



# Nestlé Parent Support Policy

Integrated Benefits Institute (IBI), Oct. 11, 2017



**We believe a  
progressive  
parental  
support policy  
is win-win-win**



- **Up to 26 weeks, with 14 weeks paid leave**
- **The ability to return to work part-time during the 26-week leave window**
- **Covers both hourly and salaried employees**



# *Lessons Learned*

**Communicate clearly**

**Define fit with existing policies**

**Set a clear baseline**

**Proactively check-in**

**Connect employees to one another**





Use of the Policy

Business  
Impact

Infant  
Health

# Measuring Our Results



[nestleusa.com/parents](https://www.nestleusa.com/parents)

