

## Improve the health of the planet

## Improve people's health, confidence and wellbeing

## Contribute to a fairer, more socially inclusive world

### Climate action

### Protect and regenerate nature

### Waste-free world

### Positive nutrition

### Health and wellbeing

### Equity, diversity and inclusion

### Raise living standards

### Future of work

Net zero emissions from all our products from sourcing to point of sale by 2039

Halve greenhouse gas impact of our products across the lifecycle by 2030

Zero emissions in our operations by 2030

Replace fossil-fuel derived carbon with renewable or recycled carbon in all our cleaning and laundry product formulations by 2030

Share the carbon footprint of every product we sell

Deforestation-free supply chain in palm oil, paper and board, tea, soy and cocoa by 2023

Help protect and regenerate 1.5 million hectares of land, forests and oceans by 2030

100% sustainable sourcing of our key agricultural crops

Empower farmers and smallholders to protect and regenerate farm environments

Implement water stewardship programmes in 100 locations in water-stressed areas by 2030

100% of our ingredients will be biodegradable by 2030

50% virgin plastic reduction by 2025, including an absolute reduction of 100,000 tonnes

25% recycled plastic by 2025

Collect and process more plastic than we sell by 2025

100% reusable, recyclable or compostable plastic packaging by 2025

Halve food waste in our operations by 2025

Maintain zero waste to landfill in our factories

€1 billion annual sales from plant-based meat and dairy alternatives by 2025-2027

Double the number of products sold that deliver positive nutrition by 2025

70% of our portfolio to meet WHO-aligned nutritional standards by 2022

95% of packaged ice cream to contain no more than 22g total sugar per serving by 2025

95% of packaged ice cream to contain no more than 250 kcal per serving by 2025

85% of our Foods portfolio to help consumers reduce their salt intake to no more than 5g per day by 2022

Take action through our brands to improve health and wellbeing and advance equity and inclusion, reaching 1 billion people per year by 2030.

We will focus on:

- Gender equity
- Race and ethnicity equity
- Body confidence and self-esteem
- Mental wellbeing
- Hand hygiene
- Sanitation
- Oral health
- Skin health and healing

Achieve an equitable and inclusive culture by eliminating any bias and discrimination in our practices and policies

Accelerate diverse representation at all levels of leadership

5% of our workforce to be made up of people with disabilities by 2025

Spend €2 billion annually with diverse businesses worldwide by 2025

Increase representation of diverse groups in our advertising

Ensure that everyone who directly provides goods and services to Unilever will earn at least a living wage or income by 2030

Help 5 million small and medium-sized enterprises grow their business by 2025

Help equip 10 million young people with essential skills by 2030

Pioneer new models to provide our employees with flexible employment options by 2030

Reskill or upskill our employees with future-fit skills by 2025

Supported by: €1 billion Climate & Nature Fund

## Respect human rights

Respect and promote human rights and the effective implementation of the UN Guiding Principles, and ensure compliance with our Responsible Sourcing Policy

## Our responsible business fundamentals



Business integrity



Safety at work



Employee wellbeing



Product safety and quality



Responsible innovation



Responsible advertising and marketing



Safeguarding data



Engaging with stakeholders



Responsible taxpayer



Committed to transparency

See our Planet & Society Hub on [unilever.com](https://www.unilever.com) for more

## Pillar 1 Business Integrity & Ethics



### 1 Legal Compliance & Countering Corruption

Business partners comply with relevant laws and regulations and have a zero-tolerance approach to all forms of corruption.



### 2 Safeguarding Information & Property

Business partners protect information and collect, process, store, transfer and dispose of personal data responsibly.



### 3 Sourcing and Manufacturing Products

Products and materials supplied to Unilever are appropriately sourced, tested and meet agreed specifications.

## Pillar 2 Human Rights



### 4 Freely Agreed Terms of Employment

Work is conducted on the basis of freely agreed and documented terms of employment.



### 5 Free from Discrimination

All workers are treated equally and with respect and dignity without any form of discrimination.



### 6 Free from Harassment

All workers are free from harassment and abuse.



### 7 Work is Voluntary

Employment is accepted and work is conducted on a voluntary basis.



### 8 Appropriate Age

All workers are of an appropriate age and young workers are protected.



### 9 Fair Wages

All workers are paid fair wages.



### 10 Reasonable Working Hours

Working hours for all workers are reasonable.



### 11 Freedom of Association

All workers are free to exercise their right to form and/or join trade unions and to bargain collectively.



### 12 Health & Safety

All workers operate in a safe and healthy work environment that identifies and reduces risks to prevent accidents, injuries and illnesses.



### 13 Access to Grievance Mechanisms & Remedies

All workers have access to grievance mechanisms with fair procedures and remedies.



### 14 Land Rights

The rights and title to property and land of the individual and local communities are respected.

## Pillar 3 Planet



### 15 Protect and Regenerate Nature

Business is conducted in a manner which protects, preserves and regenerates nature including biodiversity.



### 16 Climate Action

Greenhouse gas (GHG) emissions are reduced in line with the goals of the Paris Agreement.



### 17 Waste-free World

The generation of waste is reduced and zero waste to landfill is achieved.