



Good Food, Good Life

Nestlé Global Parental Support Policy



Issuing department

Human Resources

Target audience

All employees

Approver

Executive Board of Nestle S.A.

Repository

All Nestlé Principles and Policies, Standards and Guidelines can be found in [*NestleDocs*](#), on the Nest

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Design

Société des Produits Nestlé Ltd., Corporate Identity & Design,
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I. Purpose

At Nestlé, we are driven by our purpose: Enhancing quality of life and contributing to a healthier future. Guided by our values rooted in respect, we are committed to foster a supportive environment for our Nestlé employees and their families, contributing to the improvement of their Nutrition, Health and Wellness, especially for new parents and their children.

With this, we are establishing the Nestlé Global Parental Support Policy (hereinafter “the Policy”).

II. Principles

Creating an inclusive culture: At Nestlé, we support gender equality and diversity and understand that every family is unique. Taking an inclusive approach, the minimum standards set forth by this Policy are based on caregiver status, regardless of gender, and are designed to take into account various family structures.

Continuing support of international standards: With this Policy, we continue to support the key principles set out by the International Labour Organization (ILO) Maternity Protection Convention (No. 183), which is one of the most significant established tools to support gender equality and promote breastfeeding in the workplace.

Complying with local legislation: Whilst applying this Policy, businesses in the countries in which we operate shall be compliant with all applicable local legislation as a minimum. The standards described in this policy are intended to supplement or exceed the locally existing legal parental support framework. In the event that local legislative standards are more generous towards parents than the benefits set forth in this Policy, the local legislative standards apply. Nothing in this Policy is intended to prevent or prohibit a more generous local practice.

III. Policy Scope

The Policy defines minimum standards to be applied across our company, to support our employees as new parents. This helps provide a healthy start in the life of their children, and promote their own well-being as working parents.

Our Policy specifically promotes the following:

1. Paid leave for primary and secondary caregivers
2. Employment protection and non-discrimination
3. Health protection in the workplace
4. Conducive work environment to breastfeed
5. Flexible work arrangements

IV. Minimum Standards

All Nestlé employees shall be granted the following as a minimum (unless in violation of local laws):

1. Paid leave for primary and secondary caregivers

Nestlé is committed to providing a supportive environment for new parents. We recognize the diversity in family structures, and acknowledge that responsibilities in caring for a child are often shared by a Primary and a Secondary Caregiver.

For the purposes of this Policy, “Primary Caregiver” is defined as any Nestlé employee (as defined locally) who is given the primary and ongoing responsibility for the care of the newborn or newly adopted minor child following the child’s arrival. This could be, for example, a biological or adoptive parent, a registered domestic partner, the child’s legal guardian etc.

“Secondary Caregiver” is defined as any Nestlé employee (as defined locally) who becomes, for example, a biological or adoptive parent, and who is not designated as the Primary Caregiver of the newborn or newly adopted minor child.

Primary Caregiver

Each Primary Caregiver shall be granted the following as a minimum: 18 weeks of fully paid leave, including a minimum of six weeks of postnatal leave, to be taken within 1 year following birth or adoption. This Primary Caregiver leave shall run concurrently with any parental paid leave, maternity leave (pre or postnatal), or any equivalent leave granted by local laws and regulations. It shall not lead to the accumulation of benefits of the same nature, except where otherwise required by local laws and regulations and/or local practices. The Primary Caregiver is also granted the right to extend the Primary Caregiver leave up to a total of six months. Any Primary Caregiver leave beyond the minimum 18 weeks of fully paid leave described above will be remunerated in accordance with local laws and regulations and/or local practices.

Secondary Caregiver

Each Secondary Caregiver shall be granted the following as a minimum: 4 weeks of fully paid leave to be taken within 1 year following birth or adoption. This Secondary Caregiver leave shall run concurrently with any parental paid leave, maternity leave (pre or post natal), or any equivalent leave, except where otherwise required by local laws and regulations and/or local practices.

2. Employment protection and non-discrimination

As a company, we support our employees in their parental responsibilities and respect the decisions they make for their families. All parents have the right to return to the same or to a similar position following the end of the Primary or Secondary Caregiver leave. The company will not discriminate or retaliate against an employee for taking their parental leave in accordance with this Policy.

3. Health protection in the workplace

Pregnant or nursing employees shall not perform work that is prejudicial¹ to their health or that of their child. The job content and working environment of pregnant or nursing employees shall be adapted to the extent possible to preserve their health or that of their baby.

4. Conducive work environment to breastfeed

Female employees are entitled to reasonable daily breaks or a daily reduction of work hours to breastfeed or express milk. Breastfeeding rooms will enable female employees to either breastfeed or express milk during working hours in a secure and relaxing environment. Each Nestlé facility with more than 50 employees will make available and accessible a room or space conducive to breastfeeding.

5. Flexible working arrangements

Any employee will be allowed the option of flexible working arrangements in line with the local rules and guidelines on flexible working. Taking a leave pursuant to this Policy will not be reason to exclude any employee from having access to flexible work arrangements upon return to work.

1) “Prejudicial” refers to work that is potentially dangerous to the health of the mother, the foetus or the baby, and exposes the male or female worker of reproductive age to substances or particles potentially harmful to their reproductive functions.

V. Implementation

Nestlé markets that currently provide parental support below the minimum standards set in this Policy are expected to adapt their local rules and guidelines to meet this standard until the end of 2022.

The Company reserves the right, in its sole discretion, to determine how this Policy will be interpreted, administered and may amend or eliminate any or all of this Policy's provisions for any reason, with or without notice in accordance with applicable laws. This Policy supersedes the Global Maternity Protection Policy.

We are dedicated to being a family-friendly employer and are confident that this Policy will further enhance our existing commitments to be an equal-opportunity and diverse employer.

