi ezinye izindlela zokuncelisa ezingalandelwa. Kulabo abadinga ezinye izindlela zokuncelisa, umgomo wethu ukuhlinzeka ngemikhiqizo yefomula ehlangabezana nezindinganiso zomhlaba wonke ngempilo yezinsana esikhundleni solunye ubisi oluyingozi nokungafanelekile olusetshenziswa esikhundleni sobisi, njenge-whole milk. Umgomo wethu uwukuba sihlinzeke nangamasirili, ukudla kwabantwana nobisi oluzoba neqhaza ekukhuleni okuhle nokuthuthuka kwengqondo esikhundleni sokunye ukudla okufakwa esikhundleni sobisi lwebele okungenawo umsoco ngokuvamile oluphakelwa izinsana. www.babymilk.nestle.com.

Amalungelo Abantu nezingubo okumelwe zilandelwe emsebenzini

4

Amalungelo abantu emisebenzini yebhizinisi lethu

Siyisekela ngokugcwele imithetho eqondisayo ye-United Nations Global Compact's (UNGC) ngamalungelo abantu nomsebenzi futhi sihlinzeka ngesibonelo esihle samalungelo abantu nokulindeleke emsebenzini kuyo yonke imisebenzi yebhizinisi.

Thina

- siyakusekela futhi siyakuhlonipha ukuvikelwa kwamalungelo abantu emhlabeni wonke ngaphakathi emkhakheni esinegunya kuwo (UNGC Principle 1);
- siyaqinisekisa ukuthi asibandakanyeki ekusetshenzisweni kabi kwamalungelo abantu (UNGC Principle 2);
- simelene nazo zonke izinhlobo zokuxhashazwa kwezingane;
- sibheka izimfihlo zomuntu njengelungelo lomuntu;
- silindele ukuba inkampani ngayinye okungeyethu ihloniphe futhi ilandele imithetho yendawo neziqondiso ngokuphathelele nokusetshenziswa kwamalungelo abantu. Lapho imithetho yethu neziqondiso zethu kugine kakhulu khona kunomthetho wendawo, kuzosebenza indinganiso ephakeme kunenye;
- siyawuqaphela umthwalo wezinkampani wokuhlonipha amalungelo abantu kungakhathaliseki ukuthi ohulumeni yibona ekugcineni abanomthwalo wokwakhiwa kohlaka olungokomthetho lokuvikelwa kwamalungelo abantu ngaphakathi kwegunya lakhe.

Sihlonipha

- inkululeko yokusebenzisana kanye nokuqashelwa kahle kwelungelo lenzuzo etholakala ngokubambisana kwezohwebo (UNGC Principle 3);
 - ukususwa kwazo zonke izinhlobo zokusetshenziswa ngempopo nangokucindezelwa (UNGC Principle 4);
 - ukuqedwa ngempumelelo kokusetshenziswa kwabantwana (UNGC Principle 5);
 - ukususwa kobandlululo maqondana nokuqashwa kwabantu (UNGC Principle 6).
- Sinamathele eZivumelwaneni eziyisishiyagalombili ze-International Labour Organisation (ILO), ikakhulukazi Isivumelwano (Convention) 87, Inkululeko Yokusebenzelana Nokuvikelwa Kwelungelo Lokuhlela (1948), kanye ne-Convention 138, Iminyaka Evumelekile Yokuqashwa, ne-Convention 182, Izinhlobo Ezimbi Kakhulu Zokusetshenziswa, ezisekelwe kwi-United Nations Convention of the Rights of the Child (Article 32). Ngaphezu kwalokho, sinamathele kwi-Tripartite Declaration of Principles maqondana nama-Multinational Enterprises kanye ne-Social Policy (ILO) ka-March 2006 kanye ne-OECD Guidelines for Multinational Enterprises ka-June 2000.

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6

Abaphakeli namakhasimende

7

Ubuhlobo phakathi komphakeli nekhasimende

Sidinga ukuba abaphakeli bethu, amaxusa, abasebenza ngezivumelwano (izinkontileka) nabasebenzi babonise ukwethembeka, ubuqotho, nokungakhethi, nokunamathela ezindinganisweni ezingaguquki. Ngendlela efanayo, sizibophezele kumakhasimende ethu.

I-*Nestlé Supplier Code* iveza izindinganiso ezisesilinganisweni esifanele esicela abaphakeli, amaxusa, nabazinkontileka kanye nabasebenzi babo ukuba banamathele kuzo. I-Supplier Code ihlanganisa izimfuneko ezinjengobuqotho ebhizinisini, imikhuba yokusebenza neyezolimo, izindinganiso zabasebenzi, ukuphepha, ezempilo nendawo ezungezile.

Ukuze siqinisekise ukuthi i-Supplier Code iyasetshenziswa, kuyilungelo lethu ukuqinisekisa ukuthi abaphakeli bethu benza ngokuvumelana yini nalo Mthetho ngazo zonke izikhathi.

Sicela ubheke i-*Nestlé Supplier Code* ku-www.nestle.com/policies.

8

Ezolimo nokuthuthukiswa kwezindawo zasemaphandleni

Siyanikela ekuthuthukisweni kwemikhiqizo yezolimo, isimo sezenhlalo nesomnotho sabalimi, imiphakathi yasezindaweni zasemaphandleni nakumasistimu okukhiqiza ukuze sikwenze kuvumelane kakhudlwana nokusimama kwezemvelo.

Ukuze siqinisekise ukuthi amafekthri ethu ayazithola izinto azozisebenzisa ngempumelelo nangezinga elidingekayo nangokuvumelana nemigwaqo yokuphepha

- sibandakanyeka ekuthuthukiseni imisebenzi esimeme yezolimo namasistimu aneqhaza empumelelweni yokukhiqiza yesikhathi eside, izimali ezisemathubeni okwanda zabalimi nokudluliselwa kolwazi lwezolimo kubaphakeli;
- siyakusekela ukusetshenziswa kobuchwepheshe obusha nentuthuko kwezesayensi yezolimo, kubandakanya namathuba anikezwa yi-bioscience uma sibona ithuba elihle analo ekuphepheni kokudla, imvelo, ezolimo nokuphumelela kwemikhiqizo lifakazelwa ngezesayensi futhi kwamukelwa ngabathengi.

I-*Sustainable Agriculture Initiative Nestlé* (SAIN) iqondisa ukubandakanyeka kwethu ezinhlelweni zezolimo ukuze kusekelwe ezolimo, ukuthuthukiswa kwezindawo zasemaphandleni, izinqubo zokufunwa kwabasebenzi abanamakhono nemisebenzi esimeme ehlala isikhathi eside. Sicela ubheke i-*Nestlé Policy on Environmental Sustainability* ku-www.nestle.com/policies.

Imvelo

9

Ukusimama kwemvelo

Sizibophezele emisebenzini yebhizinisi elisimamisa imvelo. Kuzo zonke izigaba zomjikelezo wokuphila komkhqizo, silwela ukusebenzisa iminotsho yezemvelo ngempumelelo, sikhetha ukusetshenziswa kwemithombo yeminotsho elawulwa kahle evuselekayo, kanye nokuzibekela umgomo wokugwema ukulahla izinto ezingasebenziseka.

Sitshala imali ngokuqhubekayo ukuze sithuthukise ukusebenza kwendawo yethu ezungezile. I-*Nestlé Policy on Environmental Sustainability* isebenzisa izimiso ezintathu eziqondisayo ze-United Nations Global Compact kwimvelo (Principles 7, 8 no-9).

Sisebenzisa indlela yokujikelezisa umkhqizo sibandakanye nophathina bethu basemapulazini ukuya kubathengi ukuze sinciphise igalelo imikhqizo nezenzo zethu ezingaba nalo kwimvelo. Izindawo zethu ezine eziza kuqala yilezi: amanzi, izinto zokusetshenziswa kwezolimo, ukukhizwa nokusakazwa kwemikhqizo yethu, nokupakishwa kwayo. Sisebenzisa inqubomgomo yethu ngoHlelo Lokuphathwa Kwemvelo lwakwa-Nestlé.

Sikholelwa ukuthi ukusebenza kwemvelo kuwumthwalo okumelwe kwabelwane ngawo futhi udinga ukubambisana kwazo zonke izingxenye zomphakathi. Sizimisele ukuqhubeka sihlizeka ngobuholi ngaphakathi komkhakha wethu wethonya. Sicela ubheke i-*Nestlé Policy on Environmental Sustainability* ku-www.nestle.com/policies.

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Amanzi

Sizibophezele ekusetshenzisweni kwamanzi okusimeme nokuthuthukiswa ngokuqhubekayo kokuphathwa kwamanzi. Siyaqaphela ukuthi izwe libhekene nenselele eyandayo yamanzi nokuthi ukuphathwa kwemithombo yomhlaba yibo bonke abasebenzisi bamanzi kuyisidingo esibaluleke kakhulu.

Amanzi angomunye umkhakha u-Nestlé agxile kakhulu kuwo. I-*Nestlé Commitments on Water* ibeke lokho esikubheka njengokubalulekile endleleni yokusetshenziswa kwamanzi ngokukhathalela. Lokhu kuzoqhubekisela phambili imizamo yethu yokunciphisa inani lamanzi elisetshenziswa emisebenzini yethu, kuqinisekise ukuthi imisebenzi iyayihlonipha imithombo yamanzi yendawo, kuqinisekise ukuthi amanzi esiwakhiphela endaweni ezungezile aphephile, sibandakanyeke nabaphakeli ekuthuthukiseni ukulondolozwa, ikakhulu phakathi kwabalimi, futhi sifinyelele nakwabanye ngokulondolozwa kwamanzi nokutholakala kwawo. U-Nestlé ungumsunguli osayinile kwi-United Nations Global Compact CEO Water Mandate.

Siqapha futhi sithuthukise ukusebenziseka kwamanzi ngongoti bokuphathwa kwemithombo yethu yamanzi futhi emafekhtri ethu sisebenzisa ongoti bezemvelo ngokuvumelana noHlelo Lokuphathwa Kwezemvelo lwakwa-Nestlé.

Siyaliqaphela ilungelo labo bonke abantu lokuthola amanzi ahlanzekile ukuze sihlengabezane nezidingo eziyisisekelo.

Sicela ubheke i-*Every Drop Counts* ku-www.nestle.com/policies.