



Laurent Freixe, Chief Executive Officer,
Steven Pressley, Head of Zone AMS
Felipe González, Market Head Colombia
Karl Brodbeck, Head of T&P Colombia

18 March 2025

Dear Nestlé Executives,

As Nestlé workplace representatives of our trade unions the GMB and Unite the Union, we are concerned about reports of anti-union practices and labour violations carried out by Nestlé in Colombia. These complaints were brought to us by the Colombian trade union SINALTRAINAL, which represents food sector workers including hundreds of employees at four Nestlé plants in the country. We recently heard from SINALTRAINAL members in a meeting arranged by Justice for Colombia, the official campaign organisation of the British and Irish trade union movements which represents more than 6.5 million workers.

We are deeply concerned to hear reports from SINALTRAINAL that Nestlé is committing “serious violations of labour and human rights” in Colombia, particularly at the company’s plant in Bugalagrande. According to the union, in recent years “the labour situation in [Nestlé’s] plants has deteriorated severely, putting at risk the health, dignity and labour, human and fundamental rights of workers”.

Furthermore, SINALTRAINAL alleges that Nestlé has disregarded agreements made to resolve earlier disputes and targeted workers experiencing health difficulties or injuries for dismissal. The union says that these ailments are caused by working conditions that remain unaddressed and that, as a result, unwell or injured workers are afraid to take the time off required to recover.

We are particularly alarmed at the reports of 90 workers dismissed following the closure of the Florencia plant in 2023 and the 12 workers dismissed from the Bugalagrande plant in January 2025. SINALTRAINAL has protested the situation by organising a march from the Bugalagrande to Bogota and staging pickets in the capital.

We support and reiterate SINALTRAINAL’s requests that Nestlé take immediate steps to guarantee safety in the workplace, to launch a transparent investigation into alleged labour rights violations and to reinstate all workers dismissed unfairly.

Finally, we respectfully ask that you provide details as to how the company intends to ensure the rights of unionised workers in Colombia are fully respected in line with International Labor Organization standards.

Yours sincerely,

Nestlé UK National Forum Trade Union Reps:

Jimmy Bradley, Wayne Kirby, Diane Morley, Phil Goodwin, Robert Battell, Gregor Cook, Helmut Motivans and Simon Browning