Nestlé | total REWARDS
HEALTH, WEALTH & MORE



Champion. Celebrate. Support.

We've built the foundation for an inclusive workplace with benefits for LGBTQ+ employees and their loved ones. Check out the highlighted resources below to see what Nestlé can do for you.

Learn more at Healthworksatnestle.com.

Health Benefits

We're committed to the health of all employees and their loved ones.

- Nestlé medical coverage includes access to gender dysphoria treatment, such as psychotherapy, hormone therapy and gender-affirming surgery.
- Generic HIV PrEP is covered at 100% as a preventive medication through our prescription drug coverage.

Mental Health

The struggle to be recognized and treated fairly can be difficult for many members of the LGBTQ+ community. Through Spring Health, Nestlé offers 6 confidential therapy sessions per year for you and every member of your household (age 6+) at no cost.[1] From checking off daily tasks to working on more complex concerns, your Mental Wellbeing Support offers a variety of resources, tools and services. You also get choices in a provider network made to be as diverse as the people it supports. Find a therapist across specialty, gender, race, LGBTQ+ and language.

Family Support

Nestlé supports all the ways you may grow your family.

- The family forming benefit through Progyny supports your family-building journey by offering CareFirst members access to 3 Smart Cycles per lifetime and coverage for elective fertility preservation.
- All benefits-eligible employees can receive up to $10,000 in reimbursement for adoption and surrogacy expenses.
- If you're enrolled in the MetLife Legal Plan, your coverage provides legal services[2] related to surrogacy and reproductive assistance including phone consultations, court appearances and document review. It also includes all legal services and court work for adoptions – all at no additional cost.

[1] Therapy sessions booked beyond the six covered per calendar year will be subject to out-of-pocket costs.
[2] As permitted by law. Reproductive laws vary by state.
[3] All U.S. benefits-eligible employees, spouses/domestic partners and dependents can use this service.

Included Health

This dedicated health care concierge service focuses on making the health care system work better for the LGBTQ+ community and their loved ones.[3]
Learn more at **includedhealth.com/nestle**.

Reach out to Included Health for:

- Help finding an in-network, local provider specializing in LGBTQ+ care
- Guidance while planning and managing future care
- Support for anything from coming out at work to parenting LGBTQ+ children