

Corporate Resourcing @ Nestlé

Attracting and hiring the best people for present and future success

Presented by Emmanuelle Belin
Head of Nestlé Recruitment Competence Center

Nestlé Group Highlights 2010

CHF 109,7bn sales



6.2% organic growth



Increased EBIT margin



Growth in all regions and categories

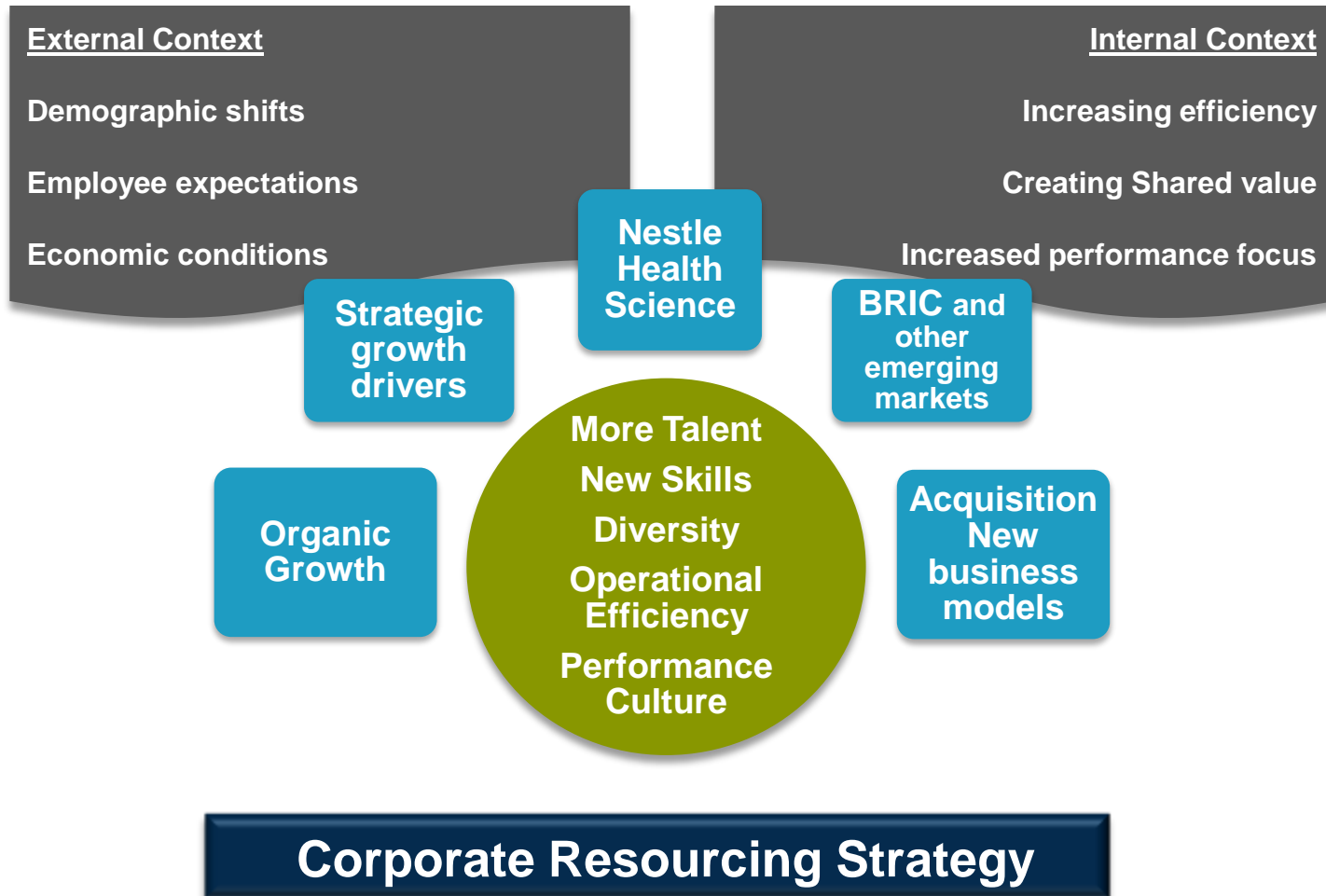


Our goals

To be the reference for:

- Nutrition, Health and Wellness
- sustainable financial performance
- trusted by all stakeholders

Corporate Resourcing contributes with Strategic HR Business Priorities



Resourcing @ Nestlé: the end game

- We leverage Nestlé key strengths to improve our ability to attract and on-board talent
- Successfully build and deploy a unified Employer Brand across 190 countries, multiple businesses and different cultures
- Our 280.000 employees are Nestlé ambassadors
- We recruit professionally everywhere executing the Nestlé-way
- We have the capabilities that are essential to execute the strategy
- We efficiently roll out global initiatives despite our size, geographical spread and complexity
- We measure our success consistently



Corporate Resourcing: The Winning Strategies

- 1 Global Employer Brand
- 2 High Potential Sourcing
- 3 World-class Recruiting Processes
- 4 Global eRecruitment platform
- 5 Campus Recruitment & Relationships

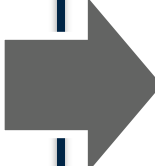
1 Global Employer Brand

Key to a Successful Brand
Deliver on the promise

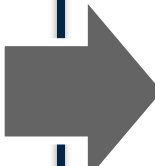


1 Global Employer Brand

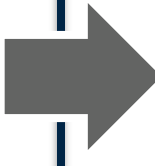
Program Objectives



Develop a Global compelling, relevant and consistent EVP that can be leveraged in all markets and flexible enough to be adapted to specific market needs



Deliver an Employer Branding campaign aligned with Nestlé Corporate Brand Essence, Good Food Good Life spirit and CSV to portray our Global EVP towards target candidates and to contribute with employee engagement



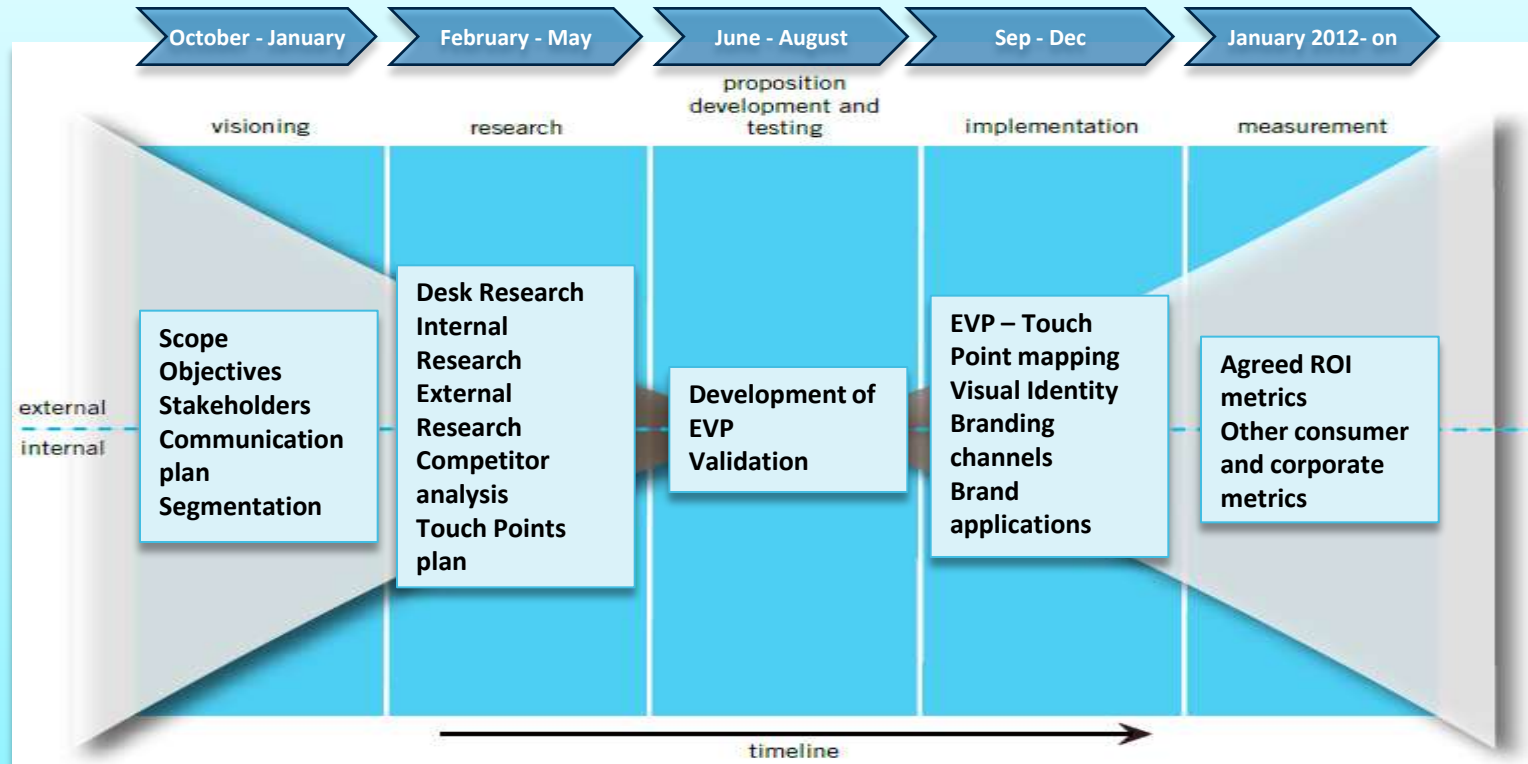
Continuously evolve our Employer Brand through a two-way renovation process of HR practices



1

Global Employer Brand

The Journey 2010 – 2011 - ...

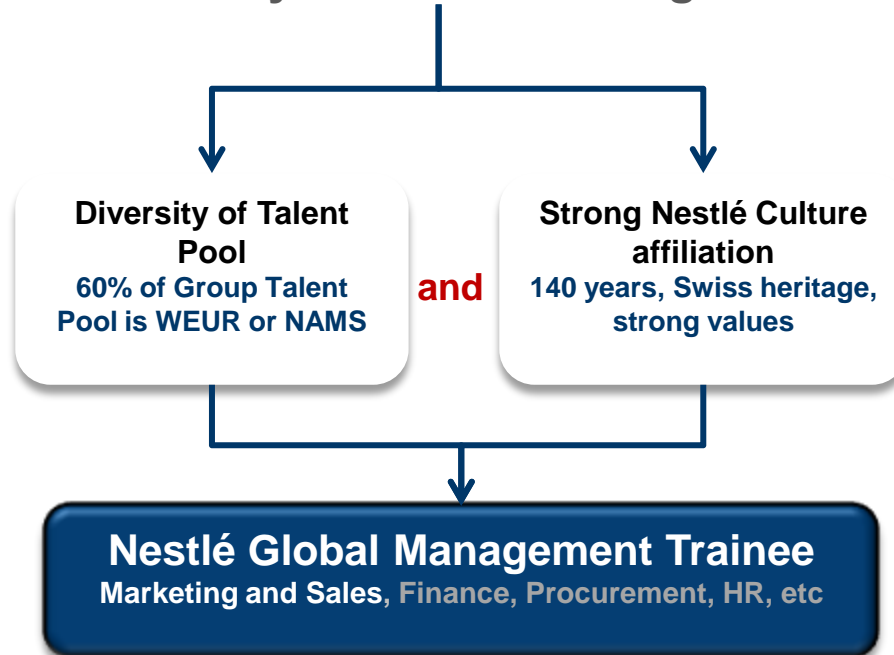


2 High Potential Sourcing

Trainee Programs in Marketing & Sales @ Nestlé

Relevance of M&S Trainee programs
CEO, Zone Heads, CHRO, Market Heads, Country Managers, BEMs, etc.

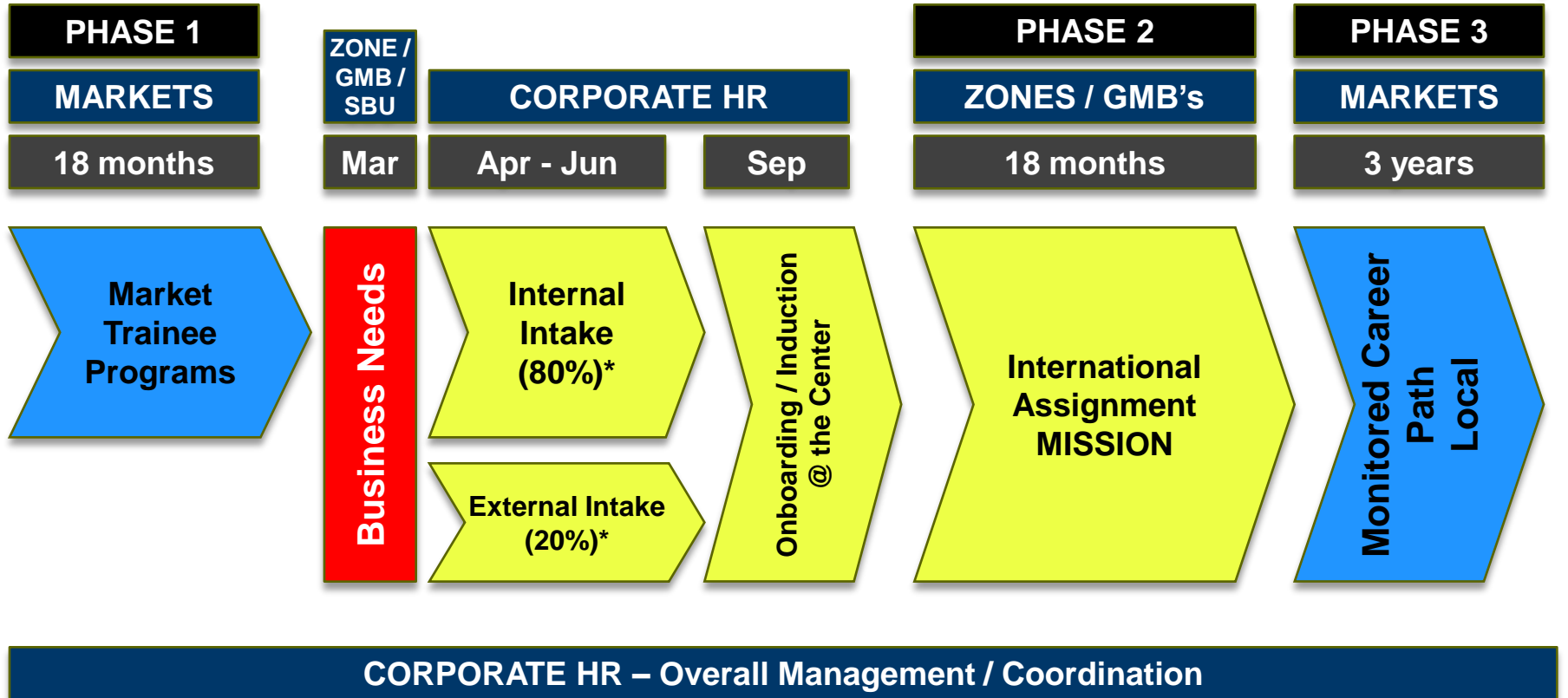
Today's Talent challenge



Nestlé International Graduate Program – Model 2012

- More diverse Talent Pool
- Better fit with business and culture once in PHASE 2

Program Ends



* Expected intake split in 2-3 years, although variable



3

World-class Recruiting Processes

Bottle our best, make it our standard, and continually raise the bar

Brand Building the Nestlé Way approach



3 World-class Recruiting Processes

Bottle our best, make it our standard, and continually raise the bar

Brand Building the Nestlé Way approach

- 1 Global Best Practice Contest 2011
- 2 Global / Regional Resourcing Conferences 2011
- 3 Recruitment Capabilities Project 2011
- 4 Candidate Experience and On-boarding 2012
- 5 Internal Recruitment 2012
- 6 Standard Tools and Procedures 2012

4

Global eRecruitment platform



Unified candidate experience and recruitment process application
 Enabler for Company-wide internal recruitment
 Leverage global candidate database
 Enabler for internal and external benchmark

Migration



Phase 1

Sep 2010 – Jan 2011

- Brazil
- India
- Switzerland

Phase 2

Jan 2011 – Jul 2011

- Austria
- Bulgaria
- Canada
- Caribbean
- Czech Rep.
- Germany
- Indonesia
- Maghreb
- Mexico
- Middle East
- Pakistan
- Russia
- Slovakia
- UK & I

Version 2



Phase 3

Jan 2012 – Dec 2013

Global roll out



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