



AFL-CIO, Corporate Investment and Workers' Rights in the American South:
<https://aflcio.org/reports/double-standard-work-european-corporate-investment-and-workers-rights-american-south>

AFL-CIO, The Double Standard at Work: https://aflcio.org/sites/default/files/2019-10/EuroSouth_Oct2019_FINAL.pdf [full report]

Nestlé's response, as of 29.10.2019:

We are disappointed by the portrayal of how we value our employees and union relationships in the report "The Double Standard At Work: European Corporate Investment and Workers' Rights In the American South." The report compiled for the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) contains numerous false allegations and misrepresentations about Nestlé and a 2017 union campaign at one of our facilities located in McDonough, Georgia, USA. At all times, we have operated in line with both U.S. law and our own global policies. We have always supported dialogue among the relevant parties.

Nestlé's values are deeply rooted in respect. This includes respect for our employees, their right to freedom of association and the effective recognition of their right to collective bargaining. This is clearly supported by our [Corporate Business Principles](#) ("Human rights in our business activities") and our [Employee Relations Policy](#). Nestlé ensures that throughout any union organizing campaign, its representatives fully support these policies, as well as comply with local laws. In the United States specifically, Nestlé has a long tradition of maintaining positive labor relations, with over 30 collective bargaining agreements in place. These agreements have been successfully negotiated in good faith with a variety of unions, and with no labor strikes in over fifteen years.

The report correctly states that Nestlé offers a safe, rewarding workplace that inspires employees to fulfill their potential, and we strive to provide people with equal development opportunities and treat each other with dignity and respect. As a global employer of over 300,000 individuals, we are committed to upholding our Corporate Business Principles and our Employee Relations Policy in everything we do. We will continue to operate an environment where employees are empowered to help shape a better world and inspire people to live healthier lives.