

Unilever's Human Rights strategy in the UNGPs Reporting Framework

Framework section	Content link
Part A: Governance of respect for human rights	
Policy Commitment	
A1 What does the company say publicly about its commitment to respect human rights?	
A1.2 Whose human rights does the public commitment address?	Unilever Human Rights Policy Statement
A1.3 How is the public commitment disseminated?	Unilever Human Rights Policy Statement
Embedding Respect for Human Rights	
A2 How does the company demonstrate the importance it attaches to the implementation of its human rights commitment?	
A2.1 How is day-to-day responsibility for human rights performance organized within the company, and why?	Unilever's approach to human rights due diligence (HRDD)
A2.2 What kinds of human rights issues are discussed by senior management and by the Board, and why?	Unilever Human Rights Policy Statement
A2.3 How are employees and contract workers made aware of the ways in which respect for human rights should inform their decisions and actions?	Code of Business Principles and Code Policies (unilever.com)
A2.4 How does the company make clear in its business relationships the importance it places on respect for human rights?	Responsible Partner Policy (unilever.com)
A2.5 What lessons has the company learned during the reporting period about achieving respect for human rights, and what has changed as a result?	Case studies about our work can be found on Unilever.com
Part B: Defining the focus of reporting	
B1 Statement of salient issues: State the salient human rights issues associated with the company's activities and business relationships during the reporting period.	Unilever's approach to human rights due diligence (HRDD)
B2 Determination of salient issues: Describe how the salient human rights issues were determined, including any input from stakeholders.	Unilever's approach to human rights due diligence (HRDD)
B3 Choice of focal geographies: If reporting on the salient human rights issues focuses on particular geographies, explain how that choice was made.	Modern Slavery Statement 2024

<p>B4 Additional severe impacts: Identify any severe impacts on human rights that occurred or were still being addressed during the reporting period, but which fall outside of the salient human rights issues, and explain how they have been addressed.</p>	<p>Canadian S-211 Addendum</p>
<p>Part C: Management of salient human rights issues</p>	
<p>Specific Policies</p>	
<p>C1 Does the company have any specific policies that address its salient human rights issues and, if so, what are they?</p>	
<p>C1.1 How does the company make clear the relevance and significance of such policies to those who need to implement them?</p>	<p>Unilever Human Rights Policy Statement</p>
<p>Stakeholder Engagement</p>	
<p>C2 What is the company's approach to engagement with stakeholders in relation to each salient human rights issue?</p>	
<p>C2.1 How does the company identify which stakeholders to engage with in relation to each salient issue, and when and how to do so?</p>	<p>Unilever's approach to human rights due diligence (HRDD)</p>
<p>C2.2 During the reporting period, which stakeholders has the company engaged with regarding each salient issue, and why?</p>	<p>Unilever's Annual Report and Accounts 2024</p>
<p>C2.3 During the reporting period, how have the views of stakeholders influenced the company's understanding of each salient issue and/or its approach to addressing it?</p>	<p>Unilever's approach to human rights due diligence (HRDD)</p>
<p>Assessing Impacts</p>	
<p>C3 How does the company identify any changes in the nature of each salient human rights issue over time?</p>	
<p>C3.1 During the reporting period, were there any notable trends or patterns in impacts related to a salient issue and, if so, what were they?</p>	<p>2024 Modern Slavery Statement</p>
<p>C3.2 During the reporting period, did any severe impacts occur that were related to a salient issue and, if so, what were they?</p>	<p>2024 Modern Slavery Statement</p>

Integrating Findings and Taking Action

C4 How does the company integrate its findings about each salient human rights issue into its decision-making processes and actions?

C4.1 How are those parts of the company whose decisions and actions can affect the management of salient issues, involved in finding and implementing solutions?

[Unilever's approach to human rights due diligence \(HRDD\)](#)

C4.2 When tensions arise between the prevention or mitigation of impacts related to a salient issue and other business objectives, how are these tensions addressed?

[Unilever's Annual Report and Accounts 2024](#)

C4.3 During the reporting period, what action has the company taken to prevent or mitigate potential impacts related to each salient issue?

[Unilever's approach to human rights due diligence \(HRDD\)](#)

Tracking Performance

C5 How does the company know if its efforts to address each salient human rights issue are effective in practice?

C5.1 What specific examples from the reporting period illustrate whether each salient issue is being managed effectively?

Case studies about our work can be found on [Unilever.com](#)

Remediation

C6 How does the company enable effective remedy if people are harmed by its actions or decisions in relation to a salient human rights issue?

C6.1 Through what means can the company receive complaints or concerns related to each salient issue?

[Unilever's approach to human rights due diligence \(HRDD\)](#)

C6.2 How does the company know if people feel able and empowered to raise complaints or concerns?

[Unilever's approach to human rights due diligence \(HRDD\)](#)

C6.3 How does the company process complaints and assess the effectiveness of outcomes?

[Unilever's Annual Report and Accounts 2024](#)

C6.4 During the reporting period, what were the trends and patterns in complaints or concerns and their outcomes regarding each salient issue, and what lessons has the company learned?

Details of grievances raised through our People and Nature Grievance Mechanism can be found [here](#).

C6.5 During the reporting period, did the company provide or enable remedy for any actual impacts related to a salient issue and, if so, what are typical or significant examples?

Case studies about remediation of impact can be found on [Unilever.com](#) and in our [Modern Slavery Statements](#).