



“Nestlé sales force workers across Russia confined to rooms and compelled to resign employment”, International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers’ Associations (IUF), 10 July 2019: <http://www.iuf.org/w/?q=node/6949>

**Nestlé response, as of August 5, 2019:**

Nestlé Russia has evolved its sales organization structure based on the development of the Russian retail market.

During this process, we have always treated our employees with dignity and respect, and have strictly followed the requirements of the Labor Code and other laws of the Russian Federation, in addition to our own Code of Business Conduct.

In line with the Russian Labor Code, we have duly informed employees about the upcoming changes. In case of redundancy, employees were given the opportunity to opt for the standard reduction conditions as stipulated by the Labor Code.

We also offered employees to terminate their labor contracts under more beneficial conditions than those stipulated under the Russian Labor Code.

Most employees affected by these changes have been offered, and have accepted, positions by distributors.