

World Breastfeeding Week

Breastfeeding and Work 1-7 August 2015

Nestlé's Maternity Protection Policy



What is it?

The most progressive program of its kind in the Food and Beverage industry to promote breastfeeding in the workplace and support gender equality

What does it provide?



Maternity protection for all **primary caregivers of newborns, including fathers and adoptive parents**

- a. At least **14 weeks** paid maternity leave
- b. Right to extend maternity leave up to **6 months**



Employment protection and non-discrimination



Healthy work environment



Flexible work arrangements



Conducive work environment to breastfeed

- a. **More than 190** breastfeeding rooms globally
- b. Breastfeeding rooms in all sites with more than 50 female employees.

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We support the World Health Organization recommendation of exclusive breastfeeding for the first six months of life followed by nutritious, complementary foods and sustained breastfeeding up to two years of age and beyond.



Breastfeeding is the best nutrition for baby:

- Provides all the energy and nutrients for the first few months¹
- Promotes development of immune system¹
- Reduces possibility of developing obesity, diabetes, allergy, heart disease and hypertension^{2,3}



Breastfeeding also benefits mothers:

- Reduces blood loss after birth⁴
- Encourages bonding with baby⁵
- Decreases incidence of breast and ovarian cancer¹

Nestlé has a global commitment to market breast milk substitutes responsibly

We comply with the WHO Code as implemented by national governments everywhere in the world, as a minimum. When stricter than national regulations, we voluntarily apply our stringent policy in 152 higher-risk countries.

1. World Health Organization (WHO). 10 facts on breastfeeding (updated February 2014). Available at: <http://www.who.int/features/factfiles/breastfeeding/en/> (accessed February 2015). 2. Horta B, Victora C. Long-term effects of breastfeeding. A systematic review. WHO 2013. Available at: http://apps.who.int/iris/bitstream/10665/79198/1/9789241505307_eng.pdf (accessed 20 November 2014). 3. Ip S *et al.* Breastfeeding and maternal and infant health outcomes in developed countries. *Evid Rep Technol Assess (Full Rep)* 2007; 1–186. # 4. Chua S, *et al.* Influence of breastfeeding and nipple stimulation on postpartum uterine activity. *Br J Obstet Gynaecol* 1994;101:804-805. 5. Britton JR *et al.* Breastfeeding, Sensitivity, and Attachment. *Pediatrics* 2006; 118: e1436–e1443.



Good Food, Good Life