Freedom of association and collective bargaining

We empower workers and employees by supporting their right to establish and join unions.

We also respect the rights of those organizations to carry out their activities without any interference. We believe that engaged workers who feel they are playing an active part in initiating change and making continuous improvements in their own working lives can help us make a more positive impact.
Promoting this aspect of workers’ human rights is enshrined in our Employee Relations Policy (pdf, 3Mb) (/sites/default/files/asset-library/documents/library/documents/people/employee-relations-policy-en.pdf) and our Responsible Sourcing Standard (pdf, 2.5Mb) (/sites/default/files/asset-library/documents/library/documents/suppliers/nestle-responsible-sourcing-standard-english.pdf). More widely, we see it as an important component of building a culture of trust and mutual respect within our business, particularly in the transition to a fairer food system.

52.7% of total employees covered by collective bargaining agreements in 2023

Open, transparent and fair negotiations

Having a direct line of dialogue with our employees and their union representatives helps our workforce feel motivated by having a vested interest in setting the terms of its future. It also fully engages everyone in our business objectives. We hold regular talks over terms of employment, working conditions and health and safety. Such collective bargaining and worker representation means we are aligned with the founding principles of the International Labor Organization and helps ensure we remain competitive as a company.

In addition, it acts as a vital component in the fight against modern slavery. Since 2013, we have held active dialogues with the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers’ Associations (IUF) (International Union of Food).
Our key actions

- Further strengthen our Responsible Sourcing Standard
- Further strengthen our capacity and our suppliers’ capacity to assess and prevent risks
- Maintain a high level of awareness among global and local teams
- Continue our engagement and dialogue with employee and union representatives
- Drive further awareness about our grievance mechanism and develop capacities among our suppliers

Nestlé’s action plan for Freedom of association and collective bargaining

DOWNLOAD (PDF, 1MB)

Direct and frequent communication with all employees highlights the importance of respecting human rights and the part we can all play in creating a working environment where people feel and perform at their best.

Bilyana Georgieva-Voeva
Group Employee Relations and Employee Health Manager

Related documents

- Nestlé Human Rights Policy
  (PDF, 1MB)

- Nestlé Human Rights Framework and Roadmap
  (PDF, 11MB)

- Nestlé’s Human Rights Salient Issue Action Plans
  (PDF, 14MB)
Creating Shared Value and Sustainability Report

Download the PDF (19Mb) (/sites/default/files/2024-02/creating-shared-value-sustainability-report-2023-en.pdf)

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We unlock the power of food to enhance quality of life for everyone, today and for generations to come

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