

Nestlé and Human Rights: Our Commitment



Nestlé is committed to enabling healthier and happier lives for our employees, our communities, and our society. Read about our long-standing support of human rights.

Human rights is one of the central pillars of our approach to Creating Shared Value for all Nestlé stakeholders and for society as a whole. This concern for society focuses on enabling healthier and happier lives for individuals and families, on helping the development of thriving and resilient communities, and finally, on stewarding the planet's natural resources for future generations, with particular care for water.

Our Commitment: Assess and Address Human Rights Impacts in Our Operations and Supply Chain

Fundamental respect for the rights of the people Nestlé employs, does business with, and otherwise interacts with is at the core of our [Corporate Business Principles \(PDF\)](#). We are firmly opposed to all forms of human rights violations or poor labor conditions across our value chain.

By upholding international human rights standards, Nestlé can make a positive impact on all our stakeholders.

Nestlé fully supports the [United Nations Global Compact's](#) (UNGC) guiding principles on human rights and labor, and aims to provide an example of good human rights and labor practices throughout our business activities. Nestlé was one of the first companies to adopt the [UN Guiding Principles on Business and Human Rights \(UNGPR\) Reporting Framework](#), with which our human rights standards are aligned.

Helping Develop Thriving, Resilient Communities

According to the UN, 1.2 billion people still live in extreme poverty. More than 75% of them live in rural areas and depend on agriculture, including family small holdings, for their livelihoods. We aim to improve livelihoods and develop thriving communities. Driven by our company purpose to enhance quality of life and contribute to a healthier future, we have defined an overarching ambition which will guide our work toward achieving our 2020 commitments. Our 2030 ambition is to improve 30 million livelihoods in communities directly connected to our business activities.

FYI: We are framing our Creating Shared Value (CSV) agenda closely with the 2030 United Nations Sustainable Development Goals (SDGs).

What We've Achieved

We take our responsibility very seriously to respect human rights across our business activities and to perform to the highest ethical standards; our commitments require real action to address issues, from forced labor and gender inequality to corruption.

NAME OF POLICY OR PROCEDURE	APPROVAL DATE	RIGHTS HOLDERS	HUMAN RIGHTS ISSUE ADDRESSED
Nestlé Employee Relations Policy	2010	Nestlé employees	Freedom of association and collective bargaining
The Nestlé Policy on Transparent Interaction with Authorities and Organizations	2010	Public officials; citizens	Corruption and bribery Lobbying
Flexible Work Environment at Nestlé	2010	Nestlé employees	Working time (work-life balance)
Privacy Policy	2010	Nestlé employees Consumers Other stakeholders (e.g. suppliers, service providers)	Data privacy
Nestlé Consumer Communications Principles	2011	Consumers (including children)	Right to information Health
Nestlé Group Security: Objectives, Operational, and Organizational Requirements	2011	Nestlé employees Local communities	Security staff's training on use of force

Policy on Conditions of Work and Employment	2011	Nestlé employees On-site contractors	Working time Competitive and fair wages Health and safety
Nestlé Commitment on Rural Development	2012	Farmers Farm workers Local communities (rural)	Living wage Working conditions Health and safety Health, water, education, gender, food Land tenure
The Nestlé Human Resources Policy	2012	Nestlé employees	Working conditions Freedom of association and collective bargaining
The Nestlé Commitment on Child Labor in Agricultural Supply Chains	2013	Children (living in rural communities)	Child labor
Nestlé Responsible Sourcing Guideline	2013	Farmers Farm workers Local communities (rural)	Child labor Fair wages Working time Housing Access to water and sanitation Privacy Health Freedom of association and collective bargaining Occupational health and safety Non-discrimination Land use rights
The Nestlé Supplier Code	2013	Suppliers' and co-manufacturers' workers	Freedom of association and collective bargaining Forced labor Employment practices (including use of agencies) Child labor Non-discrimination Harassment Privacy Working time (including rest days) Wages and benefits Health and safety Housing
The Nestlé Commitment on Land & Land Rights in	2014	Farmers Farm workers Local communities (rural)	Land tenure, including customary rights

Verité, an NGO (non-governmental organization) whose mission is to enhance human rights on a global basis, continue to work closely with the Royal Thai Government, Thailand's Department of Fisheries, and the Southeast Asian Fisheries Development Center to develop a practical training program to educate vessel owners, boat captains, and crew members on [living and working conditions \(PDF\)](#) aboard a fishing vessel and on workers' rights in Thailand.

Other activities of note:

- Completed the rollout of the Child Labor Monitoring and Remediation System to all [Nestlé Cocoa Plan](#) co-operatives in Côte d'Ivoire, and expanded into Ghana
- Trained 36,524 employees in anti-corruption
- Released the [Nestlé Commitment on Labour Rights in Agricultural Supply Chains](#) as an appendix to the [Nestlé Supplier Code](#)
- Continued to roll out our human rights training to countries at high risk for various types of human rights and other violations, training a further 9,573 employees in eight such countries in 2016. We have now trained 83,747 employees in 69 countries, including 10,967 employees in high-risk countries, since launching our online Human Rights Training Tool in 2011

Looking Ahead: Addressing Human Rights Impacts

Our public commitments are a result of our respect for individuals and families, communities, and the planet. These commitments align directly with our material issues. They drive continuous improvement and allow stakeholders to hold us to account for delivering on our promises.

In 2016 Nestlé introduced several new objectives for 2020 to help us achieve our commitments:

- Assess and address human rights impacts across our business activities
- Improve workers' livelihoods and protect children in our agricultural supply chain
- Enhance a culture of integrity across the organization
- Provide effective grievance mechanisms to employees and stakeholders

Our specific goals for addressing human rights impacts stem from the Action Plans developed in 2016:

By 2017—Strengthen human rights mainstreaming into existing standards, audit protocols, and due diligence procedures, in particular for: our own facilities, including green- and brown-field projects; local communities; our business partners, including local distributors, co-manufacturers, joint ventures, etc; and mergers and acquisitions.

By 2018—Carry out six additional Human Rights Impact Assessments in countries where we have significant business operations.

By 2019—Have a functioning governance structure in place in all markets that looks after human rights risks and opportunities.

By 2020—Train all Nestlé employees on human rights.

At Nestlé, human rights are closely aligned with thriving, healthy communities—enhancing rural livelihoods, respecting and promoting human rights, and promoting decent employment and diversity. We work hard to ensure that employees and our supply chains benefit from fair and decent working conditions, which improve livelihoods and make a positive impact on society.

Source: [Nestlé in Society: Creating Shared Value 2016 \(PDF\)](#)

Additional Resources

[Human Rights Impacts](#)

[Talking the Human Rights Walk \(PDF\)](#)

[Respecting Human Rights](#)