



Good food, Good life



UNLOCKING NEURODIVERSITY
ILO GLOBAL CONFERENCE 2023 - NESTLÉ
GABRIELA BURGARDT, NESTLÉ GLOBAL DIVERSITY & INCLUSION MANAGER

DRIVEN BY PURPOSE, GUIDED BY VALUES

Our values are rooted in

RESPECT.



RESPECT FOR
OURSELVES



RESPECT FOR
OTHERS



RESPECT FOR
DIVERSITY



RESPECT FOR
THE FUTURE



We promote inclusion through our culture, our work in society and with innovation

We focus our inclusion efforts on 4 key pillars of diversity



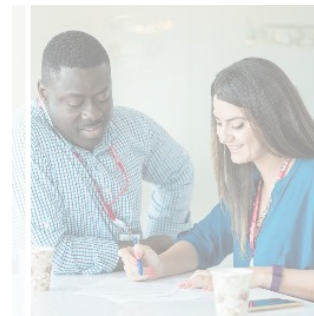
GENDER BALANCE



PEOPLE WITH DISABILITIES



LGBTQ+ COMMUNITY



RACE & ETHNICITY



Generations and



**needs
YOUth**



INITIATIVES ACROSS THE GLOBE – UNLOCKING NEURODIVERSITY



ENVOLVE – NESPRESSO – NESTLÉ BRAZIL



THRIVE- EMPLOYEE RESOURCE GROUP- NESTLÉ US +



CAFE JOYEUX – NESPRESSO- NESTLÉ FRANCE



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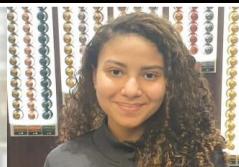


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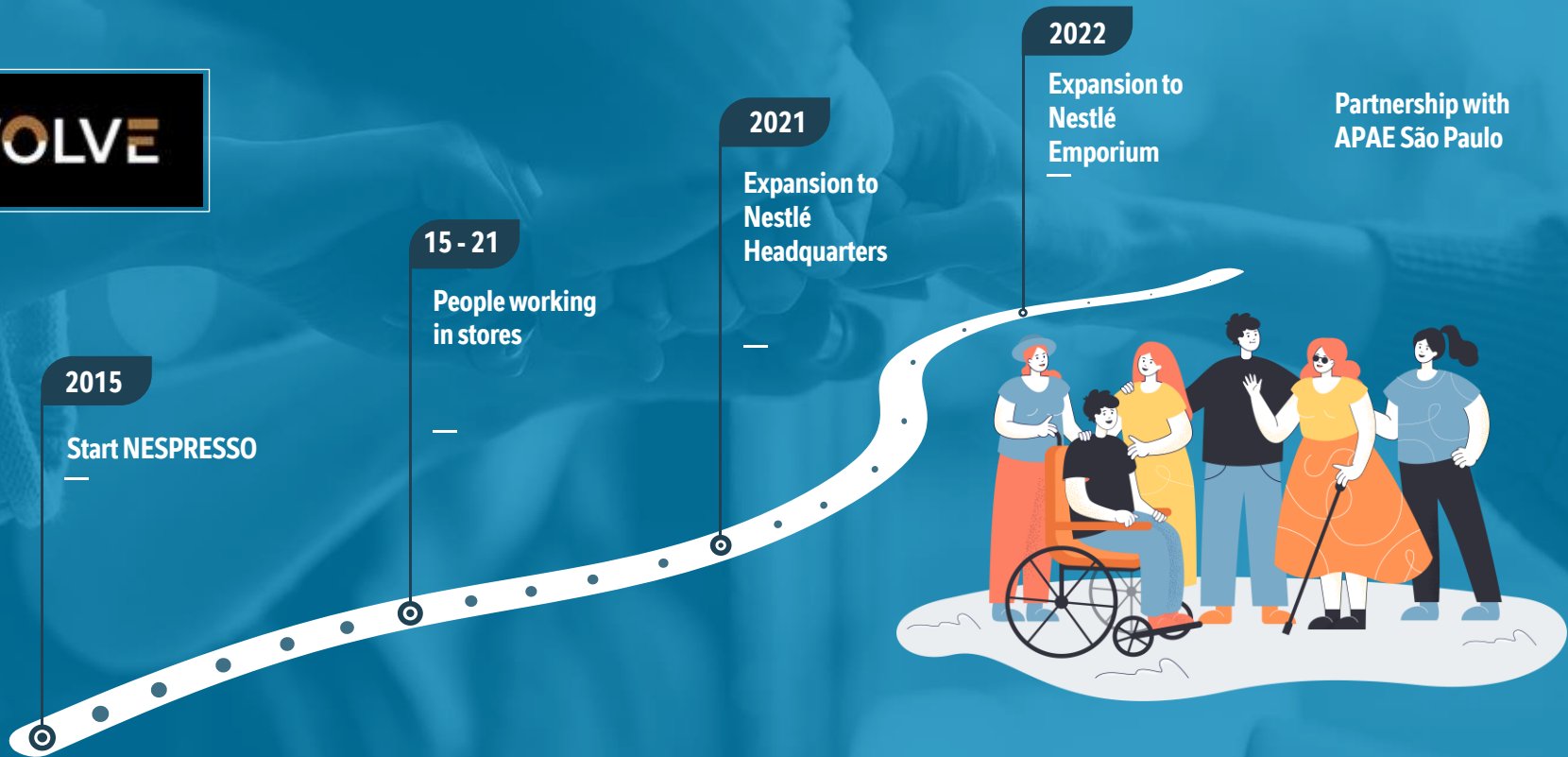
ENVOLVE

Program for hiring and developing neurodiverse people!



NESPRESSO BOUTIQUES - LIVE INCLUSION IN EVERYDAY LIFE

ENVOLVE EXPANSION - PROGRAM FOCUSED ON HIRING AND PROFESSIONAL DEVELOPMENT OF NEURODIVERSE PEOPLE



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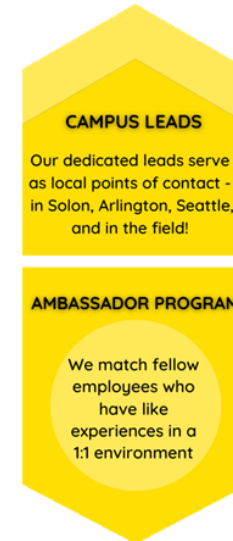
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THRIVE- EMPLOYEE RESOURCE GROUP- NESTLÉ US +



Our Mission is to enable personal empowerment and belonging, allowing employees to bring their authentic self to work every day.
Through sharing experiences, we gain understanding, build resilience and reduce stigma.
We foster hope and perseverance in the face of adversity.



NEURODIVERSITY ...THE CENTER OF THE THRIVE DISABILITY PILLAR



EDUCATION & AWARENESS

EVENTS

- 2022 - *Etiquette and Empathy*
- 2022 - *Deaf Culture*
- 2021 - *Invisible Disabilities*
- 2020 - *Living and working with Tourette Syndrome*
- 2019 - *Physical Disabilities*

ACCESSIBILITY

DRIVING UTILIZATION OF IT ACCESSIBILITY PLATFORMS

- Live Captions
- Verbal Visual Cues
- Accessibility POUR Principles



CONNECTION & SUPPORT

SUPPORT AND CONNECTION FOR NEURODIVERSE EMPLOYEES

- An authentic way to connect 1:1 with someone who has being a day in your shoes*
- Safe space to be heard, and to hear about another person's experience/what resources were helpful to them*
- Motivation and support through a challenging season in life*



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ACTIONS TO ENGAGE EMPLOYEES AROUND THE PARTNERSHIP GENERATES PRIDE : "THIS IS THE MOST BEAUTIFUL PROJECT I HAVE SEEN AT NESPRESSO."



PARTNERSHIP CAFÉ JOYEUX + NESPRESSO

CAFÉ JOYEUX, A CHAIN OF
CAFÉS AND RESTAURANTS IN
FRANCE THAT SYSTEMATICALLY
HIRES NEURODIVERSE PEOPLE

LIVING MY LIFE

- EXCHANGE BETWEEN
NESPRESSO EMPLOYEES
AND CAFÉ JOYEUX
TEAM MEMBERS
- 2 « PILOT SHOP » :
PARIS AND RENNES

HOW IT WORKS

- CREATING THE
RELATIONSHIP (
NESPRESSO EMPLOYEE
@ CAFÉ JOYEUX AND
VICE VERSA)
- PRACTICING THE JOB (
NESPRESSO EMPLOYEE
@ CAFÉ JOYEUX AND
VICE VERSA

BRING AWARENESS

- CONTRIBUTE TO THE
INCLUSION OF
NEURODIVERSE PEOPLE
- BETTER KNOWLEDGE OF
DISABILITY SITUATIONS IN
THE WORKPLACE

PARTNERSHIP EVOLVED TO NESPRESSO CAPSULES: DOING IS EVERYTHING



- Nespresso created a coffee, Nespresso FOR CAFÉ JOYEUX, with a joyous and balanced aromatic profile. The sales will be reverted and allow hiring neurodiverse people to join the teams at CAFÉ JOYEUX cafés and restaurants
- Beyond the financial backing, we are also providing the Joyeux cafés with the visibility Nespresso can offer: POS advertising in our 50 stores, highlighting the coffee on our e-store, email shots to our clients' database and posts on social networks
- We believe that "doing is everything" and this partnership was to change people's mindsets about people with disabilities and neurodiverse people.

INSPIRING CUSTOMERS AND CONSUMERS

We all win on this journey

We continue to be an **inclusive organization** that draws strength, innovation and inspiration from the **diversity** of our people and communities.

Neurodivergent colleagues are **no exception**.

