



Good food, Good life



Nestlé Good food, Good life

NESTLÉ'S HUMAN RIGHTS FRAMEWORK AND ROADMAP

Supporting a just transition toward a regenerative food system





DECEMBER 2021



We have not waited for regulations to act

Our human rights journey started a long time ago

Here is what we have achieved since 2008

<p>■ 2008</p> <p>We started reporting on human rights as part of our annual Creating Shared Value report</p> <p>The Danish Institute for Human Rights (DIHR) conducted a human rights gap analysis of our policies and procedures</p>	<p>■ 2009</p>  <p>We conducted our first human rights impact assessments (HRIAs) together with the DIHR in Colombia and Nigeria to fully understand the type and scope of the human rights impacts of our operations in those countries</p>	<p>■ 2010</p> <p>We conducted our first corporate human rights risk assessment together with Nestlé's Group Risk team</p>	<p>■ 2011</p> <p>We launched our Human Rights Due Diligence program based on the newly adopted United Nations Guiding Principles on Business and Human Rights</p> <p>The Fair Labor Association (FLA) conducted its first assessment of our hazelnut supply chain in Turkey</p> <p>We started rolling out our human rights training tool to Nestlé employees worldwide</p>
<p>■ 2012</p> <p>We included specific human rights in our compliance-focused CARE audits' covering all Nestlé's sites around the world, including factories and distribution centers</p> <p>We became the first food and beverage company to join the FLA and extend the scope of our work with it to cocoa in Côte d'Ivoire</p>	<p>■ 2013</p> <p>We strengthened human rights requirements in Nestlé's Supplier Code and Responsible Sourcing Guideline (now the <i>Responsible Sourcing Standard</i>)</p>	<p>■ 2014</p> <p>We organized a roundtable with human rights and rural development experts from non-governmental organizations (NGOs), intergovernmental organizations, think tanks, consultancies and trade associations</p>	<p>■ 2015</p> <p>We commissioned NGO Verité to investigate allegations of human rights abuses in the Thai fishing industry and released our action plan based on its report and recommendations</p> 
<p>■ 2017</p> <p>We published Tackling Child Labor, our first report on the progress we had made on addressing child labor risks in our cocoa supply chain</p> 	<p>■ 2018</p> <p>We launched our new CARE Audit Protocol, which used independent assessments to measure compliance with key principles</p> <p>We completed a pilot study of new US Department of Agriculture guidelines on eliminating child labor in our hazelnut supply chains in Turkey, in collaboration with the FLA</p>	<p>■ 2019</p>  <p>We published our second report on our progress on tackling child labor risks in the cocoa supply chain, and improvements in our databases enabled us to get more accurate data on child labor risks</p> <p>We became the first company to make our human rights training publicly available</p> <p>A major review of our grievance mechanisms for internal and external stakeholders confirmed the systems were working effectively</p>	<p>■ 2020</p> <p>We launched a new internal Human Rights Community that developed our Human Rights Framework and Roadmap</p> <p>We implemented our strengthened human rights governance structure</p> <p>282 532 employees trained on human rights since 2011</p>
<p>■ 2021</p> <p>We strengthened our grievance mechanisms by combining our internal and external platforms into a single global reporting system called SPEAK UP</p> <p>See our full rights journey since 2008</p>	<p>■ 2016</p> <p>Working with the Danish Institute for Human Rights (DIHR) and in consultation with key stakeholders, we identified our salient issues – those human rights at risk of the most severe negative impacts on stakeholders through our activities and business relationships</p> <p>We issued our first Modern Slavery and Human Trafficking Report based on the 2015 UK Modern Slavery Act</p>		



A level-playing field is required to make progress at scale

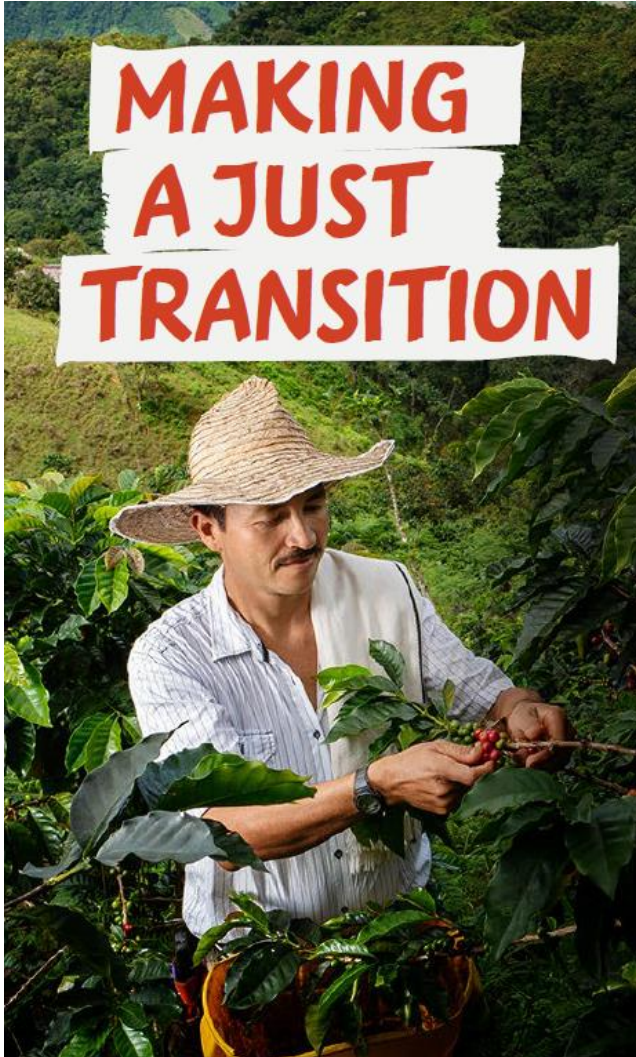


Working to understand our human rights risks

We've carried out 13 human rights risk assessments to better understand risks across our operations and geographies



Human rights are a foundational element of a just transition to regenerative food systems



- **Increased traceability** of global supply chains so we better know where risks (GHG emissions, human rights, etc.) come from.
- **Higher awareness of farmers, farmer cooperatives and traders** on these issues and developing their **capacities and capabilities**.
- **Consolidation of global supply chains** by strengthening the relationships we have with farmers.
- **Rewarding farmers for the benefits they provide to the environment, to local communities and to society at large** not and not only for the quantity and quality of ingredients we buy from them: Additional premiums for regenerative agriculture goods.

Research questions

- What are the possible unintended consequences of human rights obligations / mandatory due diligence?
- How to reconcile individual responsibilities and collective action? Who is accountable for failure?
- High-risk situations: When to stay when to go?

Nestlé's Human Rights Framework and Roadmap: <https://www.nestle.com/sites/default/files/2021-12/nestle-human-rights-framework-roadmap.pdf>

