

Nestlé India - Vigil Mechanism/ Whistle-blower Policy

INTRODUCTION

Nestlé's business practices have been governed by integrity, honesty, fair dealing and full compliance with all applicable laws. Nestlé employees worldwide have upheld and lived this commitment in their everyday responsibilities ever since, and Nestlé's reputation remains one of the Company's most important assets today.

The Nestlé Corporate Business Principles prescribe certain values and principles, which Nestlé has committed to worldwide.

The Nestlé Code of Business Conduct (the "Nestlé Code") specifies and helps the continued implementation of the Corporate Business Principles by establishing certain non-negotiable minimum standards of behaviour in key areas.

The Nestlé Code along with additional guidelines (the "Code") has been adopted by the Board of Directors of Nestlé India Limited ('Company') which is in compliance with the applicable provisions of the Companies Act, 2013, Rules framed thereunder and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

The Vigil Mechanism/ Whistle blower Policy ('Policy') is part of the Code, which provides that Directors and Employees can report concerns about unethical behavior, actual or suspected fraud or violation of the Code, on a confidential basis outside the line management structure. The Company prohibits retaliation against any employee or director for such reports made in good faith, while it also protects the rights of the incriminated person. Under the Code, the Company Secretary of the Company shall be the person to whom any such reports can be made and in exceptional or appropriate cases the Chairperson of the Audit Committee can be directly accessed.

The Company also provides option of Integrity Reporting System, an

independent third party operated free phone and web based facility, to whom such reports can be made by Directors and Employees. The Policy applies to all Employees, regardless of their location.

This Policy has also been adopted to report any instances of leak of unpublished price sensitive information as per the Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015, as amended.

CONTACT US

To ask questions

To seek advice or counsel

To report a potential Code violation

You can confidentially contact the Company Secretary either by letter, telephone, online or e-mail to nodal.officer@in.nestle.com For using free phone and web-based facility, please visit the Integrity Reporting System Section on the intranet page:

<http://thenest-aoa-in.nestle.com/Pages/default.aspx>

Postal Address: Company Secretary, Nestlé India Limited, Nestlé House, M-Block, Jacaranda Marg, DLF City, Phase-2, Gurugram 122002 (Haryana) INDIA

In addition to the above, the Company provides an independent third party operated free phone and web based Compliance Reporting System, "Tell us", to all internal and external stakeholders with a dedicated communication channel for reporting potential instances of non-compliance with Nestlé Corporate Business Principles. Details of "Tell Us" are available on the home page of the website: www.nestle.in.

=====

Nestlé India Limited

[CIN:L15202DL1959PLC003786]

Registered Office: 100 / 101, World Trade Centre, Barakhamba Road, New Delhi – 110 001