



Nestlé Good food, Good life

Nestlé's Salient Issue Action Plan:

# GENDER EQUITY, NON-DISCRIMINATION AND NON-HARASSMENT

February 14, 2023

[nestle.com/sustainability/humanrights](https://www.nestle.com/sustainability/humanrights)

This action plan is one of a series that forms part of our [Human Rights Framework and Roadmap](#). You can find all our action plans, which address Nestlé's salient issues, on our [dedicated human rights webpage](#).

These plans guide our due diligence approach and enable us to act as a force for good. They articulate our strategy for embedding, assessing, addressing and reporting on each salient issue, defining what we need to do across our value chain, as well as what collective action can be taken.

We harnessed the strengths and capacities of each Nestlé department to define the action areas we will focus on in the years to come, in consultation with external partners and stakeholders. With collaboration built into each action plan, we hope to spark new engagement and inspire collective action with peers, business partners, civil society, non-governmental organizations (NGOs) and governments. This way, we can work together to tackle the root causes of our salient issues and create positive impact at scale.

We want these action plans to be dynamic and reflect the evolution of stakeholders' expectations and of the contexts in which we operate. Input and feedback are welcome and can be sent to us by email: [humanrights@nestle.com](mailto:humanrights@nestle.com).

We will report on progress against the indicators identified in each action plan by the end of 2025.



<sup>1</sup> Nestlé throughout this document refers to the Nestlé Group.

# EXECUTIVE SUMMARY

## Definition of the issue

Everyone has the right to work free from discrimination, violence and harassment, including gender-based violence and harassment.<sup>1</sup> Eliminating discrimination in employment and occupation is part of the foundations of the rule of law. The objective is to create a workplace where all are respected for who they are regardless of gender or other characteristics or backgrounds.

## Why it matters

Gender equality is a fundamental human right and a necessary foundation for a peaceful, prosperous and sustainable world.<sup>2</sup> The discrimination that certain groups, such as women, ethnic or racial minorities and migrants, face in the labor market makes them highly vulnerable to exploitation and abuses such as forced labor. Discrimination stifles opportunities, wastes the human talent needed for economic progress and accentuates social tensions and inequalities. We are committed to building workplaces where everyone believes their contribution will be recognized and where they feel safe to speak up when rights are not respected.

## Key actions

- Further raise awareness and build the capacity of our employees on gender equity, non-discrimination and non-harassment
- Further strengthen our and our direct suppliers' capacity to assess and prevent risks to gender equity, non-discrimination and non-harassment
- Strengthen direct suppliers' capacity to uphold Nestlé's commitments on gender equity, non-discrimination and non-harassment as part of our Supplier Human Rights and Environmental Due Diligence (HREDD) Assurance Framework
- Engage and support prioritized direct suppliers in taking actions to address gender equity, non-discrimination and non-harassment risks and impacts in their own operations
- Support the promotion and strengthening of gender equity, non-discrimination and non-harassment in Nestlé markets

- Collaborate with peers and stakeholders to help address systemic issues and develop common approaches and tools on gender equity, non-discrimination and non-harassment
- Drive further awareness about our grievance mechanism and develop capacities among our suppliers

## Value chain priority



We recognize the importance of listening to and consulting employees and their representatives on issues that affect them. As we implement this action plan, we will identify and engage with them to strengthen our understanding of risk and the impact and sustainability of our actions.

## Contribution to Sustainable Development Goals (SDGs)

The actions laid out in this action plan will contribute – directly and indirectly – to SDGs 5, 10, 16 and 17.



## Geographical priority

Global



# BACKGROUND

## What we are talking about

We use both gender equity and gender equality in this document, recognizing that the words are slightly different from each other. Equality means that each individual or group of people is given the same resources or opportunities. Equity recognizes that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome.

Gender identity is only one element of discrimination. According to the International Labour Organization (ILO), discrimination occurs when a person is treated less favorably than others because of characteristics that are not related to the person's competencies or the inherent requirements of the job.<sup>iii</sup> The international human rights legal framework contains international instruments to combat specific forms of discrimination, including discrimination against indigenous peoples, migrants, minorities, people with disabilities, discrimination against women, racial and religious discrimination, or discrimination based on sexual orientation and gender identity.<sup>iv</sup>

Discrimination can be expressed through harassment, such as when a supervisor or co-worker says or does something that creates an intimidating, hostile or threatening work environment. Manifestations of violence and harassment in the world of work are diverse and multifaceted, and they have changed over time. The variety of conduct, practices or threats that may be covered under the general term "violence and harassment" is very broad, and the norms and perceptions of unacceptable behavior vary across contexts and cultures. Examples of violence and harassment at work include bullying, threats, abuse, mobbing, insulting, excluding someone, sending offensive words or images, using offensive language, displaying offensive words or images and making sarcastic or snide remarks.<sup>v</sup>

## Why it matters

Gender equality is one of the 17 Sustainable Development Goals. According to the UN, gender equality is a fundamental human right and a necessary foundation for a peaceful, prosperous and sustainable world.<sup>vi</sup>

According to the ILO, millions of women and men around the world are denied access to jobs and training, confined to certain occupations or offered lower pay simply because of their disability, ethnicity, indigenous or tribal status, race, religion, sex, sexual orientation, gender identity, political or other opinion, or real or perceived status.

The discrimination that certain groups, such as women, ethnic or racial minorities and migrants, face in the labor market can make them highly vulnerable to exploitation and abuses, such as forced labor. Barriers to decent jobs often compel parents belonging to an ethnic minority to resort to the labor of their children to make ends meet. Though discrimination can have many manifestations, it is often subtle and insidious, undermining peoples' dignity and their future.

Discrimination deprives people of their voice at work and their ability to fully participate. It stifles opportunities, wastes the human talent needed for economic progress and accentuates social tensions and inequalities. Discrimination is a root cause of social exclusion and poverty.<sup>vii</sup>

## Why this issue is relevant and important for us

Diversity and inclusion are integral to our company's culture and help to bring our purpose and values to life. Our employees are at the heart of our commitment to being a 'force for good'. It is thanks to their determination that we can strive to advance regenerative food systems at scale. We respect and encourage all our employees: we value their potential regardless of race, ethnicity, gender, national origin, religion, gender identity, sexual orientation, age and different abilities, leaving no one behind.

At Nestlé, we strive to make our business a great place to work, both now and in the future. We want to foster an attractive and fulfilling environment that offers exciting opportunities and varied careers. Every aspect of how we treat our employees is rooted in respect, and we bring our purpose and values to life through our diverse and inclusive workforce.

## BACKGROUND CONTINUED

### The challenges in addressing this issue

Gender equality, non-discrimination and non-harassment are fundamental human rights. Yet despite progress challenges remain. For example, women and girls around the world do not fully experience equal rights, and their potential as economic, social and sustainable development change-agents remains untapped.

According to the UN Global Compact, women are underrepresented across business. They receive unequal pay for work and they continue to be targets of physical and sexual abuse. Additionally, women-owned enterprises are economically disadvantaged and lack equal opportunity to compete for business opportunities. Women also face legal and other barriers that affect their opportunities at work and as entrepreneurs.<sup>viii</sup>

Employment losses due to the COVID-19 pandemic have been significantly worse for women than for men, according to the World Economic Forum's Global Gender Gap Report 2022.<sup>ix</sup> With the global economy entering its third year of continued disruption, it will take another 132 years to close the gender gap at the current rate of progress.

As a company whose workforce comprises 176 nationalities and 276,000 employees, we find that barriers to equity, cultural dynamics and employee needs are widely varied, making these challenges even more complex.

## NESTLÉ'S VISION AND APPROACH

### Our vision and approach

We embrace diversity by being more inclusive, creating a workplace that aims to provide equal opportunities for everyone at the company, from recruitment through development and advancement. We do not tolerate any form of harassment or discrimination. We treat people with dignity and respect, and afford them equal opportunities regardless of their race, ethnicity, gender, national origin, religion, gender identity or sexual orientation. We strive to provide a safe environment for individuals to freely express their identities.

We focus our inclusion efforts on four key pillars of diversity (gender balance, people with disabilities, LGBTQ+ community, and race and ethnicity) as essential elements of our approach working toward equity and belonging.

Nestlé has long-standing efforts on advancing gender equality. As part of our Gender Balance Acceleration Plan, 30.2% of our top 200+ senior positions are now held by women. 45.3% of women occupy middle and senior managerial positions. As an organization, we have committed to continuously advance accessibility for people with disabilities within our operations. At Nestlé, we recognize that gender equality encompasses gender identity and sexual orientation. We partner with a range of LGBTQ+ civil society groups to advocate for civil rights and workplace protections.

Nestlé has longstanding efforts on advancing racial and ethnic inclusion. Today, more than 88% of market management committee positions are held by local employees. This is in line with our efforts to build leaders who are truly representative of the communities we serve. We are a multi-generational workforce, having five different generations working together, and we want them to bring their different perspectives and knowledge to Nestlé.

As an organization, we are also committed to:

- Providing equal opportunities for all to continuously advance accessibility for people with disabilities as applicants to and within our operations.
- Promoting awareness and understanding of the experience of people living with disabilities, in order to mitigate unconscious bias and create an even more inclusive workplace.
- Leveraging our *Nestlé needs YOUth* initiative to positively impact the lives of young people living with disabilities, helping them develop the skills they need to thrive.

We also aim to respect and promote gender equality, non-discrimination and non-harassment beyond our own operations. If we identify actual or potential adverse impacts on these fundamental rights among our suppliers, we will take action to address those impacts.



### How we are currently addressing this issue

Gender equity, non-discrimination and non-harassment are governed through the Human Resources Leadership Team. The team is chaired by our Global Head of Human Resources & Business Services, who is a member of the Executive Board. The Diversity & Inclusion Team is in charge of the day-to-day management of gender equity topics, while the Employee Relations Team looks after non-discrimination and non-harassment. Both teams work in close collaboration with Zones, Markets and Functions (including the Sustainable Sourcing Team for direct suppliers). (See also the *Governance* section for this issue.)

Nestlé has a long-standing commitment to respecting and promoting gender equity, non-discrimination and non-harassment:

- Our *Code of Business Conduct* and *Corporate Business Principles* prohibit all forms of discrimination and harassment.
- Recognizing that discrimination, violence and harassment at work are incompatible with the Nestlé purpose and values, *Corporate Business Principles*, as well as with the Nestlé Leadership Framework behaviors, our *Policy against discrimination, violence and harassment at work* sets out the core principles of a respectful work environment and standards to prevent any form of discrimination, violence and harassment

at work. Individual Markets around the world have adapted and applied these core principles through local anti-harassment and anti-discrimination policies in compliance with local legislation.

- Our gender neutral *Nestlé Global Parental Support Policy* defines minimum standards to be applied across our company, to support our employees as new parents, regardless of gender. The policy also reinforces employment protection, non-discrimination, health protection, the availability of flexible working options and breastfeeding support.

We verify compliance with our policies through:

- Our *CARE audit program* covering all the Nestlé sites we operate in the world.
- Our *Sustainable Sourcing Program* covering our prioritized direct suppliers, as relevant.
- *Speak Up*, our grievance mechanism providing Nestlé employees and external stakeholders with a dedicated communication channel for reporting non-compliance concerns, anonymously if they wish.

Unconscious bias and sexual harassment prevention are mandatory trainings for all employees, and we expect to achieve more than 90% completion rate by the end of 2022.

In November 2021, we launched our *Global Guidance for Providing Support to Employee Victims of Domestic Violence or Abuse*.

In 2022, we conducted a Voluntary Self-Identification exercise in the following pilot Markets: South Africa, UK, Ireland and Brazil (Wave 1). The purpose of this exercise is to collect general diversity data from our employees voluntarily on a global scale to the extent permissible under applicable local law and by focusing on our four pillars (gender identity, LGBTQ+ community, racial/ethnic minorities, people with disabilities). Diversity data is collected in the aggregate, on a purely voluntary basis, applying data privacy standards to maintain employees' privacy. Collecting diversity data of our employees allows us to begin to identify where in our operations barriers may exist, forming the basis of further work to analyze and address action plans to more effectively mitigate disparities.

We are also committed to providing equal advancement opportunities and compensating all our talents fairly. In line with our inclusive people practices, our performance and rewards management systems are built on the standards of fairness and equity. To make sure that men and women performing comparable jobs are paid equitably and that no systemic gender bias exists, an equal pay assessment process is conducted yearly across all Markets.



# NESTLÉ'S ACTION PLAN (2023–2025)<sup>2</sup>

## Embed: Policies and processes

### Objective

Further raise awareness and build the capacity of our employees on gender equity, non-discrimination and non-harassment.

### Action

### Scope

#### Governance and incentives

Continue to train all employees on unconscious bias and organize refresher trainings.	Global
Continue to train all employees on sexual harassment prevention and organize refresher trainings.	Global
Reflect the actions laid out in the action plan in relevant employees' objectives.	Global
Launch Diversity & Inclusion (D&I) Maturity Profile to all our Markets to assess their current state on all D&I pillars.	Global

<sup>2</sup> Our action plan will be reviewed and updated as necessary as we increase our understanding of impacts and risks, and monitor the effectiveness of actions taken in delivering on our vision and approach.

## NESTLÉ'S ACTION PLAN (2023–2025) CONTINUED

### Assess: Our risk exposure

Prevention and mitigation of actual or potential adverse impacts on gender equity, non-discrimination and non-harassment in our value chain starts with understanding the nature and scale of risks and impacts we may cause or contribute to through our own activities, or which may be directly linked to our operations or products by our business relationships.

We do this through the policies, controls systems and grievance mechanism we already have in place (see *How we are currently addressing this issue* section).

Our approach to gender equity, non-discrimination and non-harassment is global and applies consistently across all geographies where we operate.

For the purpose of this action plan the scope of risks and impacts includes direct suppliers as well.

### Own operations and supply chain

#### Objective

Further strengthen our and our direct suppliers' capacity to assess and prevent risks to gender equity, non-discrimination and non-harassment.

#### Action

Conduct Voluntary Self-Identification in Wave 2 volunteering Markets.<sup>3</sup>

**Scope**

Global

Expand the Voluntary Self-Identification initiative to other Markets.

Global

Use information gathered through our Supplier Human Rights and Environmental Due Diligence (HREDD) Assurance Framework to better understand direct suppliers' risks related to gender equity, non-discrimination and non-harassment, and prioritize those we need to engage and support.

Global

<sup>3</sup> Collect general diversity data from our employees voluntarily on a global scale to the extent permissible under applicable local law and by focusing on our four pillars (gender identity, LGBTQ+ community, racial/ethnic minorities, people with disabilities), initially piloting with four countries: Brazil, UK, Ireland and South Africa. Diversity data will be collected in the aggregate, on a purely voluntary basis, applying data privacy standards to maintain employees' privacy. Collecting diversity data of our employees will allow us to begin to identify where in our operations barriers may exist, forming the basis of further work to analyze and address action plans to more effectively mitigate disparities.

## NESTLÉ'S ACTION PLAN (2023–2025) CONTINUED

### Address: Our priority actions

#### Nestlé: Taking action within our value chain

Nestlé plans to take actions within our own operations and work with our direct suppliers to ensure they are also committed to respecting gender equality, non-discrimination and non-harassment in their own operations, and that they have adequate Human Rights Due Diligence systems in place.



### Own operations and supply chain

#### Objectives

- Put systems in place to address current and potential risks and impacts and mitigate future risks.
- Engage direct suppliers on Nestlé's expectations on gender equity, non-discrimination and non-harassment as part of our Supplier HREDD Assurance Framework.
- Engage and support prioritized direct suppliers in taking actions to address gender equity, non-discrimination and non-harassment impacts and risks in their own operations.

#### Action

Continue to conduct Equal Pay Analysis for all Markets and take action to close identified gaps, if any.

#### Scope

Global

Follow up Market action plans based on results of D&I maturity profile.

Global

Set expectations of our direct suppliers prioritized through our Supplier HREDD Assurance Framework and engage those prioritized direct suppliers to improve practices and on addressing risks, impacts and grievances on gender equality, non-discrimination and non-harassment (e.g. action plan development, capacity building, project co-funding).

Global



## NESTLÉ'S ACTION PLAN (2023–2025) CONTINUED

### Collective action: Helping tackle root causes with relevant stakeholders

Many of the issues and challenges around respect for gender equity, non-discrimination and non-harassment are complex and linked to a wide range of factors (as outlined in *The challenges in addressing this issue* section above) that cannot be addressed by Nestlé on our own.

Tackling these issues and their root causes requires collaboration between many different stakeholders, including employees themselves and their representatives, companies, governments, and multilateral, non-governmental and civil society organizations. We are, therefore, committed to collaborating with rightsholders and stakeholders both at global and sectoral levels to promote and help strengthen gender equity, non-discrimination and non-harassment.

### Markets and on-the-ground initiatives

#### Objective

Support the promotion and strengthening of gender equity, non-discrimination and non-harassment in Markets.

#### Action

Identify and prioritize specific interventions on strengthening gender equity, non-discrimination and non-harassment where we operate through engagement or advocacy at the national or regional government level.

#### Scope

Priority markets

### Global and sectoral collaboration and advocacy

#### Objectives

- Collaborate with peers and stakeholders at global and sectoral level to address systemic issues and share best practices for respecting gender equity, non-discrimination and non-harassment.
- Raise awareness of, and advocate for gender equity, non-discrimination and non-harassment within the sectors Nestlé is involved in.

#### Action

Identify and leverage collaborative initiatives that share best practices and tools on gender equity, non-discrimination and non-harassment in order to promote and support the development and collective uptake of strong, effective tools to mitigate, address and remediate these issues (see *Key partners* section below).

#### Scope

Global

Continue dialogue with IUF at global and Zone levels and create joint working groups regarding Gender Equity with representatives from Nestlé and the IUF.

Global

## NESTLÉ'S ACTION PLAN (2023–2025) CONTINUED

### Grievance mechanism

#### Objectives

Further develop awareness about our grievance mechanism and develop capacities among our suppliers.

Action	Scope
Ensure our employees and workers in our supply chain potentially affected by our operations can raise grievances and have access to remedy, including through Speak Up (Nestlé's grievance mechanism).	Global
Ask direct suppliers to have grievance mechanisms and management systems in place	Global
Engage in collaborative efforts to share best practices at a sector-wide level.	Global

### Monitor and report on indicators, overall performance and challenges

We are committed to transparently communicating our progress on implementing this action plan, as well as sharing our learnings and the challenges we face.

We will publicly report on the following indicators in relation to this action plan by the end of 2025.

#### Cross-cutting indicators:

##### 1. Audit performance

- Number of material non-conformities related to gender equity, non-discrimination and non-harassment identified through third-party audits of our own operations and addressed.
- Number of material non-conformities related to gender equity, non-discrimination and non-harassment identified through third-party audits of our direct suppliers and addressed.

##### 2. Grievance mechanism performance

- Number of material grievances received through Speak Up related to gender equity, non-discrimination and non-harassment, of which number of material grievances substantiated and addressed.
- Number of material grievances received through other channels related to gender equity, non-discrimination and non-harassment, of which number of material grievances under investigation and number addressed.

##### 3. Sustainable sourcing

- Number of direct suppliers with mature Human Rights and Environmental Due Diligence (HREDD) systems.

##### 4. Impact on people

- Number of cases employees, on-site contractors and workers in our supply chains benefited from our interventions on gender equity, non-discrimination and non-harassment.

#### Issue-specific indicator:

- Percentage of management positions held by women.

As we progress toward implementation of this plan, we will develop more impact-focused indicators.

# CONNECTION WITH OTHER SALIENT ISSUE ACTION PLANS

Human rights are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion or any other status. As such, the principles of gender equity, non-discrimination and non-harassment sit at the core of human rights and help reduce inequality in many areas.

We will strive to further strengthen the gender dimension across all our salient issue action plans over time and will report on KPIs disaggregated by gender, wherever possible:

<b>Safety and health at work</b>	The majority of agricultural workers are women, and they are often employed in low paid jobs that expose them to higher Occupational Health and Safety (OHS) risks. As such, actions to address OHS risks must be gender sensitive. Equally, the promotion of gender equity is a key tool in combating workplace violence and harassment, an OHS concern.	<b>Right to water and sanitation</b>	Recognizing that women and girls are disproportionately affected by low access to WASH, SDG 6.2 calls for “adequate and equitable sanitation and hygiene for all and an end to open defecation, paying special attention to the needs of women and girls and those in vulnerable situations.”
<b>Freedom of association and collective bargaining</b>	Freedom of association and collective bargaining enable all workers, male and female, and their representatives to advocate and negotiate for continuous improvements in different areas, including gender equity, non-discrimination and non-harassment.	<b>Living income</b>	There are gender specific cultural and institutional barriers that only affect the income of female smallholder farmers. For change to have a lasting impact on farming communities, actions should encourage women’s empowerment and their financial stability as drivers of productivity and increased incomes.
<b>Right to food and access to nutritious, affordable and adequate diets</b>	Amongst the populations most vulnerable to hidden hunger – characterized by a lack of micronutrients in diets – are women and children. According to a recent study from <i>The Lancet</i> , deficiency in at least one of three micronutrients affects 69% of non-pregnant women of reproductive age, equivalent to 1.2 billion worldwide.	<b>Indigenous peoples’ and local communities’ land rights</b>	Securing women’s land rights can elevate women’s status within households and communities and build access to markets and public spaces, helping fulfill human rights to gender equality, livelihood and identity. Stronger land rights can empower women while also increasing investments in land, spending on food and education, and improving child nutrition.
<b>Child labor and access to education</b>	Empowering women is an important means of reducing child labor. When women are educated, it is less likely that their children will be involved in child labor. Women’s education can also help them earn a better income, thereby reducing household poverty, which is one of the main drivers of child labor.	<b>Living wage</b>	The majority of impoverished people around the world tend to be minorities and females. Thus, the payment of a living wage to all workers will reduce inequality across gender, race and ethnicity.
		<b>Forced labor and responsible recruitment</b>	Paying particular attention to women is essential, as women are more likely to be coerced through wage non-payment and abuse of vulnerability. They are also more likely to be subjected to physical and sexual violence and threats against family members.

# CONTRIBUTION TO SUSTAINABLE DEVELOPMENT GOALS (SDGs)

The actions laid out in this action plan will contribute – directly or indirectly – to SDGs 5, 10, 16 and 17 as follows:

## Goal



### Achieve gender equality and empower all women and girls

**Target 5.1:** End all forms of discrimination against all women and girls everywhere.

**Target 5.2:** Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.

**Target 5.4:** Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate.

**Target 5.5:** Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

**Target 5.6:** Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences.

**Target 5.a:** Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.

## Goal



### Reduce inequality within and among countries

**Target 10.2:** By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

**Target 10.3:** Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.

**Target 10.4:** Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.



### Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

**Target 16.b:** Promote and enforce non-discriminatory laws and policies for sustainable development.



### Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development

**Target 17.17:** Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.

# GOVERNANCE FOR THIS ISSUE

## **Nestlé Executive Board**

Approves all the salient issue action plans.

## **Nestlé Human Resources Leadership Team**

Provides strategic leadership and execution on this topic.

## **Nestlé Human Rights Community**

Leads the human rights agenda throughout the company. It coordinates and monitors the implementation of *Nestlé's Human Rights Framework and Roadmap* throughout the value chain.

## **Nestlé Markets**

Support the implementation of this action plan in relation to our country operations, in alignment with the global team.





# KEY PARTNERS

## Main implementing partners

Partner	Activities
<b>Catalyst</b>	We partner with <a href="#">Catalyst</a> – a global nonprofit organization that helps companies build workplaces that work for women – to provide external content and resources to advance our Gender Equality journey.

## Main industry and multi-stakeholder collaborations

Platform	Workstreams	Nestlé’s involvement
<b>UN Women’s Empowerment Principles</b>		We are a signatory of the <a href="#">UN Women’s Empowerment Principles</a> to advance gender equality and empower women in the workplace, marketplace and the community.
<b>International Labour Organization (ILO) Global Business and Disability Network Charter</b>		We are a signatory of the ILO Global Business and Disability Network Charter that aims to promote the employment of persons with disabilities. As a member of the network, Nestlé publicly supports a series of principles to ensure the inclusion of people with disabilities in our workplace and commit to work towards our company-wide implementation, with a particular focus on three areas: <ul style="list-style-type: none"> <li>• Awareness and understanding, to combat the negative bias and stereotypes that people with disabilities often face.</li> <li>• Enhanced accessibility, to enable everyone to participate in meaningful ways.</li> <li>• Allyship, both internally and externally in order to accelerate our progress and maximize our impact.</li> </ul>
<b>The Valuable 500</b>		We are a member of <a href="#">The Valuable 500</a> , putting disability inclusion as part of our strategic agenda.
<b>World Economic Forum (WEF)</b>	Partnership for Global LGBTI Equality (PGLE)	Nestlé has joined WEF’s <a href="#">Partnership for Global LGBTI Equality (PGLE)</a> , the only LGBTQ+ focused organization in the world where the private sector and civil society sit together as members, to accelerate equity, social and economic inclusion for the LGBTQ+ community.
	Partnering for Racial Justice in Business	We are a founding member of the WEF’s <a href="#">Partnering for Racial Justice in Business</a> initiative. With this partnership, we aim to use our voice to drive changes that root out institutional racism in society.

# REFERENCES

- i [https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100\\_ILO\\_CODE:C190](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C190)
- ii <https://www.un.org/en/global-issues/gender-equality>
- iii [https://www.ilo.org/empent/areas/business-helpdesk/WCMS\\_DOC\\_ENT\\_HLP\\_BDE\\_EN/lang--en/index.htm](https://www.ilo.org/empent/areas/business-helpdesk/WCMS_DOC_ENT_HLP_BDE_EN/lang--en/index.htm)
- iv <https://www.un.org/ruleoflaw/thematic-areas/human-rights/equality-and-non-discrimination/>
- v [Violence and harassment in the world of work: A guide on Convention No. 190 and Recommendation No.206.](#)
- vi <https://www.un.org/sustainabledevelopment/gender-equality/>
- vii <https://www.ilo.org/global/topics/dw4sd/themes/gender-equality/lang--en/index.htm>
- viii [Gender Equality. UN Global Compact](#)
- ix [WEF\\_GGGR\\_2022.pdf \(weforum.org\)](#)

## Disclaimer

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