

Unilever UN Global Compact Advanced Communication on Progress 2022 Self-Assessment

The table below provides an overview of Unilever’s activity and reporting against the ten UN Global Compact (UNGC) Principles, covering human rights, labour, environment and anti-corruption. This document forms the basis of our **Advanced Level Communication on Progress 2022 Self-Assessment**.

Implementing the Ten Principles into Strategies & Operations

Criteria for UNGC Advanced Level	Best practice	Further information
Criterion 1: The COP describes mainstreaming into corporate functions and business units.	Place responsibility for execution of sustainability strategy in relevant corporate functions (procurement, government affairs, human resources, legal, etc) ensuring no function conflicts with company’s sustainability commitments and objectives	The Unilever Compass is our company strategy. It is owned and embedded across all functions. Sustainability Governance
	Align strategies, goals and incentive structures of all business units and subsidiaries with corporate sustainability strategy	The Unilever Compass is embedded within all Divisions, Categories and operating companies, including newly acquired businesses. Sustainability Governance Annual Report 2021: Our Strategy, Our Business Model p8-13 Annual Report 2021: Directors Remuneration Report p84-92

	<p>Assign responsibility for corporate sustainability implementation to an individual or group within each business unit and subsidiary</p>	<p>The Unilever Compass comprises nine sustainability pillars and a series of medium to long-term commitments. Each is owned and led by a member of the Unilever Leadership Executive. Cross function, divisional and category leadership teams are responsible for implementing the Unilever Compass.</p> <p>Sustainability Governance Planet & Society – Climate Action Planet & Society – Protect and regenerate nature Planet & Society – Waste-free world Planet & Society – Positive Nutrition Planet & Society – Health and wellbeing Planet & Society – Equity, diversity and inclusion Planet & Society – Raise living standards Planet & Society – Future of work Planet & Society – Respect Human Rights Planet & Society – Responsible Business</p>
	<p>Design corporate sustainability strategy to leverage synergies between and among issue areas and to deal adequately with trade-offs</p>	<p>The Unilever Compass comprises nine sustainability pillars. The issues that each pillar addresses overlap and mutually reinforce each other. For example, our climate action and protect and regenerate nature agendas are interlinked.</p> <p>Annual Report 2021: Planet & Society Annual Report 2021: Our Strategy, Our Business Model p8-13 Sustainability Governance</p>
	<p>Ensure that different corporate functions coordinate closely to maximize performance and avoid unintended negative impacts</p>	<p>Cross functional governance groups work to ensure that the outcomes from the Unilever Compass result in positive outcomes for planet and society.</p> <p>Sustainability Governance</p>

	Other established or emerging best practices	<p>We have been signatories to Global Compact LEAD for ten years. LEAD is a group of sustainability leaders that aim to achieve higher levels of environmental, social and governance performance, tackle corporate sustainability issues and encourage greater action by the corporate sector.</p> <p>Annual Report 2021: Our risks p44-50 Annual Report 2021: Task Force on Climate-related Financial Disclosures statement p57-62 Planet & Society: Our material issues Planet & Society: Business integrity Planet & Society: Engaging with Stakeholders Planet & Society: Sustainable Development Goals Planet & Society: Responsible Innovation Partner with Purpose</p>
<p>Criterion 2: The COP describes value chain implementation</p>	Analyze each segment of the value chain carefully, both upstream and downstream, when mapping risks, opportunities and impacts	<p>The Unilever Compass spans our entire value chain as outlined in our business model (p12-13). It also addresses all material issues identified by our materiality processes which in turn consider our impacts across the value chain. Our Climate Transition Action Plan is an example of careful mapping of climate impacts across the value chain, including risks and opportunities.</p>
	Communicate policies and expectations to suppliers and other relevant business partners	<p>Partnerships based on clear standards of responsible sourcing strengthen our supply chain and the businesses within it. Our Responsible Sourcing Policy (RSP) sets out our commitment to conduct business with integrity, and with respect for universal human and labour rights as well as environmental sustainability. It's a crucial part of the due diligence we undertake to identify and encourage remediation by suppliers of issues within our extended supply chain.</p> <p>Responsible Business Partner Policy Regenerative Agriculture Principles People & Nature Policy Procurement Framework Climate Transaction Action Plan</p>

	Implement monitoring and assurance mechanisms (e.g. audits/screenings) for compliance within the company's sphere of influence	We have an extensive internal audit programme as well as external audit of high-risk suppliers via our Responsible Sourcing Policy . Responsible Sourcing Policy - Audit Requirements Human Rights Progress Report 2021 Planet & Society: Human Rights in our value chain Planet & Society: Our eco-efficiency reporting
	Undertake awareness-raising, training and other types of capacity building with suppliers and other business partners	We work with a wide range of business partners – from suppliers to customers – to ensure they have the capability to meet our sustainability requirements. Planet & Society: Partner with Purpose Annual Report 2021: Suppliers & business partners p27-28 Annual Report 2021: Customers p25-26 Human Rights Progress Report 2021 Planet & Society: Sustainable and regenerative sourcing Planet & Society: Clean Home. Clean Planet. Clean Future

Robust Human Rights Management Policies & Procedures

Criteria for UNGC Advanced Level	Best practice	Further information
Criterion 3: The COP describes robust commitments, strategies or policies in the area of human rights	Commitment to comply with all applicable laws and respect internationally recognized human rights, wherever the company operates (e.g., the Universal Declaration of Human Rights, Guiding Principles on Human Rights) (BRE1 + ARE1)	Our Code of Business Principles commits us to comply with the laws and regulations of the countries in which we operate and to respect human rights. Our Code's Respect, Dignity and Fair Treatment Policy specifies what employees must commit to. We respect and promote all internationally recognised human rights. In line with the UN Guiding Principles on Business and Human Rights, we base our Human Rights commitment and Policy Statement on the International Bill of Human Rights and the principles of fundamental rights of the ILO's Declaration on Fundamental Principles and Rights at Work. Our Responsible Sourcing Policy and Responsible Business

	<p>Partner Policy are based on the same approach. Our People & Nature Policy contains “Respecting & promoting Human Rights” as one of its four principles.</p> <p>Planet & Society – Respect Human Rights Human Rights Progress Report 2021 Modern Slavery Statement</p>
<p>Integrated or stand-alone statement of policy expressing commitment to respect and support human rights approved at the most senior level of the company (BRE 1 + BRE5 + ARE 1 + ARE 5)</p>	<p>Our human rights governance is led from the top, overseen by our CEO and supported by our Unilever Leadership Executive (ULE), the most senior leaders of our business. Additional Board-level oversight is provided by the Corporate Responsibility Committee. The Board of Unilever approve our Code of Business Principles and our Human Rights Policy Statement.</p> <p>Planet & Society - Respect Human Rights Responsible Sourcing Policy Responsible Business Partner Policy People & Nature Policy</p>
<p>Statement of policy stipulating human rights expectations of personnel, business partners and other parties directly linked to operations, products or services (BRE 1)</p>	<p>Our Code of Business Principles defines our expectations of employees through its Respect, Dignity & Fair Treatment Code Policy. Our Code commits us to establishing mutually beneficial relations with our suppliers, customers and business partners and its Responsible Sourcing & Business Partnering Code Policy guides employees in doing so. In our business dealings, we expect our partners to adhere to business principles consistent with our own, and to comply with our third party policies (our Responsible Sourcing Policy, our Responsible Business Partner Policy and our People & Nature Policy) and commit to working with us to address issues that negatively impact society and the planet.</p> <p>Annual Report 2021 – Respecting and promoting Human Rights p31 Human Rights Policy Statement</p>
<p>Statement of policy publicly available and communicated internally and externally to all personnel, business</p>	<p>Our Human Rights policies for employees and business partners are published on our website. Our Business Integrity page details employees’ Code of Business Principles training. Our Partner with Purpose page explains our Responsible Sourcing Policy’s (RSP) mandatory requirements: agreeing to the</p>

	<p>partners and other relevant parties (BRE 1 + BRE 5 + ARE 1 + ARE 5)</p>	<p>terms of the RSP is a pre-requisite for any partner wanting to do business with us.</p> <p>Code of Business Principles and Code Policies Human Rights Policy Statement Responsible Business Partner Policy People & Nature Policy</p>
	<p>Other established or emerging best practices</p>	<p>In support of our commitment to respect and promote human rights and the effective implementation of the UN Guiding Principles, in 2021 we created a framework to enable us to address our salient human rights issues consistently and effectively. We're using it to define a theory of change and action plans which include capability building and impact assessment metrics to measure progress. Our Human Rights Progress Report 2021 details how we used it to tackle forced labour, harassment and fair wages.</p>
<p>Criterion 4: The COP describes effective management systems to integrate the human rights principles</p>	<p>Process to ensure that internationally recognized human rights are respected</p>	<p>We are embedding human rights in our own business and in our relationships with business partners. We have put in place robust mechanisms to ensure compliance with our Code of Business Principles and Code Policies and our business partner policies. We have put in place robust mechanisms to ensure compliance with our Code of Business Principles and Code Policies and our business partner policies.</p> <p>Responsible Sourcing Policy Responsible Business Partner Policy Planet & Society – Human Rights in our value chain People & Nature Policy Planet & Society – Protect & regenerate nature Human Rights Policy Statement Human Rights Progress Report 2021 Modern Slavery Statement Planet & Society – Respect Human Rights Planet & Society – Human Rights in our operations</p>
	<p>On-going due diligence process that includes an</p>	<p>Our Salient Issue Framework enables us to detect issues and prioritise any necessary actions across the 8 salient human rights issues we've identified for</p>

	<p>assessment of actual and potential human rights impacts (BRE 2 + BRE 3 + ARE 2 + ARE 3)</p>	<p>our business. Our Responsible Sourcing Policy includes an audit process based on risk. This is supplemented by Human Rights Impact Assessments which look at our operations and business partners. Our Human Rights Progress Report 2021 details our latest work on due diligence. Along with our Human Rights Supplier Audit Update 2020 it also details the actions we've taken to remediate issues with suppliers.</p> <p>Planet & Society – Human Rights in our value chain Planet & Society – Human Rights in our operations</p>
	<p>Internal awareness-raising and training on human rights for management and employees</p>	<p>Alongside our regular Code of Business Principles training, we run training on a range of human rights topics such as women's safety and ethical recruitment in particular countries.</p> <p>Human Rights Progress Report 2021 p10-11 Human Rights Report 2020 p78 Planet & Society – Human Rights in our operations</p>
	<p>Operational-level grievance mechanisms for those potentially impacted by the company's activities (BRE 4 + ARE 4)</p>	<p>We operate a range of grievance mechanisms for our stakeholders. They are an integral part our Code of Business Principles and our policies for our business partners.</p> <p>Code Support Line (open to third parties) Our Speak up Platforms and Investigating Code Breaches Responsible Sourcing Policy p10-11 Responsible Business Partner Policy Planet & Society – Human Rights in our value chain People & Nature Policy Planet & Society – Sustainable Palm Oil: Our grievance procedure for sustainable palm oil</p>
	<p>Allocation of responsibilities and accountability for addressing human rights impacts</p>	<p>We publish details of our governance on our website. Our Board has ultimate responsibility for strategy and the management of risk (such as lack of ethical behaviour). Oversight of human rights, including responsible sourcing, is led by the Board's Corporate Responsibility Committee. Operational leadership rests with the Unilever Leadership Executive, led by our CEO which oversees delivery</p>

		<p>of the Unilever Compass, including our Human Rights commitments. Our Human Rights agenda is led by our Chief Business Operations Officer. Our teams work together to embed respect for human rights in our business and markets. Our Responsible Business team is responsible for the governance of and compliance with our Responsible Sourcing Policy while our Global Sustainability and Sustainable Sourcing Teams work together to identify emerging human rights issues, create action plans to respond to our salient human rights issues and work both bilaterally and more widely to prevent their re-occurrence.</p> <p>Human Rights Policy Statement Human Rights Progress Report 2021 p4 Human Rights Report 2020 Planet & Society – Respect Human Rights Responsible Sourcing Policy Responsible Business Partner Policy People & Nature Policy</p>
	<p>Internal decision-making, budget and oversight for effective responses to human rights impacts</p>	<p>Operational leadership rests with the Unilever Leadership Executive (ULE), led by our CEO, which oversees delivery of the Unilever Compass, including our Human Rights commitments. ULE agree strategy, actions and investment as required. Additional Board-level oversight is provided by the Corporate Responsibility Committee. Our Procurement Business Integrity Committee decides on complex situations regarding sourcing in line with our Responsible Business Policy.</p> <p>Human Rights Progress Report 2020, Governance p67 Human Rights Progress Report 2021 p4 Planet & Society – Respect Human Rights Planet & Society – Our salient human rights issues</p>
	<p>Processes to provide for or cooperate in the remediation of adverse human rights impacts that the company has caused or contributed to (BRE 3+ BRE 4 + ARE3 + ARE 4)</p>	<p>Third-party audits play an important (not crucial) role in identifying human rights issues. When issues are identified, suppliers are required to immediately put a corrective action plan in place. They are then audited against that corrective action plan to verify remediation, with the results uploaded into our supplier qualification system - which impacts the compliance of suppliers as it is connected to our purchase order system. Through our RSP First programme</p>

		<p>we ensure that agreeing to the terms of our Responsible Sourcing Policy is a pre-requisite for any partner wanting to do business with Unilever.</p> <p>Human Rights Progress Report 2021 Human Rights Supplier Audit Update 2020 Planet & Society – Human Rights in our value chain Planet & Society – Human Rights in our operations Responsible Sourcing Policy</p>
	<p>Process and programs in place to support human rights through: core business; strategic philanthropic/ social investment; public policy engagement/ advocacy; partnerships and/or other forms of collective action (BRE 6 + ARE 6)</p>	<p>We’re embedding human rights across every function of our business, and collaborating with others to promote systemic change. We’re embedding human rights across every function of our business. Our policy framework helps us set consistent expectations for ourselves and our partners. We’re also collaborating with others to promote systemic change.</p> <p>Human Rights Report 2020, Governance p67, Policy Framework p68, Collaboration p17 Human Rights Progress Report 2021, Collaboration p7 Modern Slavery Statement Planet & Society – Respect Human Rights Planet & Society – Our salient human rights issues Planet & Society – Human Rights in our value chain Planet & Society – Human Rights in our operations Partner with purpose</p>
	<p>Other established or emerging best practices</p>	<p>Through the Unilever Compass we’ve set a groundbreaking goal on living wages and living income.</p> <p>Planet & Society – A living wage Human Rights Progress Report 2021 p14-15</p>
<p>Criterion 5: The COP describes effective monitoring and evaluation mechanisms</p>	<p>System to monitor the effectiveness of human rights policies and implementation with quantitative and qualitative metrics, including</p>	<p>We monitor compliance with our Code of Business Principles and publish the results on our website. Our Salient Issue Framework enables us to detect issues and prioritise any necessary actions across the 8 salient human rights issues we’ve identified for our business. Its objectives include reporting and impact</p>

of human rights integration	in the supply chain (BRE3 + ARE3)	<p>metrics. We also report on Human Rights Impact Assessments. We track and audit compliance with our Responsible Sourcing Policy.</p> <p>Planet & Society – Human Rights in our operations Human Rights Progress Report 2021 – Salient Issues p9, Supplier Compliance p19-22 Human Rights Supplier Audit Update 2020 Planet & Society – Human Rights in our value chain</p>
	Monitoring drawing from internal and external feedback, including affected stakeholders	<p>We monitor compliance with our Code of Business Principles and publish the results on our website.</p> <p>Code Support Line (open to third parties)</p> <p>Stakeholder impact assessment and consultation are core to our human rights due diligence and reflected in our Human Rights Impact Assessments. Collaboration with others is also essential to our approach, e.g. with unions.</p> <p>Human Rights Progress Report 2021 – Due Diligence p5, Collaborative Action p7 Human Rights Report 2020 - Collaboration p17, Freedom of Association p30 Human Rights Supplier Audit Update 2020, Union Engagement p6 Planet & Society – Human Rights in our value chain Planet & Society – Sustainable Palm Oil: Our grievance procedure for sustainable palm oil</p>
	Leadership review of monitoring and improvement results	<p>We've assigned Unilever Leadership Executive (ULE) owners to our Unilever Compass sustainability goals which include human rights. Quarterly reporting of performance to the ULE enables them to monitor progress and take action to ensure we stay on track.</p> <p>Planet & Society - Governance Planet & Society – Respect Human Rights: Strategy & goals</p> <p>Board level oversight of human rights is provided by the Corporate Responsibility Committee (CRC) our Responsible Sourcing Policy compliance. Our Board approves the updates on human rights progress we provide</p>

		<p>through our Annual Report and our Modern Slavery Act Transparency Statement.</p> <p>Annual Report 2021 – Respecting and promoting Human Rights p31 Annual Report 2021 – Report of the Corporate Responsibility Committee p80-81</p>
	<p>Process to deal with incidents the company has caused or contributed to for internal and external stakeholders (BRE4 + ARE4)</p>	<p>Our Code of Business Principles and Code Policies set out our requirements for running our business responsibly: we publish the results of breaches of our Code on our website.</p> <p>Our Responsible Sourcing Policy sets out a clear process for addressing issues. When issues are identified, suppliers are required to immediately put a corrective action plan in place. They are then audited against that corrective action plan to verify remediation, with the results uploaded into our supplier qualification system - which impacts the compliance of suppliers as it is connected to our purchase order system.</p> <p>Human Rights Progress Report 2021 p11, 19 Human Rights Supplier Audit Update 2020 Human Rights Impact Assessments Planet & Society – Human Rights in our value chain Planet & Society – Human Rights in our operations</p>
	<p>Grievance mechanisms that are legitimate, accessible, predictable, equitable, transparent, rights-compatible, a source of continuous learning, and based on engagement and dialogue (BRE4 + ARE4)</p>	<p>Grievance mechanisms play a critical role in opening channels for dialogue, problem solving, investigation and, when required, providing remedy. We provide them in our own business and work with others to make them available to suppliers.</p> <p>Code of Business Principles and Code Policies Code Support Line (open to third parties) Human Rights Progress Report 2021, Supplier Audit Results p10 Planet & Society – Sustainable Palm Oil: Our grievance procedure for sustainable palm oil Human Rights Report 2020, Collaboration p17</p>

	Outcomes of integration of the human rights principles	We publish our progress in our Human Rights Report and Annual Report. Our groundbreaking living wage commitment illustrates one of the outcomes of integrating human rights principles. Human Rights Progress Report 2021, Living Wage p4 Human Rights Report 2020
	Other established or emerging best practices	Our new Salient Issue Framework enables us to detect issues and prioritise actions across the 8 salient human rights issues we've identified for our business. Implementing this consistent, structured approach allows us to identify the issue and who it impacts, a theory of change, interventions and actions. Our Human Rights Progress Report 2021 p9-15 illustrates how we have applied it to 3 of our salient issues.

Robust Labour Management Policies & Procedures

Criteria for UNGC Advanced Level	Best practice	Further information
Criterion 6: The COP describes robust commitments, strategies or policies in the area of labour	Reference to principles of relevant international labour standards (ILO Conventions) and other normative international instruments in company policies	Our Code of Business Principles commits us to comply with the laws and regulations of the countries in which we operate and to respect human rights. Our Code's Respect, Dignity and Fair Treatment Policy specifies what employees must commit to. We respect and promote all internationally recognised human rights. In line with the UN Guiding Principles on Business and Human Rights, we base our Human Rights (including Labour Rights) commitment and Policy Statement on the International Bill of Human Rights and the principles of fundamental rights of the ILO's Declaration on Fundamental Principles and Rights at Work. Our Responsible Sourcing Policy and Responsible Business Partner Policy are based on the same approach. Our People & Nature Policy contains "Respecting & promoting Human Rights" as one of its four principles. Planet & Society – Respect Human Rights

	Human Rights Progress Report 2021 Modern Slavery Statement
Reflection on the relevance of the labour principles for the Company	<p>Respect for human rights, including labour rights, is embedded in our Code of Business Principles and we are unequivocal that respect for human rights underpins all our Unilever Compass commitments. The Compass also recognises the critical role of living wages in reducing poverty and enabling people to access other human rights.</p> <p>Respect, Dignity & Fair Treatment Policy Planet & Society – Human Rights in our operations Human Rights Progress Report 2021 p3 P&S – Human Rights in our value chain</p>
Written company policy to obey national labour law, respect principles of the relevant international labour standards in company operations worldwide, and engage in dialogue with representative organization of the workers (international, sectoral, national).	<p>Respect for human rights, including labour rights, is embedded in our Code of Business Principles, our Responsible Sourcing Policy, Responsible Business Partner Policy and Human Rights Policy Statement. Planet & Society – Human Rights in our operations and our Human Rights Report 2020 describe our approach to engaging on labour rights.</p>
Inclusion of reference to the principles contained in the relevant international labour standards in contracts with suppliers and other relevant business partners	<p>Through our RSP First programme we ensure that agreeing to the terms of our Responsible Sourcing Policy is a pre-requisite for any partner wanting to do business with Unilever. Customers and distributors are required to comply with the terms of our Responsible Business Partner Policy.</p> <p>Human Rights Policy Statement Responsible Sourcing Policy p3 Human Rights Progress Report 2021 p6</p>

	<p>Specific commitments and Human Resources policies, in line with national development priorities or decent work priorities in the country of operation</p>	<p>We pay our employees at least a living wage, as set out in our Code of Business Principles and Code Policies. We expect our suppliers to adhere to values and principles consistent with our own and through the Unilever Compass have set a goal on living wages and living incomes for suppliers. Our People & Nature Policy covers wages and employment terms as well as no-deforestation. Our Human Rights Progress Report 2021 illustrates how we are implementing our living wage commitment in priority markets, tackling forced labour in a number of countries and addressing issues in the palm oil industry.</p>
	<p>Participation and leadership in wider efforts by employers' organizations (international and national levels) to jointly address challenges related to labour standards in the countries of operation, possibly in a tripartite approach (business – trade union – government)</p>	<p>We describe our approach to engaging on labour rights in our Human Rights Report 2020 and Human Rights Progress Report 2021. Planet & Society – Human Rights in our operations Planet & Society – Human Rights in our value chain</p>
	<p>Structural engagement with a global union, possibly via a Global Framework Agreement</p>	<p>We describe our approach to engaging on labour rights, including the formal mechanisms we have put in place with unions, in our Human Rights Report 2020. Planet & Society – Human Rights in our operations Planet & Society – Human Rights in our value chain Human Rights Policy Statement</p>
	<p>Other established or emerging best practices</p>	<p>Through the Unilever Compass have set a groundbreaking goal on living wages and living incomes for suppliers. Our Human Rights Progress Report 2021 describes how we are tackling forced labour through our Salient Issue Framework. It also explains how we continue to improve our approach to human rights due diligence.</p>

<p>Criterion 7: The COP describes effective management systems to integrate the labour principles</p>	<p>Risk and impact assessments in the area of labour</p>	<p>Risk management is integral to our strategy and at the core of our Board agenda. Our Annual Report p44-50 identifies our process for managing risk and lists our principal risks, which include ethical, legal and regulatory risks. Stakeholder impact assessment and consultation are also core to our human rights due diligence and reflected in our Salient Issue Framework and Human Rights Impact Assessments. Managing risk is integral to our policies.</p> <p>Human Rights Progress Report 2021 p4-5 Human Rights Report 2020 Code of Business Principles and Code Policies Modern Slavery Statement 2022 Responsible Sourcing Policy Responsible Business Partner Policy People & Nature Policy Planet & Society – Human Rights in our operations Planet & Society – Human Rights in our value chain</p>
	<p>Dialogue mechanism with trade unions to regularly discuss and review company progress in addressing labour standards</p>	<p>We describe our approach to engaging on labour rights, including the formal mechanisms we have put in place with unions, in our Human Rights Report 2020.</p> <p>Planet & Society – Human Rights in our operations Human Rights Progress Report 2021 p5, 10, 14 Responsible Sourcing Policy p26, 29 People & Nature Policy p5</p>
	<p>Allocation of responsibilities and accountability within the organization</p>	<p>We publish details of our governance on our website. Our Board has ultimate responsibility for strategy and the management of risk (such as ethical behaviour). Oversight of human rights, including responsible sourcing, is led by the Board’s Corporate Responsibility Committee.</p> <p>Operational leadership rests with the Unilever Leadership Executive, led by our CEO which oversees delivery of the Unilever Compass, including our Human Rights, including Labour Rights, commitments. Our Human Rights agenda is led by our Chief Business Operations Officer with involvement from other members of the Unilever Leadership Executive where relevant, including the Chief People & Transformation Officer and Chief Legal Officer.</p>

	Human Rights Policy Statement Human Rights Progress Report 2021 Human Rights Report 2020 Planet & Society – Respect Human Rights: strategy & goals Planet & Society – Respect Human Rights Responsible Sourcing Policy Responsible Business Partner Policy People & Nature Policy
Internal awareness-raising and training on the labour principles for management and employees	<p>We train our employees on our Code of Business Principles and run specialised training for particular teams, such as on forced labour for our procurement teams.</p> <p>Planet & Society – Business integrity Human Rights Progress Report 2021 p10-14 Planet & Society – Human Rights in our operations</p>
Active engagement with suppliers to address labour-related challenges	<p>We expect our suppliers to adhere to values and principles consistent with our own, and collaboration is integral to our approach. Our Human Rights Progress Report 2021, Human Rights Report 2020 and Human Rights Supplier Audit Update 2020 detail our approach and the results of supplier audits.</p> <p>Planet & Society – Human Rights in our value chain Annual Report 2021 - Respecting & promoting human rights p31 Annual Report 2021 - Suppliers & business partners p27-29 Responsible Sourcing Policy Responsible Business Partner Policy People & Nature Policy</p>
Grievance mechanisms, communication channels and other procedures (e.g., whistleblower mechanisms) available for workers to report concerns,	<p>Grievance mechanisms play a critical role in opening channels for dialogue, problem solving, investigation and, when required, providing remedy. We provide them in our own business and work with others to make them available to suppliers.</p> <p>Code of Business Principles and Code Policies Code Support Line (open to third parties)</p>

	<p>make suggestions or seek advice, designed and operated in agreement with the representative organization of workers</p>	<p>Planet & Society - Business Integrity Planet & Society – Human Rights in our value chain Human Rights Progress Report 2021, Supplier Audit Results p10 Planet & Society – Sustainable Palm Oil: Our grievance procedure for sustainable palm oil Human Rights Report 2020, Collaboration p17</p>
	<p>Other established or emerging best practices</p>	<p>Through the Unilever Compass have set a groundbreaking goal on living wages and living incomes for suppliers. Our Human Rights Progress Report 2021 describes how we are tackling forced labour, living wage and palm oil through our Salient Issue Framework. It also explains how we continue to improve our approach to human rights due diligence.</p>
<p>Criterion 8: The COP describes effective monitoring and evaluation mechanisms of labour principles integration</p>	<p>System to track and measure performance based on standardized performance metrics</p>	<p>We monitor compliance with our Code of Business Principles and publish the results on our website.</p> <p>Code of Business Principles and Code Policies Code Support Line (open to third parties)</p> <p>Our Salient Issue Framework enables us to detect issues and prioritise any necessary actions across the 8 salient human rights issues we’ve identified for our business. It objectives include reporting and impact metrics. We also publish Human Rights Impact Assessments.</p> <p>We’ve assigned Unilever Leadership Executive (ULE) owners to our Unilever Compass sustainability goals which include human and labour rights. Quarterly reporting of performance to the ULE enables them to monitor progress and take action to ensure we stay on track.</p> <p>Planet & Society - Governance Planet & Society – Respect Human Rights Planet & Society – Raise Living Standards</p>
	<p>Dialogues with the representative organization of workers to regularly review</p>	<p>We describe our approach to engaging on labour rights, including the formal mechanisms we have put in place with unions, in our Human Rights Report</p>

	<p>progress made and jointly identify priorities for the future</p>	<p>2020. Our Human Rights Progress Report 2021 shows how we are collaborating with others, including our Partner with Purpose suppliers, to tackle salient issues.</p> <p>Annual Report 2021 - Suppliers & business partners p27-29 Planet & Society – Human Rights in our operations Planet & Society – Human Rights in our value chain Human Rights Policy Statement</p>
	<p>Audits or other steps to monitor and improve the working conditions of companies in the supply chain, in line with principles of international labour standards</p>	<p>We expect our suppliers to adhere to values and principles consistent with our own, and collaboration and auditing are integral to our approach. Our Human Rights Progress Report 2021, Human Rights Report 2020 and Human Rights Supplier Audit Update 2020 detail our approach and the results of supplier audits.</p> <p>Annual Report 2021 - Suppliers & business partners p27-29 Responsible Sourcing Policy Responsible Business Partner Policy People & Nature Policy Planet & Society – Promoting diverse suppliers</p>
	<p>Process to positively engage with the suppliers to address the challenges (i.e., partnership approach instead of corrective approach) through schemes to improve workplace practices</p>	<p>Our Human Rights Progress Report 2021 shows how we are collaborating with others, including suppliers, to tackle salient issues. Working with our Partner with Purpose suppliers, we have launched Partner Promises on Equity, Diversity & Inclusion and Living Wages to drive systemic change.</p> <p>Annual Report 2021 - Suppliers & business partners p27-29</p>
	<p>Outcomes of integration of the Labour principles</p>	<p>Through the Unilever Compass we have set a groundbreaking goal on living wages and living incomes for suppliers. Our Human Rights Progress Report 2021 describes how we are tackling forced labour, living wage and palm oil through our Salient Issue Framework. Through our Partner with Purpose suppliers we are driving our Compass commitments and systemic change.</p> <p>Annual Report 2021 - Suppliers & business partners p27-29</p>

		Planet & Society – Sustainable and regenerative sourcing
	Other established or emerging best practices	Our Human Rights Progress Report 2021 describes how we are tackling forced labour, living wage and palm oil through our Salient Issue Framework. It also explains how we continue to improve our approach to human rights due diligence. Working with our Partner with Purpose suppliers, we have launched Partner Promises on Equity, Diversity & Inclusion and Living Wages to drive systemic change. Planet & Society – Sustainable and regenerative sourcing

Robust Environmental Management Policies & Procedures

Criteria for UNGC Advanced Level	Best practice	Further information
Criterion 9: The COP describes robust commitments, strategies or policies in the area of environmental stewardship	Reference to relevant international conventions and other international instruments (e.g. Rio Declaration on Environment and Development)	Unilever supports the UN’s Sustainable Development Goals and the ambitions of the Paris Agreement, as outlined in our Climate Transition Action Plan . Our work on protecting and regenerating nature also supports the Convention of Biological Diversity.
	Reflection on the relevance of environmental stewardship for the company	The Unilever Compass reflects our commitment to improving the health of the planet. The ‘Planet’ is recognised as one of our key stakeholders in our business model in our Annual Report, which also provides extensive commentary on our impact on the environment and the business case for tackling issues such as climate change, plastic pollution and biodiversity loss.

	Written company policy on environmental stewardship	Unilever's Environmental Policy outlines our commitment to the Planet. Related policies such as the People & Nature Policy provide more detailed policy commitments in relation to specific parts of our value chain, such as commodity suppliers.
	Specific commitments and goals for specified years	The Unilever Compass includes a number of medium and long-term environmental commitments in three priority areas: climate action, waste-free world and protect and regenerate nature. Further details and reporting on our progress can be found in our Annual Report (p29-31).
	Other established or emerging best practices	Unilever's Climate Transition Action Plan was among the first by a large company to be put to a shareholder vote. It sets out details on how we will decarbonise our business and achieve net zero across our value chain by 2039.
Criterion 10: The COP describes effective management systems to integrate the environmental principles	Environmental risk and impact assessments	At a corporate level, our risk management process, outlined in our Annual Report , identifies two principal risks that relate directly to the environment - climate change and plastic packaging (p47). Our TCFD statement (p44-50) provides further detail on our most significant climate risk and opportunities. Furthermore, our materiality analysis identifies the environmental issues that are most important to our stakeholders - including issues such as climate change and water. At a product-level, we use environmental safety assessments to determine any potential risk of adverse effects that could come from using and disposing of our products.
	Assessments of lifecycle impact of products, ensuring environmentally sound management policies	We use Life Cycle Assessment to understand the impact of our products and brands, considering the sourcing of raw materials, such as via mining or agriculture, to product manufacture, distribution, consumer use and disposal).
	Allocation of responsibilities and accountability within the organisation	The Unilever Leadership Executive are responsible for driving our environmental agenda. The Board's Corporate Responsibility Committee provide oversight - see the Report of the Corporate Responsibility Committee in our Annual Report for more details (p80-81). Our Environmental Policy reinforces accountability for environmental issues.

	Internal awareness-raising and training on environmental stewardship for management and employees	Training and capacity building on environmental issues such as climate change and plastic is a key part of Unilever’s learning and development agenda – withing functions and across divisions, categories and markets.
	Grievance mechanisms, communication channels and other procedures (e.g. whistleblower mechanisms) for reporting concerns or seeking advice regarding environmental impacts	Unilever’s Code of Business Principles and Code Policies outlines our commitment to provide transparent, fair and confidential procedures for employees and third parties to raise concerns. The main way for third parties to raise complaints is via the Code Support Line . Employees can also report concerns via our Speak Up platform. Unilever has a zero-tolerance policy on retaliation and will not tolerate any form of retaliation against anyone who reports a concern.
Criterion 11: The COP describes effective monitoring and evaluation mechanisms for environmental stewardship	System to track and measure performance based on standardized performance metrics	Our reporting on the Unilever Compass is, wherever possible, aligned to standardised performance metrics. Our Annual Report includes a number of environmental disclosures which are based on industry agreed definitions. For example, our greenhouse reporting is aligned to the Greenhouse Gas Protocol (p34 and 55) and our reporting on plastic recyclability is based on EMF best practice guidelines (p34). We also report on a number of ‘core’ WEF ESG metrics . Our Basis of Preparation includes details of external measurement standards that we align with.
	Leadership review of monitoring and improvement results	The Unilever Leader Executive have full oversight of progress against the Unilever Compass including quarterly performance monitoring.
	Process to deal with incidents	The Unilever Environmental Care Framework Standard (not public) includes procedures on how we respond to environmental incidents.
	Audits or other steps to monitor and improve the environmental performance of companies in the	We work in partnership with suppliers to encourage adoption of our commitments and to build capacity. For example, we invited our suppliers to commit to setting a public target to halve absolute GHG emissions by 2030, report their progress and share their data with us. We’re also exploring new ways

	supply chain	to support suppliers through guidance, tools and resources. See our Annual Report for more (p53). We also audit high risk suppliers against the requirements of our Responsible Sourcing Policy.
	Outcomes of integration of the environmental principles	We report extensively on the outcomes from our Compass strategy, primarily through our Annual Report and in the Planet & Society Hub, notably climate action , waste-free world and protect and regenerate nature .
	Other established or emerging best practices	Our first Climate Transition Action Plan progress report details the progress we're making as we decarbonise our business and work towards net zero across our value chain.

Robust Anti-Corruption Management Policies & Procedures

Criteria for UNGC Advanced Level	Best practice	Further information
Criterion 12: The COP describes robust commitments, strategies or policies in the area of anticorruption	Publicly stated formal policy of zero-tolerance of corruption (D1)	<p>Unilever's commitment to doing business with integrity requires consistently high global standards: our zero-tolerance approach towards bribery and corruption, outlined in our Code of Business Principles and Code Policies, applies to all Unilever operations, regardless of local business practices, and prohibits both public and commercial bribery (e.g. to or from any third party). This extends to all our employees, board members, third parties, new acquisitions and joint ventures, irrespective of financial values involved.</p> <p>Planet & Society – Business Integrity Annual Report 2021 p19 Responsible Business Partner Policy Responsible Sourcing Policy</p>

	<p>Commitment to be in compliance with all relevant anti-corruption laws, including the implementation of procedures to know the law and monitor changes (B2)</p>	<p>Our Code of Business Principles and Anti-Bribery and Legal Consultation Code Policies require all employees to always comply with laws and regulations that apply to the countries in which Unilever operates, including anti-corruption legislation.</p> <p>Annual Report 2021 – Code of business principles p80</p>
	<p>Statement of support for international and regional legal frameworks, such as the UN Convention against Corruption (D2)</p>	<p>Unilever supports global and local efforts to fight corruption. We support international organisation’s such as the United Nations and the Organisation for Economic Cooperation and Development in their efforts to implement their international conventions and best practice. We also participate actively in key fora such as the World Economic Forum (PACI and Global Future Councils), the UN Global Compact, the International Chamber of Commerce, the B-20 and Transparency International. Our thought leadership has promoted and supported advancements in key anti-corruption themes such as: reduction of interactions with public officials through elimination of red tape and increase of e-government solutions, improvement of corporate registries and enhancement of compliance in small and medium enterprises. All these efforts support our goal to build corruption-free environments for the benefit of our company, our value chain partners and consumers.</p> <p>Planet & Society – Business Integrity Code of Business Principles and Code Policies Planet & Society – Sustainable Development Goals</p>
	<p>Detailed policies for high-risk areas of corruption (D4)</p>	<p>In addition to our Code of Business Principles and Code Policies, we have additional anti-corruption written standards and controls for interactions with public officials, brand protection, corporate transactions (M&A), customer incentives, gifts & hospitality, grants & donations and conflicts of interest.</p> <p>Responsible Sourcing & Business Partner Policy Accurate Records, Reporting & Accounting Anti-Bribery Avoiding Conflicts of Interest</p>

	<p>Policy on anti-corruption regarding business partners (D5)</p>	<p>The anti-corruption policies detailed in our Code of Business Principles and Code Policies and outlined above, extend to our employees working with third parties. Our Responsible Business Partner Policy also includes bribery.</p> <p>Planet & Society – Business Integrity</p>
	<p>Other established or emerging best practices</p>	<p>We provide thought leadership and influence key policymakers on positive regulatory change that can help our consumers, Unilever and our business partners (including small and medium enterprises) to live and be able to do business in corruption free environments.</p> <p>Planet & Society – Business Integrity</p>
<p>Criterion 13: The COP describes effective management systems to integrate the anti-corruption principle</p>	<p>Support by the organization’s leadership for anti-corruption (B4)</p>	<p>Our CEO sets an unequivocal tone from the top: he communicates regularly with leaders and all employees on business integrity, making clear that adherence to our Code and Code Policies is non-negotiable. Many other members of our Unilever Leadership Executive are also vocal champions: they make time to regularly share their personal perspective on business integrity with their teams, through communications and ‘integrity moments’ at the start of meetings to briefly focus on a specific topic or learning where appropriate. At Board level, our Corporate Responsibility Committee has oversight of the implementation of the Code and Code Policies. Our Audit Committee is updated on relevant compliance developments.</p> <p>Code of Business Principles and Code Policies Annual Report 2021 – Code of business principles p80</p>
	<p>Carrying out risk assessment of potential areas of corruption (D3)</p>	<p>A bespoke risk assessment exercise is conducted on an annual basis to determine the business activities and geographies that require specific actions to enhance our controls and respond to changes in our risk exposure.</p> <p>Annual Report 2021 – Working with integrity p19 Annual Report 2021 – Our risks p50 Planet & Society – Business integrity: countering corruption</p>

	<p>Human Resources procedures supporting the anti-corruption commitment or policy, including communication to and training for all employees (B5 + D8)</p>	<p>Our annual Business Integrity mandatory training is deployed to all employees and includes anti-corruption lessons based on our learnings from investigations, risk assessments and business partnering. Additional bespoke training is offered to employees that face a greater risk in their activities.</p> <p>Planet & Society – Business Integrity Code of Business Principles and Code Policies</p>
	<p>Internal checks and balances to ensure consistency with the anti-corruption commitment (B6)</p>	<p>We use a risk-based approach to implement our Business Integrity programme. We constantly seek to improve our analytics capabilities, so trends, hotspots and root causes are rapidly identified and addressed. Each operating company periodically reviews its Business Integrity programme and profile to identify focus areas for improvement. Development needs identified through this assessment are addressed as part of local, or where appropriate, global plans. The work of local teams is available for independent review by our Corporate Audit function. We have additional detailed controls for preventing financial accounting errors and fraud. Our financial controls are externally audited annually. Our Corporate Audit function includes the audit of Business Integrity controls in their scope of business unit audit work.</p>
	<p>Actions taken to encourage business partners to implement anti-corruption commitments (D6)</p>	<p>We want to work with suppliers, customers, agents, distributors and other business partners who have values similar to ours and uphold the same standards as we do. We have therefore developed specific tools that set out the standards of integrity we expect from third parties who interact with us.</p> <p>Responsible Business Partner Policy Responsible Sourcing Policy Planet & Society – Business Integrity</p>
	<p>Management responsibility and accountability for implementation of the anti-corruption commitment or policy (D7)</p>	<p>Our Business Integrity programme is led by senior executives and dedicated subject matter experts. It is overseen by our Board.</p> <p>Code of Business Principles and Code Policies Sustainability Governance Annual Report 2021: Report of the Corporate Responsibility Committee p80-81 Planet & Society – Business Integrity</p>

	Communications (whistleblowing) channels and follow-up mechanisms for reporting concerns or seeking advice (D9)	<p>Employees can get in touch with their line manager, a Business Integrity Officer or a member of their local Business Integrity Committee. Alternatively, they can use our confidential external Unilever Code Support Line (whistleblowing line) via telephone or online. In addition to the internal and external channels provided, where available, employees are able to utilise other external reporting channels and report directly to the authorities.</p> <p>Our Speak up Platforms and Investigating Code Breaches Code Support Line Planet & Society – Business Integrity Code of Business Principles and Code Policies</p>
	Internal accounting and auditing procedures related to anticorruption (D10)	<p>Our Code of Business Principles includes a Code Policy on Accurate Records, Reporting and Accounting. We have additional detailed controls for preventing financial accounting errors and fraud. Our financial controls are externally audited annually. Our Corporate Audit function includes the audit of Business Integrity controls in their scope of business unit audit work.</p> <p>Annual Report 2021: Audit Committee Report p78-79</p>
Criterion 14: The COP describes effective monitoring and evaluation mechanisms for the integration of anti-corruption	Leadership review of monitoring and improvement results (D12)	<p>We use a risk-based approach to implement our Business Integrity programme. We constantly seek to improve our analytics capabilities, so trends, hotspots and root causes are rapidly identified and addressed. Each operating company periodically reviews its Business Integrity programme and profile to identify focus areas for improvement. Development needs identified through this assessment are addressed as part of local, or where appropriate, global plans. The work of local teams is available for independent review by our Corporate Audit function.</p> <p>Annual Report 2021: Report of the Corporate Responsibility Committee p80-81 Annual Report 2021: Board assessment of compliance with the risk management frameworks Planet & Society – Business Integrity</p>
	Process to deal with incidents (D13)	<p>We publicly report on our internal process to investigate potential breaches and metrics for substantiated cases.</p>

		Business Integrity: Our Speak Up platforms & Investigating Code Breaches Planet & Society – Business Integrity
	Public legal cases regarding corruption (D14)	As at 31 December 2021, we had no public cases regarding corruption.

Taking Action in Support of Broader UN Goals and Issues

Criteria for UNGC Advanced Level	Best practice	Further information
Criterion 15: The COP describes core business contributions to UN goals and issues	Align core business strategy with one or more relevant UN goals/issues	The Unilever Compass, our company strategy, is aligned with a number of the Sustainable Development Goals. Planet & Society – Sustainable Development Goals Annual Report 2021: Our Strategy, Our Business Model p8-13
	Develop relevant products and services or design business models that contribute to UN goals/issues	We provide many of examples of products and business and models that support the Sustainable Development Goals throughout our Planet & Society Hub . We also work with UN Women to advance our efforts on gender equality (SDG5), and UNICEF in areas such as clean water and sanitation (SDG6). We bring this to life through our brands, for example, our UNICEF partnerships with Dove on self-esteem and Domestos on sanitation. Planet & Society – Health and wellbeing Planet & Society – Innovating boldly for people and planet Planet & Society – Gender equality and women’s empowerment
	Adopt and modify operating procedures to maximize contribution to UN goals/issues	The Unilever Compass, our company strategy, is aligned with a number of the Sustainable Development Goals. Our strategy guides our strategic choice and actions which ultimately impact our policies and process. For example, we recently launched the People and Nature Policy to guide our efforts on eliminating deforestation and protecting natural ecosystems.

		Annual Report 2021: Our Strategy, Our Business Model p8-13
	<p>Other established or emerging best practices</p>	<p>We provide many of examples of products and business and models that support the Sustainable Development Goals throughout our Planet & Society Hub. We also work with UN Women to advance our efforts on gender equality (SDG5), and UNICEF in areas such as clean water and sanitation (SDG6). We bring this to life through our brands, for example, our UNICEF partnerships with Dove and Domestos.</p> <p>Planet & Society – Health and wellbeing Planet & Society – Innovating boldly for people and planet Planet & Society – Gender equality and women’s empowerment</p>
<p>Criterion 16: The COP describes strategic social investments and philanthropy</p>	<p>Pursue social investments and philanthropic contributions that tie in with the core competencies or operating context of the company as an integrated part of its sustainability strategy</p>	<p>Through our business strategy, the Unilever Compass, we have set stretching goals to improve the health of the planet, improve people’s health and wellbeing and create a fairer and more socially inclusive world. Our goals on a waste-free world and living wage are examples. Our multi-stakeholder business model commits us to working closely with our stakeholders: we build strategic partnerships such as TRANSFORM and create innovative business models to help take our initiatives to scale. We have also aligned our philanthropic approach to disasters and emergencies with our business expertise to provide targeted support and assistance.</p> <p>Planet & Society – Engaging with Stakeholders</p>
	<p>Coordinate efforts with other organizations and initiatives to amplify—and not negate or unnecessarily duplicate—the efforts of other contributors</p>	<p>Working in partnership is essential to delivering our strategy. We created TRANSFORM with the UK’s Foreign, Commonwealth & Development Office to support entrepreneurs meeting the needs of low-income households in S Asia and sub-Saharan Africa. We are partnering the Global Solidarity Fund to replicate this approach in Latin America. These partnerships are helping to bring change on a large scale. We also harness our supply chain to bring about change, for example through our partner promises on people and the planet.</p>

	Take responsibility for the intentional and unintentional effects of funding and have due regard for local customs, traditions, religions, and priorities of pertinent individuals and groups	In our own business, we are led by our Code of Business Principles and Code Policies . Our multi-stakeholder business model commits us to working with our stakeholders to bring about change and we seek to make a positive impact through policies such as our People & Nature Policy , Responsible Sourcing Policy , Responsible Business Partner Policy and Regenerative Agriculture Principles .
Criterion 17: The COP describes advocacy and public policy engagement	Publicly advocate the importance of action in relation to one or more UN goals/issues	Our multi-stakeholder business model commits us to working with our stakeholders to bring about change and by engaging with others we can amplify our actions. We take an active part in many initiatives to mobilise action, for example our Human Rights Progress Report 2021 explains how we are collaborating with suppliers, NGOs and business groups. Our Climate Transition Action Plan highlights how we are influencing wider society; and our Sustainable Development Goals page lists some of our key collaborations, including those of our brands. Across our Planet & Society hub , each Taking a Stand page summarises our stance and how we're using our voice across issues such as nature , waste , diversity and living standards .
	Commit company leaders to participate in key summits, conferences, and other important public policy interactions in relation to one or more UN goals/issues	Our leaders are active in mobilizing action as part of delivering our Unilever Compass business strategy. Our Annual Report 2021 p72-74 includes their external appointments, for example our CFO is Vice-Chair of the Task Force on Climate-related Financial Disclosures while our President of Foods is a member of Leading Executives Advancing Diversity. Our Annual Report 2021 p29-31 also illustrates some of our key actions. Our Sustainable Development Goals page lists some of our key collaborations, including those of our brands.
	Other established or emerging best practices	Through our Climate Transition Action Plan we have set out how we will reduce our emissions to net zero and how we will use our voice to drive the systemic change that is urgently needed.

Criterion 18: The COP describes partnerships and collective action	Develop and implement partnership projects with public or private organizations (UN entities, government, NGOs, or other groups) on core business, social investments and/or advocacy	<p>Our multi-stakeholder business model commits us to working with our stakeholders to bring about change and by engaging with others we can amplify our actions. For example we created TRANSFORM with the UK's Foreign, Commonwealth & Development Office to support entrepreneurs meeting the needs of low-income households in South Asia and sub-Saharan Africa and are partnering the Global Solidarity Fund to replicate this approach in Latin America. We also harness our supply chain to bring about change, for example through our Partner with Purpose programme's promises on people and the planet. Our Climate Transition Action Plan p5, 37-39 highlights how we are working with others; and our Sustainable Development Goals page lists some of our key collaborations, including those of our brands.</p> <p>Annual Report 2021 – Engaging with stakeholders p63</p>
	Join industry peers, UN entities and/or other stakeholders in initiatives contributing to solving common challenges and dilemmas at the global and/or local levels with an emphasis on initiatives extending the company's positive impact on its value chain	<p>Our multi-stakeholder business model commits us to working with our stakeholders to bring about change and by engaging with others we can amplify our actions. Examples include our Climate Transition Action Plan p5, 21-25, 37-39, supported by advocacy and partnerships for climate, waste and sustainable and regenerative sourcing. Our Sustainable Development Goals page lists some of our key collaborations, including those of our brands.</p>
	Other established or emerging best practices	<p>Via our Climate Transition Action Plan we have set out how we will reduce our emissions to net zero and how we will use our voice and partnerships to drive the systemic change that is urgently needed.</p>

Corporate Sustainability Governance and Leadership

Criteria for UNGC Advanced Level	Best practice	Further information
Criterion 19: The COP describes CEO commitment and leadership	CEO publicly delivers explicit statements and demonstrates personal leadership on sustainability and commitment to the UN Global Compact	Our CEO Alan Jope is vocal on a range of sustainability issues and attends high profile events such as COP and Davos to advocate for systems change and business case for sustainability. Annual Report 2021 - Chief Executive Officer's review
	CEO promotes initiatives to enhance sustainability of the company's sector and leads development of industry standards	Our CEO Alan Jope is involved in a number of industry initiatives which aim to accelerate progress on key sustainability issues. For example, he is on the Board of Directors of the Consumer Goods Forum advocating for purposeful business, and the World Economic Forum advocating for common ESG report standards .
	CEO leads executive management team in development of corporate sustainability strategy, defining goals and overseeing implementation	The Unilever Board delegates responsibility for the day-to-day operational leadership of the business including strategy, monitoring of performance and policy, to our CEO, Alan Jope. The CEO leads the ULE which monitors implementation and delivery of our business strategy, including delivery of the Unilever Compass and its sustainability goals. Planet & Society Hub: Sustainability Governance Annual Report 2021: Report of the Corporate Responsibility Committee p80-81
	Make sustainability criteria and UN Global Compact principles part of goals and incentive schemes for CEO and executive management team	The reward packages of all Unilever Leadership Executive, Senior Management and Management employees (Managers, Directors, Vice Presidents and Senior Vice Presidents - around 17,000 employees) includes fixed pay, a bonus as a percentage of fixed pay and eligibility to participate in a long-term Performance Share Plan (PSP). The PSP is linked to financial and sustainability performance, guided by our Sustainability Progress Index (SPI), which accounts for 25% of the total PSP award. The SPI includes a number of KPIs which are closely aligned to our Compass Sustainability commitments.

		Annual Report 2021 – Director’s remuneration report: Sustainability Progress Index p84 and p91
Criterion 20: The COP describes Board adoption and oversight	Board of Directors (or equivalent) assumes responsibility and oversight for long-term corporate sustainability strategy and performance	The Board has ultimate responsibility for reviewing, monitoring and guiding the strategy for the Unilever Group, as well as its conduct. It has overall accountability for the management and guidance of risks and opportunities, for example those associated with climate change, plastic packaging and ethical behaviour. Planet & Society Hub: Our sustainability governance
	Board establishes, where permissible, a committee or assigns an individual board member with responsibility for corporate sustainability	Specific responsibilities relating to sustainability are discharged through a number of Board Committee’s. The Corporate Responsibility Committee oversees Unilever’s conduct as a responsible business, sustainability and our corporate reputation. Annual Report 2021: Report of the Corporate Responsibility Committee p80-81 Annual Report 2021: Report of the Audit Committee p78-79 Planet & Society Hub: Our sustainability governance
	Board (or committee), where permissible, approves formal reporting on corporate sustainability (Communication on Progress)	Specific responsibilities relating to sustainability are discharged through a number of Board Committee’s. The Audit Committee reviews significant breaches of the Code of Business Principles as part of its remit to review risk management. It also oversees the independent assurance programme for selected metrics in our Unilever Compass and reviews the Annual Report. Annual Report 2021: Report of the Audit Committee p78-79 Planet & Society Hub: Our sustainability governance
Criterion 21: The COP describes stakeholder engagement	Publicly recognize responsibility for the company’s impacts on internal and external stakeholders	The Unilever Compass, our company strategy, is intended to benefit multiple stakeholders who we rely on to grow our business. Our reporting explicitly focuses on the value we have created for our stakeholders, including impacts on our stakeholders. Annual Report 2021: Stakeholder review p15-27 Annual Report 2021: Our strategy p8-9

	<p>Define sustainability strategies, goals and policies in consultation with key Stakeholders</p>	<p>We use our materiality analysis to inform our strategy and public reporting, often involving stakeholder input and analysis of stakeholder feedback and insights. The sustainability commitments set out in the Unilever Compass were informed by a 'listening exercise' involved over one hundred stakeholders. We also use input from our Sustainability Advisory Council to guide and critique the development of our strategy.</p> <p>The Unilever Compass: our next game-changer for business Planet & Society – Our sustainability governance</p>
	<p>Consult stakeholders in dealing with implementation dilemmas and challenges and invite them to take active part in reviewing performance</p>	<p>To make our purpose a reality and grow our business, we need to work closely with our stakeholders: our people, consumers, shareholders, governments and regulators, suppliers, customers, scientists, NGOs, communities and peer companies (most often through trade associations). We provide examples of how we engage stakeholders on many aspects of our business and performance on our Engaging with stakeholders page. Further examples of stakeholder engagement can be found in our Annual Report (p63).</p>
	<p>Establish channels to engage with employees and other stakeholders to hear their ideas and address their concerns, and protect 'whistle-blowers'</p>	<p>We provide examples of how we invite stakeholders to provide their feedback to us on our Engaging with stakeholders page. Further examples of stakeholder engagement can be found in our Annual Report (p63), including the ways in which consumers and employees can provide feedback on their experiences. Our Business integrity pages details how we protect whistleblowers.</p>
	<p>Other established or emerging best practices</p>	<p>Our CEO and members of the Unilever Leadership Executive participate in a bi-weekly 'Your call'. This gives our workforce direct and regular access to our leadership team, who answer questions on issues of concern to them as employees, such as our approach to equity, diversity and inclusion, progress on our sustainability commitments and company financial performance.</p>