



needs  
**YOU**<sup>th</sup><sub>TM</sub>



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## Disclaimer

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This presentation contains forward looking statements which reflect Management's current views and estimates. The forward looking statements involve certain risks and uncertainties that could cause actual results to differ materially from those contained in the forward looking statements. Potential risks and uncertainties include such factors as general economic conditions, foreign exchange fluctuations, competitive product and pricing pressures and regulatory developments.

# Unemployment: a social disaster for Europe

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**YOUTH UNEMPLOYMENT**  
IN EUROPE IS  
**WORRINGLY HIGH**

**4.8 MILLION**

EUROPEAN YOUTHS 18 - 25

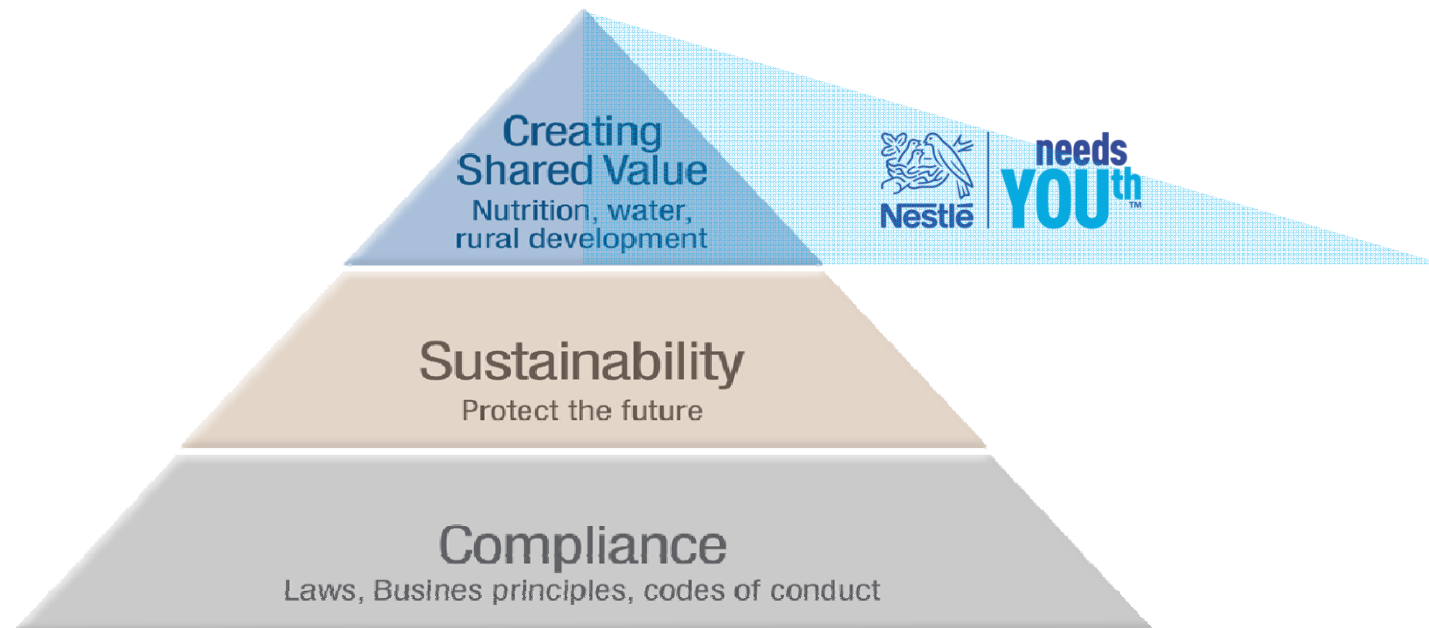
**ARE UNEMPLOYED**

# We need our youth at work...

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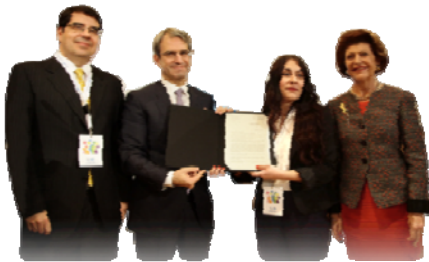
## The Youth Employment Initiative: a CSV priority



# Our commitments to raise employability



# A fascinating journey since 2013 with multi-stakeholder engagement



**18 Sept 2014 - VEVEY**  
Official launch of the “Alliance for YOUTH”  
and **local events**



**12 March 2015**  
AIM-EYF initiative  
“Skills for the future”

**15 Nov 2013 - ATHENS**  
Launch Nestlé needs YOUTH”  
and **local events**

**23 June 2014 - LISBON**  
Youth employment pledge “Alliance for  
YOUTH” founding partners to EAfA



**16 Oct 2014**  
Food industry Social Dialogue  
youth employment pledge



**2 June 2015 - BRUXELLES**  
YOUTH debate Ambassador event  
and **local events**



# Moving forward with the “Alliance for YOUTh”



**16 March 2015**  
Launch of the A4Y  
Facebook platform



**October 2015**  
“Readiness for Work” toolkit

**“Readiness for work”**  
programme throughout Europe:  
career counselling at schools and colleges





# Alliance for YOUTh @European Parliament





# Youth Initiative: relevant in the Americas

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- Baby Boomers retiring
- Informal economy
- Social integration
- Gender gap
- War for talent

## Why is it relevant?



- Build our talent pipeline
- Be an employer of choice
- Boost pride among employees
- Enhance corporate reputation

# The reality of youth in Latin America

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# The Youth Initiative adapted to local context



## Our commitment



More than **900,000**  
young people will be impacted by  
our initiative in the next 3 years

-  Readiness for Work activities
-  Trainees, Apprentices, Interns
-  New hires
-  Expanding Opportunities

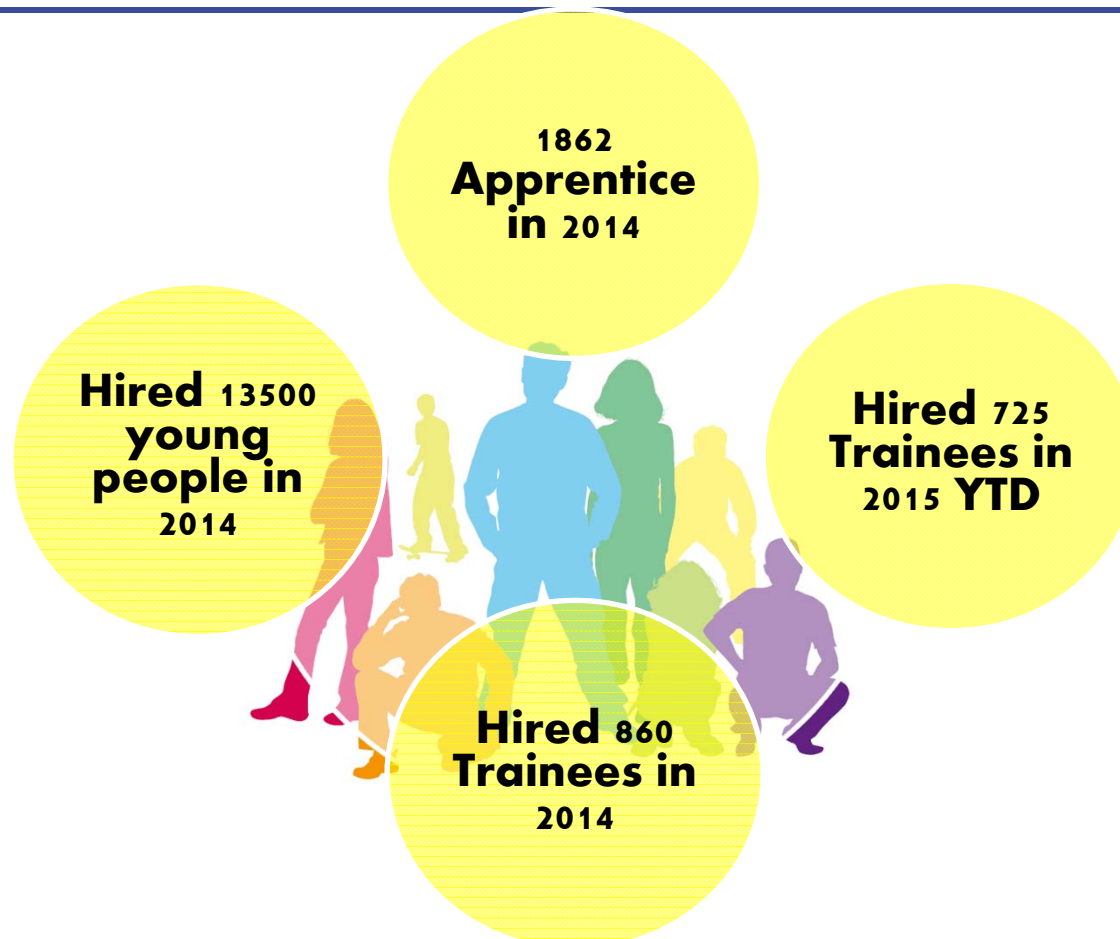
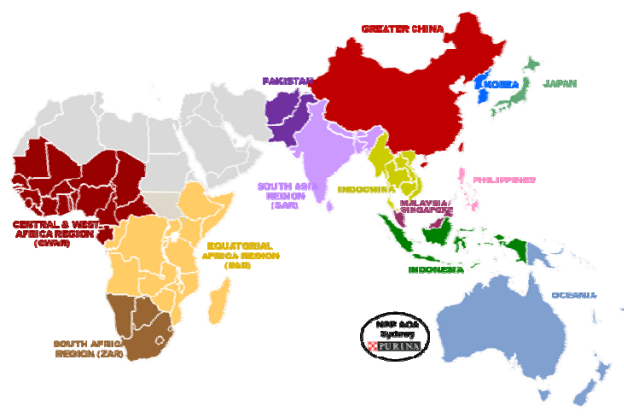


## Our commitment - Video

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# AOA Youth Employment Journey



## Example from ASIA (Indonesia)



- Nestlé Indonesia joins the apprenticeship network with GAN (Global Apprenticeship Network) to promote apprenticeship programs to help build industry skills and capabilities of young graduates





## Example from AFRICA (Nigeria)



- Nestlé in Nigeria providing hands-on training at its Technical Training Centre in Agbara.
- Three months in Switzerland in collaboration with Swiss Government.



## Example from ASIA (Pakistan)



- Nestlé Pakistan Partners with Prime Minister's Youth Business Loan Scheme to build capabilities and generate opportunities for self-employment among youth



## Example from ASIA (Bangladesh)



- Nestlé Bangladesh Internship Program.
- More than 100 Interns, introducing them to Nestlé working environment, provide development opportunities to improve their employability.



## Q&A