Nestlé in Society
Creating Shared Value and meeting our commitments
HIGHLIGHTS OF THE YEAR

100% of our children products meet the Nestlé Nutrition Foundation (NF) criteria

13 million people reached through Nestlé’s Start Healthy Stay Healthy campaign

100% of our children & family products have Guidance Daily Amount (GDA) labels

Ranked 1st on the Access to Nutrition Index (India Spotlight Index) for corporate profile

200,000 adolescents reached through the Nestlé Healthy Kids Programme promoting healthy lifestyles

Created community support for 900,000 people for better nutrition and linkages to public health services through the life cycle approach

Supported and collected milk from 100,000 dairy farmers

Empowered over 66,000 village women through training on good dairying practices

Collected 1,640 metric tonnes of coffee through the NESCAFÉ Plan Farmer Connect programme

Procured over 88.4% (by value) of raw material and packaging locally

Created access to clean drinking water for over 140,000 beneficiaries

Provided access to sanitation in schools for more than 150,000 girls

Reduced water use by about 53% per tonne of production in the last 15 years

Reduced waste water by about 55% per tonne of production in the last 15 years

Reduced energy use by about 47% per tonne of production in the last 15 years

Reduced CO2 emissions by about 55% per tonne of production during the last 15 years

Used about 35% of recycled packaging material in 2016

Assessed 100% of our priority categories against the responsible sourcing guideline (RSG) requirements

Launched a nationwide campaign to Educate the girl child

Launched the diversity and inclusion framework

Trained all employees on the infant milk substitutes, feeding bottles and infant foods (IMS) Act

No human rights-related stakeholder complaints in 2016
MESSAGE FROM OUR CHAIRMAN AND MANAGING DIRECTOR

Delivering a long term positive impact and Creating Shared Value is Nestlé’s fundamental guiding principle of doing business. We believe that our business should not only benefit our shareholders but also the communities where we work. We embrace Creating Shared Value by improving billions of lives through affordable Nutrition, Health and Wellness. We also recognise that Creating Shared Value needs compliance with the law, business standards, and principles and we at Nestlé India are committed towards ensuring ethical and transparent business practices.

Since our birth as Nestlé in 1866, we have been driven by our purpose: “Enhancing quality of life and contributing to a healthier future”, guided by our values, which are rooted in respect. This report highlights our commitments, initiatives and operations that enable us to achieve our goals in the areas of nutrition, rural development, water, environmental sustainability and our people.

We aim to provide high quality, safe and nutritious products, and with our high quality Popularly Positioned Products (PPP) we are committed to providing affordable nutrition to lower-income consumers in India. We are transparent in our communications with consumers to help them make informed choices about their dietary intake.

Nestlé India is committed to supporting rural development and livelihoods. Our technologies and best practices not only improve the supply chain and raw materials, but also improve the standard of living of dairy farmers by helping small and marginal farmers in generating sustainable incomes. Through our work in dairy, coffee and chicory, among others, we touch the lives of over 200,000 farmers.

We are cognizant of the impending water crisis, its criticality to our value chain and its implications for health. Nestlé is committed to optimal water use and ensuring that our operations do not compromise the right to water of local communities. We constantly work towards implementing efficient technologies in our manufacturing facilities, while driving water stewardship in our raw material sourcing and local communities.

We respect and promote human rights, fair employment, diversity and inclusion. Our transparent business and shared values are based on the principle of respect: respect for ourselves, for others, for diversity and for the future.

The report in your hands pays tribute to the role of purpose, values and a desire to contribute positively to society. It is a pledge we take very seriously and renew it in every endeavor we make.

Suresh Narayanan
Chairman and Managing Director
Nestlé India

CREATING SHARED VALUE

Creating Shared Value helps us integrate value creation for business with value creation for society and shareholders.

Since our inception, we have focused our efforts toward enabling healthier and happier lives for individuals and families, helping the development of thriving and resilient communities and stewarding the planet’s natural resources for future generations.

The CSV principles are the driving force behind our various business activities.
Nestlé started operating in India in 1912 as The Nestlé Anglo-Swiss Condensed Milk Company (Export) Limited and was incorporated as Nestlé India Limited in 1956. While initially we traded only finished goods in India, in the last century, we have set up 8 manufacturing facilities and expanded our product offering. Today, our portfolio of products extends from milk and nutrition to chocolate and confectionery, beverages, prepared dishes, cooking aids, vending and food services.

KEY MILESTONES

1912
The NESTLÉ Anglo-Swiss Condensed Milk Company (Export) Limited began trading in India

1956
Nestlé India Ltd. was incorporated

1961
First factory set up at Moga, Punjab to help develop the milk economy

1967
Pilot plant at Choladi in Tamil Nadu set up for tea processing

1989
Factory set up at Nanjangad in Karnataka

1990-94
Entered the chocolate business. Set up a factory in Samalkha, Haryana

1995-2000
Commissioned factories in Ponda and Bicholim in Goa launched ‘Kitkat’ and Ultra Heat Treated (UHT) liquid milk market

2001
Entered the iced tea market.

2004-05
Upgraded Samalkha factory. Recognized by Coffee Board of India for its exports, and PHD Chamber of Commerce and Industry for economic development of Punjab.

2006-08
Factory in Pantnagar, Uttarakhand set up. Awarded India Innovator of the year by CNBC Asia.

2006
Pantnagar, Uttarakhand

2012
Tahliwal, Himachal Pradesh

2012
Nestlé R&D Centre, the global noodle and spice competence centre responsible for driving innovation established in India.

2010

2017
Nestlé Food Safety Institute India committed to strengthening the food safety environment in India was set up.

1961
Moga, Punjab

1992
Samalkha, Haryana

1995
Ponda, Goa

1997
Bicholim, Goa

1999
Nanjangud, Karnataka

1967
Choladi, Tamil Nadu

1989
Nanjangud, Karnataka

NESTLÉ IN INDIA

With a history of 105 years in India, today, Nestlé has 8 factories, 5 offices, and 1 global research centre, a presence across more than 3.5 million outlets nationwide, 7,588 direct employees and impacts over a million lives.
OUR CONTRIBUTION TO THE GLOBAL AGENDA

We have framed our Creating Shared Value (CSV) agenda to closely align with the United Nations 2030 Agenda for Sustainable Development.

Our company purpose
Enhancing quality of life and contributing to a healthier future

Our ambitions
For individuals and families
- Enabling healthier and happier lives

For our communities
- Helping develop thriving, resilient communities

For the planet
- Stewarding resources for future generations

Our CSV impact areas
Nutrition, health and wellness
- Rural development
- Human rights and compliance
- Our people

Water
- Environmental sustainability

How we make an impact
Offering tastier and healthier choices
- Inspiring people to lead healthier lives

Building, sharing and applying nutrition knowledge
- Enhancing rural livelihoods
- Respecting and promoting human rights
- Promoting decent employment and diversity

Caring for water
- Acting on climate change
- Safeguarding the environment

Through our ambitions, we are supporting the Sustainable Development Goals

INCLUSIVE AND ACCOUNTABLE CORPORATE GOVERNANCE AND ETHICS

The alignment of long-term vision with the strategy of a company is of utmost importance for a company to earn trust, respect and become a market leader. With this approach, Nestlé has established principles and governance structures that support us in achieving our goal.

The 10 Nestlé Corporate Business Principles are at the heart of our company and form the basis of our culture, our values and our Creating Shared Value strategy.

Consumers
1. Nutrition, Health and Wellness
2. Quality assurance and product safety
3. Consumer communication

Human right and labour practices
4. Human rights in our business activities

Our people
5. Leadership and personal responsibility
6. Safety and health at work

Suppliers and customers
7. Supplier and customer relations
8. Agriculture and rural development

The environment
9. Environmental sustainability
10. Water

As part of our efforts toward being transparent and accountable to our stakeholders, we publish our corporate governance report annually. Our Corporate Business Principles, Articles of Association, Management and Leadership Principles and Indian Code of Business Conduct are also available on our website.

We actively engage with our investors and other stakeholders through the Annual General Meetings, investor meetings, board meetings and stakeholder convenings.

The Nestlé Council for Nutrition Advocacy reviews our strategies on nutrition and provides consultation on products, social projects and communication.

Our CSR committee plans and monitors year-round activities, and approves the expenses for undertaking them.
ENGAGEMENT AND ADVOCACY

We believe that advances in development and sustained value can only be created through collective action, engaging at the local and national level.

Building relationships
We work with stakeholders across our value chain to ensure transparency and long-term value. We value the trust and faith our stakeholders have placed in us and work dedicatedly to ensure we deliver on it.

We constantly engage with stakeholder groups and experts from various fields to gather feedback on our initiatives aimed at achieving our goals related to nutrition, health and wellness, rural development, water, environmental sustainability, human rights and compliance, and our people.

Public Policy Advocacy
Nestlé India engages with government and food authorities to establish scientific regulations for protecting consumer health and ensuring fair practices in food trade, and for the harmonisation of Indian food regulations with the Codex Alimentarius and other best practices. Nestlé is a member of the following industry associations that aid our policy development and advocacy activities:

- Federation of Indian Chambers of Commerce and Industry (FICCI)
- Confederation of Indian Industry (CII)
- All India Food Processors Association (AIFPA)
- Confederation of Indian Food Trade and Industry (CIFTI)

Stakeholder mapping

- Customers
- Suppliers: farmers, manufacturers, transporters, contractors
- Government regulatory bodies
- Local community
- Civil society bodies/NGOs
- Employees
- Investors/shareholders
- Media
- Academia
- Industry associations and multilateral agencies

MATERIALITY AND STAKEHOLDER INCLUSIVENESS

At Nestlé, we carry out our materiality analysis every two years through a materiality process and ensure that issues that impact our stakeholders are prioritised.

The Nestlé Global Materiality Matrix 2016 is a matrix that captures the material concerns of our global business and stakeholders. The matrix highlights social, environmental and governance-related issues material to the company and plots them on a scale of stakeholder interest vis-à-vis impact on Nestlé’s business.

Nestlé Global Materiality Matrix 2016
India is currently facing the double burden of malnutrition and obesity, with nearly 253 million adolescent population in dire need of appropriate nutrition, counselling, education and guidance (Census, 2011). According to the National Family Health Survey, 2009, the number of obese people has nearly doubled since 2005–06, while the status of under nutrition has remained stagnant since 1998–99 (National Family Health Survey, 2009). According to a UNICEF study, the rate of regular consumption of food rich in Vitamin A and iron is low in India, especially among infants and young children.

We strive to continuously develop a better understanding of the changing lifestyles of India and anticipate consumer needs to provide tastier and nutritious product offerings, which are of high quality, safe and affordable for all life stages.
Offering tastier and healthier choices

In addition to developing healthier and tastier product choices, we endeavour to further reduce public health-sensitive nutrients through scientific research, while maintaining the taste of our food and beverages. 100% of our children products meet the Nestlé Nutrition Foundation (NF) criteria.

Our policies on Sodium, Sugars, Trans-fat and Saturated fat guide our product development.

- **Reduced sodium levels in MAGGI Masala Noodles** by 10% per serve over the last three years
- **Reduced the quantity of sucrose in cereals prepared for infants**, by approximately 700 tonnes
- **Replaced hydrogenated fat in MAGGI with refined oil**, resulting in zero trans-fat and zero cholesterol

We constantly innovate to incorporate nutrient sources into our products, such as, whole grains, fruit and vegetable bits.

- **MAGGI Oat Noodles**: Made with vegetables and wholegrain oats
- **MAGGI Vegetable Atta Noodles**: Made with fibre-rich wheat grains
- **MAGGI Pazza**: Made with 100% Suji
- **NESTLÉ a+ GREKOYO**: A healthy snack with real fruit bits

We are committed to reducing micro-nutrient deficiencies across India through fortification of our products. Our Popularly Positioned Products (PPPs) are fortified with micro-nutrients to counter under nutrition, especially among low-income consumers.

- **CEREGROW**: A nutritious cereal for children in the age group of 2-5 years fortified with vitamins and minerals
- **BABY & Me**: A nutritional supplement for pregnant and breastfeeding mothers, enriched with essential probiotics and micro-nutrients
- **MILO**: A ready to drink cocoa-malt milk beverage crafted specially for growing children with essential vitamins and minerals
- **Masala-ae-Magic**: A taste enhancer fortified with Vitamin A, Iron and Iodine
Apply and explain nutrition information

We strive to empower consumers to make informed choices about what they consume through clear information about ingredients, nutritional benefits, health information and portion size on our packaging.

The Guideline Daily Amount (GDA) labelling system provides guidance on key defined nutrients on the front of pack to enable consumers to evaluate a product’s composition in their daily diet.

Beyond the Label (BTL) allows consumers to scan the QR code on product packaging with their mobile phones to find out more about our products, categorised under three heads - Nutrition, Environment and Society.

Nestlé Portion Guidance is a voluntary and proactive initiative launched by Nestlé to help consumers manage portioning of products and achieve healthier diets intuitively, through various modes.

Nestlé Nutritional Compass provides easy to understand nutritional information, enabling a consumer to make informed choices on the product to be consumed and in what quantity.

| 100% of our children & family products have GDA based labelling | 49% of our product packaging have BTL QR codes |
| 100% of our children & family products provide portion guidance | 95% of our products have the Nestlé Nutritional Compass |
Inspiring people to lead healthier lives

In our efforts to address malnutrition, we strive to foster behaviours in children and families that contribute to building a healthier environment.

**Project Jagriti**
Conducted in partnership with the Mamta Health Institute for Mother and Child, the project encourages healthy nutrition and breastfeeding practices, and the uptake of public health services through community sessions among adolescents, young couples and caregivers. In 2017, the programme ran across 15 districts of Rajasthan, Karnataka, Maharashtra, Chandigarh, Odisha, Uttar Pradesh, Bihar and Delhi, and aims to reach out to 3,000,000 beneficiaries by 2018.

**Nestlé Healthy Kids Programme**
The programme is conducted in partnership with 6 Universities and the NGO Magic Bus India Foundation. It focuses on raising nutrition, health and wellness awareness among school-going children and has reached out to over 200,000 adolescents across 21 states, encouraging them to live healthier lives.

**Start Healthy Stay Healthy**
Breastfeeding is one of the key messages that Nestlé Start Healthy Stay Healthy propagates as a part of promoting healthy 1st 1000 days and believes that mother’s milk is the best nutrition of babies and lays the foundation to a healthy future.

The 2017 campaign to educate the support system in a nursing mother’s life to help her breastfeed for longer, by sharing her chores and responsibilities garnered 13 million views online. The campaign also reached out to 120 micro-communities of mothers.

**Serve Safe Food**
Our commitment to safe food goes beyond the safety and quality of our own products. We joined hands with the National Association of Street Vendors of India (NASVI) and food authorities to launch Project Serve Safe Food for training street food vendors on subjects including health, hygiene, safe food handling, waste disposal and entrepreneurship. Street food vending is an informal source of employment and vendors face constraints such as lack of business knowledge and skills, limited training opportunities and restricted mobility, which prevents their growth and income stability. The programme aims to help them improve their income and sustain their livelihoods and has reached out to over 4,500 street food vendors.

Vijma, is among the 500,000 beneficiaries of Project Jagriti. Ever since she joined the programme, Vijma makes sure to eat a nutritious diet and doesn’t miss any of her medical health check ups during her pregnancy.
Leveraging our marketing efforts to promote healthy cooking, eating and lifestyles

We utilise our reach and scale to leverage brand communications, promoting healthy eating habits and healthier lifestyles across our various media channels.
Building, sharing and applying nutrition knowledge

**Feeding Infants and Toddlers Study (FITS) and Kids Nutrition and Health Study (KNHS)**

Our initiatives and programmes support product development, communications to consumers, educational programmes and increased dialogues with the scientific and medical communities. Our Feeding Infants and Toddlers Study (FITS) and Kids Nutrition and Health Study (KNHS) research activities build knowledge leadership in children’s nutrition and a better understanding of their lifestyle habits and dietary needs.

**The Nestlé Nutrition Institute**

The Nestlé Nutrition Institute (NNI), is a not-for-profit organisation with a large database of nutritional papers and information through which, we aim to create awareness on nutrition science and enhance capabilities among the scientific nutrition community. In 2016, NNI conducted approximately 2,500 scientific events reaching out to nearly 70,000 healthcare professionals and other stakeholders.

**Nestlé Health Science**

Nestlé Health Science (NHSc) pioneers the development and application of evolving science to create a new role for nutrition in disease prevention and management.

- **PEPTAMEN** is a nutritionally complete peptide-based formula specifically designed for people who cannot digest or absorb nutrients from conventional foods.
- **PEPTAMEN JUNIOR** provides complete peptide-based nutrition for children between two to ten years of age catering to the nutritional needs of children with impaired gastro-intestinal function.
As per the Ministry of Home Affairs, rural India comprises 72.18% of the Indian population. Indian agriculture is characterised by poor livelihoods and has a 30–60% margin for improvement in yield as compared to other developed or developing countries. Rapid population growth, lack of awareness or training among farmers, degradation of soil and water issues are increasingly making agricultural income insufficient to provide for basic needs.

We believe that through responsible sourcing and by improving farm economics, we can help improve the standard of living of farmers.
Katar Kaur increased her income by improving the productivity of her cattle and has now set up a micro enterprise. She is among the 66,000 village women empowered by the dairy development programme.

Improve farm economics among the farmers who supply us

Over the years, Nestlé India has implemented a comprehensive support system for dairy farmers along the entire value chain till the milk reaches Nestlé’s processing plant.

Milk district model

We set up our first factory in India in 1961 in Moga, Punjab, upon the government’s invitation to develop a milk economy in the region. To expand our milk collection drive, we set up the Nestlé fresh milk district model in Moga for direct procurement. This enables us to provide logistic support to farmers, prevent wastage of milk or compromise on its quality during transit. We provide technical assistance, conduct training and education programmes for farmers and promote sustainable farming.

Women empowerment

We recognise the crucial role played by women in dairy farming as the primary caretaker of cattle and therefore, a critical contributor to the quality and yield of milk. The Village Women Dairy Development Programme has been developed in the local language specifically designed for women dairy farmers with the aim to empower village women engaged in dairy farming to improve the quality and productivity of milk.
### Milk District Model

1. Milk collection from 100,000 farmers
2. 320 million kilograms of milk collected in 2016
3. Milk collection across 61,000 square kilometers
4. Over 1,700 milk collection centres
5. Direct automated payment to farmer’s bank account

### Support to farmers

1. Staff of 50 technical, animal welfare and veterinary support
2. 66,000 women milk farmers trained
3. Veterinary camps benefiting 42,000 farmers
4. 1,300 milking machines provided to farmers
5. Artificial inseminations performed for breed improvement
6. High quality cattle feed provided to farmers

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The NESCAFÉ Plan

The NESCAFÉ plan was implemented in India in 2012 to preserve the rich traditional wisdom of growing coffee and supplement it with modern science to help in sustainable growing of coffee in the current social and environmental conditions and challenges.

As part of the NESCAFÉ plan, we train farmers on the NESCAFÉ Better Farming Practices and assist them for the Common Code for the Coffee Community (4C) Certification. Coffee centres at Kushalnagar, Mudigere and Kalpetta are verified by the 4C Association. We recognise the efforts of farmers with 4C certification and remunerate them through a premium pay-out.

Supplier Connect

We partnered with Paras Spices in 1982, during the launch of MAGGI in India and strengthened the relationship by collaborating to develop quality concentrate cattle feed, ensuring strict quality checks. We have been able to create shared value that benefits upstream farmers and has resulted in backward integration of quality control across approximately 8,000 farm acres.

Cocoa: In 2016, 40% of the total cocoa procured was UTZ certified - an international label and programme developed for sustainable farming practices from farm to shop shelves and our Kit Kat was manufactured with 100% UTZ-certified cocoa.

Paper and Board: Since 2010, The Forest Trust (TFT) has assessed sustainability of our paper and board supply chain. Nearly 100% of paper and board used for our packaging are based on recycled indigenous and imported waste, and are therefore environment friendly.

Coffee: 4C certified coffee comprises nearly 12% of our net coffee procurement and implementation of 4C has helped farmers improve their agricultural practices and provided them greater access to technical knowledge.

Dairy: The Dairy Development Model aims to provide sustainable livelihoods to dairy farmers, benefiting over 100,000 dairy farmers and over 66,000 women dairy farmers.

Palm Oil: Nearly 90% of the palm oil we source is traceable back to the mills that process palm and 47% is traceable back to the plantation. We aim to globally achieve a traceability of 70% back to the plantation by end of 2017.

Responsible sourcing in our supply chain

We are committed to empowering farmers and suppliers in our value chain to sustainably produce the raw materials we procure.

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Water is essential for existence and a common resource shared by all. It faces challenges collectively described as the tragedy of the commons. It is expected that by 2030, water withdrawals will exceed recharge by 40%. India accounts for 4% of the global fresh water resource, yet most of India is now classified as water-stressed with per capita consumption less than 1700m³.

Nestlé India is committed to not only reducing its water footprint, but also championing the cause of water stewardship and raising awareness on water management across its value chain.
The quality of potable water in India is an increasingly growing concern, which, coupled with sanitation issues, causes approximately 500 deaths of children under 5 years of age every day due to diarrhoeal and water-borne diseases.

Access to clean drinking water

Nestlé’s outreach programme currently includes 9 states across the country with an outreach to about 140,000 students. We implement our community outreach directly and through our NGO partner Enable Health Society. In Rajasthan, we have partnered with the Department of Medicine and Health to offer access to clean drinking water at public health centres as a part of the Adarsh Public Health Centre Yojna established by the government.

We also conduct water awareness programmes aimed at ensuring hygienic and sustainable water use, reaching out to over 104,000 students.

Improve access to water and sanitation

Work to achieve water efficiency and treat the water we discharge effectively

We are committed to improving our water footprint. Through our constant efforts, over the last 15 years, we have achieved a 53% reduction in water consumption per tonne of production. We use advanced technology to improve our capacity to produce more from fewer resources, as well as reduce waste generation.

We have implemented Project Zer’Eau in our Moga dairy plant through which water condensate is collected from the evaporation of milk and used for various plant processes. Since milk consists of 88–90% water, the water collected from the process has enabled a 25% reduction in water extraction at the Moga factory. This technology is also being deployed at our nutrition factory in Samalkha.

<table>
<thead>
<tr>
<th>Waste water reduction</th>
<th>Water consumption</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reduction in m³ per tonne</td>
<td>Consumption in m³ per tonne</td>
</tr>
<tr>
<td>2016: 4.22</td>
<td>2016: 6.89</td>
</tr>
<tr>
<td>55%</td>
<td>53%</td>
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</tbody>
</table>

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Access to sanitation

We sponsor the construction of sanitation facilities for girl students in village schools. This has had a direct impact on the attendance of girls in village schools. Till date, we have set up over 430 facilities benefiting more than 150,000 girl students.

In Karnataka, 46% of the catchment area of the Kabini River is agricultural land, principally used for the cultivation of rice and sugarcane, both water-intensive crops. In recent years, low rainfall, combined with high water demand within the catchment, has resulted in periods of insufficient water supply for farmers in the river basin.

To extend water stewardship efforts across the whole catchment area, Nestlé India, in 2015, partnered with AgSi, an agricultural services company that developed ecologically sustainable systems, such as the Sustainable Sugarcane Initiative (SSI) and the System of Rice Intensification (SRI), to conduct pilot projects. Through the interventions in paddy and sugarcane cultivation, the project aims to relieve the acute water shortage of the Kabini basin catchment.

Engage with suppliers, especially those in agriculture

Water stewardship

The “WASH at the Workplace Pledge” (WASH Pledge) was launched by World Business Council for Sustainable Development (WBCSD) in September 2013 to implement its Action 2020 Water strategy. Nestlé is a founding member of the WBCSD ‘WASH at the Workplace Pledge’, and was among the first signatories to the WASH Pledge. In India, the WASH Pledge self-assessment was rolled out across all our 8 manufacturing sites.
India spans 2.4% of the world’s surface area, and has about 17.5% of the world’s population. With urbanisation, rise in population and increased spending tendencies, the stress on water consumption, waste disposal, energy usage and housing needs is increasing exponentially. The Indian government is increasingly focusing on renewable energy generation, waste to energy generation and solid waste management (Swachh Bharat Mission).

We at Nestlé India, endeavour to contribute to the conservation of India’s resources and steward them for future generations. We strive to continuously reduce waste and emissions that degrade the environment while simultaneously optimising our production measures.
Acting on climate change

We have developed several policies to address various concerns related to climate change impact on our business and society at large. We undertake initiatives across our operations and value chain to further strengthen our commitment to climate change leadership.

Energy reduction measures

In 2016, we have initiated about 50 projects in our manufacturing units with an estimated annualised savings of 64,756 Gigajoule which shall be fully realised by 2017. These projects are aimed at reducing energy consumption and GHG emissions, and improving energy efficiency.

Improve the environmental performance of our packaging

We focus on reducing waste generation through our packaging and are also intensifying our efforts to develop innovative new materials that can deliver the desired protection and functionality with better environmental performance.

Integrated farming approach at dairy farms

We have initiated a pilot project on integrated farming approach.

- Agronomy: A variety of cereal crops and fodder crops, such as wheat, rice, maize, capsicum, green peas, onion, garlic and green fodder, were integrated into the existing crop rotation practice.
- Livestock: After starting with one breed of cattle (Holstein Friesian), we gradually introduced cross-breeding in dairy, small ruminants and poultry.
- Water and manure management: Rainwater harvesting was installed for cleaning purposes, while diluted slurry was used for fish feeding and irrigation.
- Energy efficiency: Manure was used in a biogas digester and solar panels were installed on the barn roofs to provide gas and electricity for cooking and lighting.

The pilot project successfully achieved:

- Reduced dependence on chemical inputs: 45%
- Reduction in fertiliser use and 56% reduction in pesticide use in all crops combined.
- Reduced dependence on fossil fuel and external electricity, generating savings of more than INR 1.8 lakhs annually.
- Increased sources of income throughout the year by growing a variety of cash crops, fish rearing and goat rearing.
In India, as per World Bank data, youth unemployment (15–24 years) was an average of 9.59% during 1991–2016.

Through our various initiatives and programmes, we aim to bridge this gap. We strive to develop an environment of trust, dialogue and mutual respect encompassing our operations and value chain, while providing a safe and healthy work environment to our employees and promote human rights in compliance with the highest ethical standards. Through our various youth initiatives, young talent is nurtured and mentored to inspire strong and sustainable leadership.
Promoting decent employment and diversity

We at Nestlé are committed to ensuring a strong environment of compliance and integrity across the organisation. We aim to improve the livelihoods of workers in our supply chain, and protect their labour rights to ensure a fair and equitable work environment in the value chain.

Ensure all Nestlé employees are covered by a certified safety and health management system

We regard people as our most valuable asset and place the highest priority in providing them a safe and healthy environment. All our manufacturing facilities, research centres and offices are certified by OHSAS 18001 and ISO 14001.

Our ‘Safe Driving’ and ‘Safe by Choice’ programmes were awarded the Nestlé Global Safe Driving award for increased focus on safe, healthy and zero-incident work environment.
Enhance gender balance in our workforce

The Nestlé Attract – Retain – Develop framework is aimed at formulating strategies that focus on diversity. Our gender balance initiatives are focused on improving balance at all levels, including senior leadership, suppliers and workforce, to provide greater share of voice and independence to women.

Our comprehensive 26 week maternity leave policy, paternity policy and conducive environment for breastfeeding mothers aims to protect the safety, health and well-being of our employees and their families.

Provide effective grievance mechanisms to employees and stakeholders

The Nestlé Integrity Reporting System enables our employees to report anonymously, any non-compliant behaviour they observe or endure. The system also helps employees seek advice or information on our practices. ‘Tell Us’ is a communication channel, to support the reporting of non-compliance issues against the Nestlé Corporate Business Principles or applicable laws by internal or external stakeholders.

Roll-out the global youth initiative

As a major employer, Nestlé India recognises the need for youth employment initiatives to create employment opportunities as well as skill development through apprenticeships and internships, among others. In 2016, we rolled out a youth initiative known as ‘Expanding and Establishing Nestlé as a preferred employer among the millennial’.

We launched the Educate the Girl Child Campaign supporting Project Nanni Kali, a pan-India community programme for girl child education. This project aligns with our Nestlé Healthy Kids Programme, which has successfully reached more than 184,000 beneficiaries and was accompanied by the successful social media campaign #EducateTheGirlChild.
Nestlé in the community

- 3 million beneficiaries by 2018
  Encouraging good nutrition and breastfeeding practices through community action.

- 200,000 adolescents
  Educating adolescents and creating awareness on healthy living & active lifestyle.

- 1,000 employees
  Engaging employees to create nutrition awareness for more than 2,100 students from marginalized communities.

- 11,548 Kg
  Waste paper recycled equivalent to approximately 195 full grown trees.

- 140,000 students
  Creating access to clean drinking water for more than 140,000 students.

- 4,500 street food vendors
  Food safety and hygiene training for food vendors.

- 66,000 village women
  Enhancing rural livelihoods of women dairy farmers.

- 100,000 milk farmers
  Supporting milk farmers and collecting over 300 million kgs of high quality milk every year, across the states of Punjab, Haryana and Rajasthan.

- Reducing water use in agriculture
  Water stewardship initiative to reduce agricultural water use.

- 2,200 coffee farmers
  Support to coffee farmers through trainings and transfer of technical know-how.

- 150,000 girl students
  Providing access to sanitation for girl students in village schools.