



Country Specific Clauses Exhibit

Supply in or for Canada

The parties declare that they have requested, and do hereby confirm their request, that the present document and related documents be in **English**.

Les parties déclarent qu'elles ont exigé et par les présentes confirment leur demande que la présente entente, ainsi que les documents qui s'y rattachent, soient rédigés en **anglais**.

Supply in or for South Africa

The Supplier shall provide a BEE certificate issued by a SANAS approved verification agent ("verification agent"), or by any successor regulatory body under the Broad Based Black Economic Empowerment Act of 2003 and applicable regulations, or any replacement legislation and/or regulations. The BEE certificate shall be issued on inception of any agreement entered with Unilever/Buyer and thereafter provide annual BEE certificates from the verification agent for the duration of the agreement, or any amendment or extension of such agreement, until expiry or termination of the relevant agreement.

The Supplier acknowledges that the BEE level is a material term for Unilever/Buyer entering into the agreement and it shall maintain the BEE level as per the relevant certificate or where possible improve its' level, advise Unilever/Buyer of such improvement and provide the revised certificate issued by the verification agent evidencing the improvement.

Should the Supplier reasonably believe it will drop its' BEE level it shall no later than 10 business days from becoming aware of this belief inform Unilever/Buyer of this fact and advise of steps it is taking to mitigate such risk. The Supplier shall have 4 months from such notification to mitigate such risk and inform Unilever/Buyer of progress to maintain its' BEE level. Should the mitigation plan fail and there is a drop in the BEE level Unilever/Buyer may elect to not place further orders with the Supplier until such time as the original BEE level is restored or to terminate the agreement with the Supplier in case of material breach or material impact to Unilever/Buyer.

In entering into any agreement with Unilever/Buyer the Supplier warrants that the BBBEE level it has stated and/or as reflected in a certificate issued by a verification agent is true and correct and a) any misrepresentation or b) deterioration/reduction in the BEE level or c) failure to provide the BEE certificate as contemplated in this clause, will be grounds for termination at the election of Unilever/Buyer and it shall have all rights as it is entitled under the agreement and/or applicable laws to claim any damages suffered."

Supply in or for the United States

Unilever is a supplier to the United States federal government. Accordingly, Unilever is required under applicable law and regulations to obtain the following acknowledgements and/or undertakings from its supply partners.

- 1) To the extent of provision of products in the United States and/or Puerto Rico:

The Equal Opportunity Clause set forth in 41 CFR 60-1.4(a) is incorporated by reference. The parties shall abide by the requirements of 41 CFR 60-300.5(a). This regulation prohibits discrimination against qualified protected veterans, and requires affirmative action by covered prime government contractors and subcontractors to employ and advance in employment qualified protected veterans. The parties shall abide by the requirements of 41 CFR 60-741.5(a). This regulation prohibits discrimination against qualified individuals on the basis of disability, and requires affirmative action by covered prime government contractors and subcontractors to employ and advance in employment qualified individuals with disabilities.

The Executive Order 13496 Employee Notice Clause set forth in 29 CFR Part 471, Appendix A to Subpart A is hereby incorporated by reference.