

Nestlé Pakistan Ltd.



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All Notice Boards:
Lahore Head Office
All Regional Sales Offices
MCDD Regional Offices
Sheikhupura Factory
Kabirwala Factory
Karachi Factory
Islamabad Factory
Water sites

January 23rd, 2015

Subject: Protection Against Harassment Of Women At The Workplace Act 2010

Dear Colleagues,

The government of Pakistan had passed a law "Protection against harassment of women at the workplace Act 2010". The objective of this law is to create a safe working environment for women, which is free of harassment, abuse and intimidation with a view toward fulfillment of their right to work with dignity.

Nestle Pakistan already has a policy "Dignity at Work" to maintain an environment where all employees are free from any harassment or intimidation and have the right to be treated with dignity and respect by their colleagues, vendors, customers, and people working or visiting the Nestle premises. The company policy will remain intact.

As per this law organizations are required to constitute an inquiry committee for receiving complaints of harassment and their investigation. In line with legal requirement an inquiry committee is functioning since 2010. There is a change in the inquiry committee and a team comprising of the following members will function as inquiry committee:

1. Iqrar Hussain Dilawari, Manager Corporate Compliance
2. Samra Maqbool, Head of Communication & Mkt Services
3. Jamshed Iqbal Sial, Senior Process Operator

The inquiry Committee after investigating harassment complaints will submit its report along with recommendation to the Head of Human Resources who will be the competent authority for taking all decision in such matters.


Magdi Batato
Managing Director