

NESTLÉ NIGERIA PLC - SUSTAINABILITY POLICY

The Company pays adequate attention to sustainability issues including environment, social, occupational, community health and safety. This is in line with our overall business principles of Creating Shared Value as a responsible corporate citizen contributing to economic and social development.

The Board adopts with necessary modifications in line with local conditions the established policies and practices of the Nestlé Group regarding its commitment to conduct business in a manner that ensures value to its stakeholders and communities while creating value for shareholders. We believe that our business will be successful in the long-term by creating value for society.

Scope of the Policy

The policy includes the following:

- the Company's business principles, practices and efforts towards achieving sustainability;
- the management of safety issues including workplace accidents, fatalities, occupational and safety incidents;
- plans and strategy for addressing and managing the impact of serious diseases on the Company's employees and their families;
- the most environmentally beneficial options particularly for companies operating in disadvantaged regions or in regions with delicate ecology, in order to minimize environmental impact of the Company's operations;
- the nature and extent of employment equity and diversity (gender and other issues);
- training initiatives, employee development and the associated financial investment;
- opportunities created for physically challenged persons or disadvantaged individuals;
- the environmental social and governance principles and practices of the Company; and
- corruption and related issues

Corruption

The Company has zero-tolerance attitude to corruption and unethical practice. It encourages its employees, contractors and business partners to always ensure the highest standards of integrity and compliance with all relevant laws and regulations. On a regular basis, the Company tracks and monitors potential corruption prone activities and design strategies to eliminate the corruption risks.

The Nestlé Corporate Business Principles reflect our commitment to a strong compliance culture as a non-negotiable foundation of how we do business. More than words on paper, our principles are actionable, and we are prepared to do what is necessary to ensure that our Company is managed in line with our commitment. You can help us achieve this goal.

Our Compliance Reporting System, "Tell us", provides you and all other external stakeholders with a dedicated communication channel for **reporting potential instances of non-compliance with our Corporate Business Principles**.

How to report a compliance concern?

"Tell us", our Compliance Reporting System, is available any time (24/7, 365 days a year).

1. You can choose to use a web form or call a toll-free phone number and leave a message. For both procedures **visit this website**
2. In both cases, you will receive an **individual case number**. Please note the number down and keep it safe.
3. This case number is your personal key to the Compliance Reporting System and to the report you have filed. It allows you to track the progress of your case and to provide additional information. You will be asked to enter this number each time you access the system.
4. We take all concerns seriously and will take the appropriate action on each report. We will keep you informed on our progress whilst processing your concern.
5. **At any time you can go back into the website** and track the progress of your case using your case number.
6. We are committed to improving our Compliance Reporting System and reserve the right to make changes in the future.

In furtherance of the above, the Company has established an anonymous whistle blowing system which enables staff, supplier and distributors to raise concerns in relation to its operations and report malpractice, illegal acts and omission by employees.

The Board will monitor the implementation of sustainability policies and report on the extent of compliance with the policies.

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Diversity in the workplace

Nestlé Nigeria Plc upholds the principle of non-discrimination, equal employment opportunities and diversity in its recruitment process. Our employees are made up of male and female from different parts of the country. Every employee is given equal opportunity for promotion purely based on merit.