



Nestlé and IUF Engagement - Joint Operating Principles

24.05.2013

Nestlé and IUF have agreed that it is in their mutual interest to establish a constructive and ongoing engagement on global labour topics. Therefore, they have established bi-annual meetings which will take place with representatives of both parties participating as set out below. The location and duration of each meeting will be agreed on a case by case basis.

Agendas for each meeting will, where practicable, be circulated at least a month in advance of the meeting. Agenda items will include issues related to human and trade union rights and any labour relations issues which may be proposed by the parties.

IUF representation would consist of an IUF leadership team of up to 3 persons and a representative group of IUF affiliates which might be made up of:

- 2 European trade union representatives
- 1 North American trade union representative
- 1 Latin American trade union representative
- 1 African trade union representative
- 1 Asian trade union representative
- 1 Pacific region trade union representative

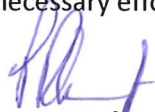
Nestlé representation would consist of a Nestlé leadership team which in principle would include the global Head of Human Resources.

Mutually agreed additional ad hoc representation for either party may be possible on a case-by-case basis.

Meetings would conclude with specific "action points" that will develop areas of common interest, such as the health and safety of employees, adequate working conditions, appropriate forms of employment and the respect for freedom of association and collective bargaining. A standard agenda item will be an update on activities and output from any bi-partite working groups that might be established by mutual agreement. Decision taken at a bi annual or any other meeting between the parties will not be formally binding in a legal sense.

The parties appreciate and understand that, recognizing Nestlé's human right responsibilities towards those impacted by its activities, issues related to human and trade union rights may arise from time to time between these formal meetings. In the event of a relevant issue a party may request a meeting to discuss and resolve the subject.

Nestlé and IUF will make the necessary efforts to develop a productive and respectful dialogue.



NESTLÉ



IUF