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 Nestle needs YOUth™**
INITIATIVES ACROSS THE GLOBE – UNLOCKING NEURODIVERSITY

ENVOLVE – NESPRESSO – NESTLÉ BRAZIL

THRIVE- EMPLOYEE RESOURCE GROUP- NESTLÉ US +

CAFE JOYEUX – NESPRESSO- NESTLÉ FRANCE
INITIATIVES ACROSS THE GLOBE – UNLOCKING NEURODIVERSITY

ENVOLVE – NESPRESSO – NESTLÉ BRAZIL

THRIVE – EMPLOYEE RESOURCE GROUP – NESTLÉ US +

CAFE JOYEUX – NESPRESSO – NESTLÉ FRANCE
NESPRESSO BOUTIQUES - LIVE INCLUSION IN EVERYDAY LIFE

Program for hiring and developing neurodiverse people!
ENVOLVE EXPANSION - PROGRAM FOCUSED ON HIRING AND PROFESSIONAL DEVELOPMENT OF NEURODIVERSE PEOPLE

- Start NESPRESSO in 2015
- 15-21 People working in stores
- Expansion to Nestlé Headquarters in 2021
- Expansion to Nestlé Emporium in 2022
- Partnership with APAE São Paulo
INITIATIVES ACROSS THE GLOBE – UNLOCKING NEURODIVERSITY

- **ENVOLVE** – NESPRESSO – NESTLÉ BRAZIL

- **THRIVE - EMPLOYEE RESOURCE GROUP** – NESTLÉ US +

- **CAFÉ JOYEUX** – NESPRESSO – NESTLÉ FRANCE
THRIRef- EMPLOYEE RESOURCES 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

Thriveability network
Mental Wellness Caregiving Disability Critical Illness

We Scored 100 On the 2022 DEI Disability Equality Index

Perceivable Operable Understandable Robust
INITIATIVES ACROSS THE GLOBE – UNLOCKING NEURODIVERSITY

ENVOLVE – NESPRESSO – NESTLÉ BRAZIL

THRIVE- EMPLOYEE RESOURCE GROUP- NESTLÉ US +

CAFE JOYEUX – NESPRESSO- NESTLÉ FRANCE
Good food, Good life

« VIS MA JOIE » LIVING MY LIFE
NESPRESSO FRANCE & CAFÉ JOYEUX
**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 NESRESSO 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.