

Unilever Environmental Policy

Introduction

Unilever's purpose is to brighten everyday life for all. Our Growth Action Plan 2030 defines four sustainability priorities; three of which are environmental. Our ambitions for these three priorities are:

- **Climate:** to deliver net zero emissions across our value chain.
- **Nature:** to deliver resilient and regenerative natural and agricultural ecosystems.
- **Plastics:** end to plastic pollution through reduction, circulation and collaboration.

In addition to these priorities, we are committed to environmental compliance and eco-efficiency practices in our operations which reduce and prevent pollutant emissions and releases to air, land, and water. We continue to drive zero non-hazardous waste to landfill, improve waste management and advance water stewardship. The Unilever Environmental Policy ("Policy") sets out the requirements with which Unilever PLC ("Unilever", "our", "its") will adhere to as we deliver our strategy.

Scope

This Policy applies to our operations over which we have direct control – including the employees and contractors who work on our manufacturing sites, non-manufacturing sites (offices, R&D sites) and logistics sites (warehouses and distribution centres). It also applies to our joint ventures where we have operational control. In addition, when working with partners in parts of our value chain which are outside of our direct control, we encourage them to apply the same requirements set out in this Policy.

Our Policy

This Policy commits Unilever to:

- Maintain Board and Unilever Leadership Executive accountability for the implementation of the Environmental Policy and oversight of our environmental agenda as expressed through our strategy.
- Maintain Board and Unilever Leadership Executive oversight of the identification and management of impacts, risks and opportunities related to the environment, including reviewing the effectiveness of our risk management and internal control systems.
- Include environmental risks in our company-wide risk identification and mitigation processes, and report on the principal risks related to the environment in our Annual Report and Accounts.
- Ensure compliance with relevant environmental legislation and internal Unilever Standards in our operations.
- Continuously improve our environmental management systems and processes to improve environmental performance in our operations, including setting internal targets and public goals, supported by clearly defined metrics.

- Report all incidents and near misses in line with reporting requirements, including thorough investigation, follow-up and communication of lessons learned.
- Monitor and report transparently on our annual progress against any public goals.
- Engage employees on environmental issues and our environmental goals, plans and metrics.
- Ensure those responsible for adhering to this Policy and delivering our environmental goals have the relevant skills and competencies to lead and support our environmental agenda.
- Work in partnership with others to promote environmental care, increase understanding of environmental issues and disseminate good practice.
- Monitor external issues and public concerns relating to the environment and respond accordingly.

Implementation

This Policy is implemented through a number of publicly communicated plans and policies, supported by internal policies and standards. These include:

- [Code of Business Principles and Code Policies \(2024\)](#)
- [Climate Transition Action Plan](#)
- [People and Nature Policy](#)
- [Responsible Partner Policy](#)
- [Science with Objectivity and Integrity Policy](#)
- [Sustainable Agriculture Principles \(2024\)](#)

Governance and Oversight

This Policy is ultimately governed by the Unilever Leadership Executive.

Signed:



Hein Schumacher

Chief Executive Officer and Executive Board member

January 2025

