Global Summit of Women

“Retaining and Supporting Female Talent in the Era of Work Shortages”
Women in Latin America will have an increased need for pandemic-induced job transitions at rates 3.9 times higher than men. In Europe and the United States, the groups that will most likely need to change occupations after the pandemic include women.

Increase inflation rates in Latin America are changing expectations among collaborators regarding salary and benefits at short term.

People are most likely to quit their jobs, 3 out of 10 employees said they were thinking of leaving their job even though they didn’t have another one lined up.

Nowadays, many employers are finding it difficult to attract workers at pre-pandemic pay rates, new employees expect to get at least a 30% of salary increases.

Flexibility is now a must on the basic compensation scheme expected by white collar employees (9 out of 10 employees expected this type of benefits).

Workers mindset has changed and due to this talent scarcity has been worsen, only in USA 11 million unfulfilled Jobs. People are aiming to look for works with purpose, in Latin America workers expect premium benefits.
How to support, retain and attract women talent in a radically changed Work Environment?
TOP FIVE AREAS OF FOCUS FOR ATTRACTING AND RETAINING WOMAN TALENT AT POST COVID CONDITIONS NESTLÉ

- Foster Work/life flexibility
- Personalized Benefits and Rewards
- Reinforce of Diversity and inclusion
- Talent Development
- Strengthen Corporate Culture

Well-being is the priority
Extraordinary experience
Driving inclusion
Extraordinary talent
Shared value
Well-being is the priority

- Mental health
- Financial wellness
- Mental Health
# How to build a TOTAL REWARDS experience?

<table>
<thead>
<tr>
<th>Take care of basic</th>
<th>Emphasis the difference</th>
<th>Aspire to excellence</th>
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<tbody>
<tr>
<td><strong>Known</strong></td>
<td><strong>Engaged the user</strong></td>
<td><strong>Empowered</strong></td>
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<tr>
<td>Made it clear and understandable</td>
<td>Accountable employees that take action</td>
<td>Inspire collaborators to be the best</td>
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<tr>
<td><strong>Competitive</strong></td>
<td><strong>Differentiate the Talent</strong></td>
<td><strong>Personalized</strong></td>
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<tr>
<td>Keep an eye on companies like ours</td>
<td>Reflect the needs of Employees according to Talent and Performance</td>
<td>Are tailored and customized to meet a unique need</td>
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<tr>
<td><strong>Accesible</strong></td>
<td><strong>User Friendly</strong></td>
<td><strong>Optimized</strong></td>
</tr>
<tr>
<td>Easy to know what is there for me</td>
<td>Easy to find access and use</td>
<td>Provide proactive Support for the best experience and results</td>
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<tr>
<td><strong>Foundational</strong></td>
<td><strong>Relevant for the different life cycle moments</strong></td>
<td><strong>Purpose-driven</strong></td>
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<tr>
<td>Include a wide range of separate programs</td>
<td>Are valuable and respond to employee and its family needs</td>
<td>Align with a greater meaning, inspiring how we work and live</td>
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<tr>
<td><strong>Compliant</strong></td>
<td><strong>Creative</strong></td>
<td><strong>Agile</strong></td>
</tr>
<tr>
<td>Check the box on required Compliance standards</td>
<td>Expand beyond just the essential needs</td>
<td>Grow with the employee as it evolve</td>
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Extrordinary experience for women

How can benefits and rewards help to win the war for talented women?

3 working schemes to have options for Women
• Virtual
• Hybrid
• Presential

Pay for performance approach
• Solid and holistic performance evaluation process to identified the “Extraordinary Talent” without Gender Bias

New benefits to suit working women needs
• Extended parental leave.
• Nursing spaces among all facilities.
• Support with enfant formula when needed at no cost.
• Pet medical coverage
• Parents medical coverage
• Gadgets and purse insurance
• Psychological assistant and more…

Psychological Support
• Focus on working women and Domestic Violence

Mentoring program
• Focus on talented women with fast track assignations

Time flexibility
Reintegration into the labor market for women with partial time schemes
KEY FACTS TO HELP WOMAN ON THE NEW REALITY

1. **Have a Strong** Flexible Work Arrangements

2. **Changes based on** Home Office Locations

3. **Keep Expanding** Your Wellbeing Program for families

4. **Leverage Payment** for Performance as a Differentiation Strategy without gender influence.
THANK YOU