D&I [illegible]IOTIONAL COMMUNITIES

Who is Nestlé? It’s clear that D&I is a topic for us.

A business based in innovation with 150 years of history.

1866
The birth of Nestlé

413
factories

Oltre 2.000
brands

323.000
employees

1 miliardo
Products sold every day in the world

Over 90 bilion CHF
revenue

1875
The arrival in Italy

8
Factories
+ HQ in Milan

Revenue
1,6 bilions
Euros in 2019

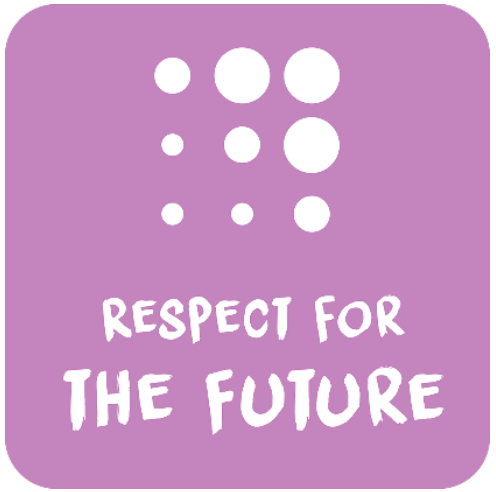
circa **4500**
collaboratori

Nestlé Italiana, Sanpellegrino, Purina, Nespresso, Nestlé Nutrition, Nestlé Health Science, Nestlé Professional e CPW:
The main companies operating in our country

Driven by purpose, guided by

Our values are rooted in

RESPECT.



Good food, Good life

Nestlé

la diversità è un ~~fatto~~, includerla una scelta

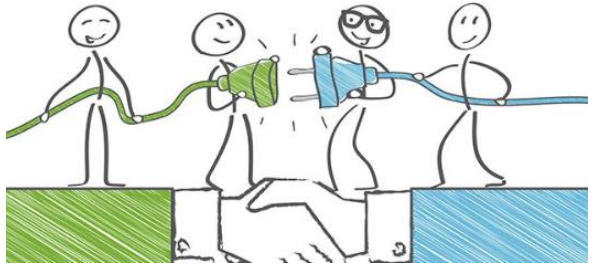
DIVERSITY IS A FACT,
INCLUSION IS A CHOICE.

ERGs- Employee Resource Groups:
voluntary, employee-led groups whose aim is to foster a diverse, inclusive workplace aligned with the organizations they serve.

12 emotional communities
More than 100 employee involved
16 Sponsors
900 employees followers on Workplace

emo comm STORY

PEOPLE AT THE CENTER, INTERCEPTION OF UNEXPRESSED NEEDS



GENERATIVE CONNECTIONS + NEW COMPETENCIES BUILDING

CULTURAL TRANSFORMATION : everyone can be authentic

DISABILITÀ · GENDER BALANCE · GENITORIALITÀ · GREEN · LGBT · MULTICULTURALITÀ · TEMPO LIBERO · VOLONTARIAMENTE · YOUNG · BIBLIOTECA · AGEING · INNOVATION

for the Person WHY
• inclusion
• pride & membership
• engagement
• well being
• leadership & personal growth
• sense of responsability
• entrepreneurial spirit
for Nestlé WHY
• innovation
• reputation/attractiveness
• retention
• sustainability
• best performance
WiN for Nestlé
Goal
WiN for the people
WiN for the Society
for the Society WHY
• ethical imprint
• social impact
• involves the local community
• generativity
• ecological awareness
Nestlé

Good food, Good life

Jun 2020

What makes Employee Networks succes

- EMPLOYEE LEADERSHIP & COMMITMENT
- STRATEGICALLY ALIGNED GOALS & CLEARLY DEFINED ROLES
- EFFECTIVE ALLYSHIP
- MANAGEMENT SUPPORT

4 success stories

Community "Library" The social project with the Bollate prison

A paid day per year to devote to volunteering

Pride & global parental support policy

"Are just words" Training on inclusive communication

Communities' role in Covid emerge

Virtual monthly meetings (spring es)

Emotional intelligence virtual trainir parents

Multicultural Community supports inte: on

Community Young supports new comers in ling

Gender balance local mentoring p

Volunteering initiati

New global parenting support polic +)

DISABILITÀ GENDER BALANCE GENITORIALITÀ GREEN LGBT MULTICULTURALITÀ TEMPO LIBERO VOLONTARIAMENTE YOUNG BIBLIOTECA AGEING INNOVATION

AGEING
BIBLIOTECA
GENDER BALANCE
GREEN
MULTICULTURALITÀ
TEMPO LIBERO
GENITORIALITÀ
VOLONTARIAMENTE
DISABILITÀ
YOUNG
LGBT

thanks