

## Nestlé Youth Employment Initiative

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First comprehensive youth employment initiative by a private company to concertedly open, boost, strengthen and develop the employability of young people in Europe, regardless of their level of education.

### Pillars of Youth Employment Initiative

1) We will hire 10'000 young people aged below 30 by 2016 across Nestlé sites in Europe covering all functions (manufacturing, administration, sales, marketing, finance, engineering, research and development)

2) We will open 10'000 apprenticeship and traineeship positions for people aged below 30 by 2016 across Nestlé sites in Europe covering all functions

3) We will create a 'Readiness for work' program: career counseling programs at schools and colleges across Europe (interview training, CV cleaning, job market tips etc.)

4) We will set up an 'Alliance for Youth' with our main suppliers across Europe to join the initiative and to create work opportunities for young people

### Recruitment by market

Numbers of recruitments reflect the current size of the business and its future prospects.

Market	Direct Recruitment and Apprentices/ Trainees 2014-2016
Adriatic Region	150
Austria	340*
Belgium	160
Netherlands	270
Bulgaria	330
Greece	500
Romania	180
Spain	1'290
Portugal	350
Nordics	365*
Italy/Malta	1'080
France	3'000*
Germany	2'420*
Czech/Slovak Republic	540
Hungary	330
Poland	760
Russia and Eurasia	3'690
Switzerland	2'130*
UK, Ireland	1'905*
Ukraine	915
<b>Total</b>	<b>&gt; 20'000</b>

\*including apprentices from South Europe