

# UNILEVER GRI Content Index

Our online [Sustainable Living Report 2019](#) has been prepared in accordance with the GRI Standards: Core option. The table below provides an overview of the relevant GRI Standards for our most material topics and where to find information in the report or from other sources. The reporting period for disclosures is predominantly for the period 1<sup>st</sup> January to 31<sup>st</sup> December 2019, unless otherwise stated.

This index also highlights where we are contributing to the [UN Sustainable Development Goals](#) through our most material topics.

## Key:

SLR = Unilever Sustainable Living Report 2019 (online)

ARA = Annual Report and Accounts 2019

GPGR = Gender Pay Gap Report 2019

RSP = Responsible Sourcing Policy 2017

HRR = Unilever Human Rights Report 2017

SAC = Sustainable Agriculture Code 2017

URSA = Understanding the Responsible Sourcing Audit

HRP – Human Rights Policy Statement

E = Information found elsewhere on Unilever websites




O = Other Documents







<b>GENERAL STANDARD DISCLOSURES</b>				
<b>Topic</b>	<b>GRI Standard</b>	<b>GRI Disclosure</b>	<b>Required for core (Y/N)</b>	<b>Location, notes and omissions</b>
Organizational profile	<b>102-1</b>	Name of the organization	Y	Unilever; <a href="#">ARA: Contents page</a>
	<b>102-2</b>	Activities, brands, products, and services	Y	<a href="#">ARA: At a glance</a> p2; E: <a href="#">Our brands</a> ; E: <a href="#">Our products and ingredients</a>
	<b>102-3</b>	Location of headquarters	Y	<a href="#">ARA: Shareholder information</a> p161; E: <a href="#">Unilever Registered offices</a>
	<b>102-4</b>	Location of operations	Y	<a href="#">ARA: Group companies</a> p153; E: <a href="#">Location selector at www.unilever.com</a>
	<b>102-5</b>	Ownership and legal form	Y	<a href="#">ARA: Governance Report</a> – Unilever’s structure p47; E: <a href="#">Unilever's legal structure and foundation agreements</a>
	<b>102-6</b>	Markets served	Y	<a href="#">ARA: Our fast-changing world</a> p8; <a href="#">ARA: Stakeholder review – Consumers</a> p14-15; <a href="#">ARA: Group Companies</a> p153
	<b>102-7</b>	Scale of the organization	Y	<a href="#">ARA: Our performance</a> p23; <a href="#">ARA: Consolidated income statement</a> p87; <a href="#">ARA: Notes to the Consolidated Financial Statements section – Employees</a> p97; E: <a href="#">About Unilever</a>
	<b>102-8</b>	Information on employees and other workers	Y	<a href="#">O: HR Metrics data sheet</a> ; <a href="#">ARA: Our people</a> p16






	<b>102-9</b>	Supply chain	Y	<a href="#">O: Unilever’s Supply Chain 2019</a>
	<b>102-10</b>	Significant changes to the organization and its supply chain	Y	<a href="#">ARA: Acquisitions and disposals</a> p134-136
	<b>102-11</b>	Precautionary Principle or approach	Y	<a href="#">O: United Nations Global Compact Communication on Progress, Principle 7</a> p13
	<b>102-12</b>	External initiatives	Y	<p>We’re a founding signatory to the <a href="#">UN Global Compact</a>, <a href="#">Global Compact LEAD</a> and the <a href="#">UNGC’s Business for Peace Initiative</a>. We helped to shape, and are committed to achieving the <a href="#">UN Sustainable Development Goals</a>.</p> <p>We contribute to and participate in many external initiatives to help bring about <a href="#">transformational change</a>. Individual initiatives for each pillar of the Unilever Sustainable Living Plan are discussed in the relevant sections of the <a href="#">SLR</a>.</p>
	<b>102-13</b>	Membership of associations	Y	<a href="#">SLR: Engaging with stakeholders</a>
Strategy	<b>102-14</b>	Statement from senior decision-maker	Y	<a href="#">ARA: Chief Executive Officer’s Q&amp;A</a> p6
	<b>102-15</b>	Key impacts, risks, and opportunities	N	<a href="#">ARA: Our Risks</a> p33-45
Ethics and integrity	<b>102-16</b>	Values, principles, standards, and norms of behaviour	Y	<a href="#">E: Business integrity</a> ; <a href="#">E: Our values &amp; principles</a>
	<b>102-17</b>	Mechanisms for advice and concerns about ethics	N	<a href="#">O: Code of business principles and code policies</a> ; <a href="#">E: Business integrity</a> ; <a href="#">E: Unilever Code Support Line</a> ; <a href="#">E: Our values &amp; principles</a>

Governance	<b>102-18</b>	Governance structure	Y	<a href="#">O: The Governance of Unilever</a> ; <a href="#">SLR: Our sustainability governance</a> ; <a href="#">ARA: Report of the Corporate Responsibility Committee p56-57</a>
	<b>102-19 to 102-39</b>		N	Not required for core
Stakeholder engagement	<b>102-40</b>	List of stakeholder groups	Y	<a href="#">SLR: Engaging with stakeholders</a>
	<b>102-41</b>	Collective bargaining agreements	Y	<a href="#">SLR: Working with others on human rights</a>
	<b>102-42</b>	Identifying and selecting stakeholders	Y	<a href="#">SLR: Engaging with stakeholders</a>
	<b>102-43</b>	Approach to stakeholder engagement	Y	<a href="#">SLR: About our reporting</a> ; <a href="#">SLR: Engaging with stakeholders</a>
	<b>102-44</b>	Key topics and concerns raised	Y	<a href="#">SLR: Defining our material issues</a> ; <a href="#">SLR: What matters to you</a> ; <a href="#">SLR: Engaging with stakeholders</a> ; <a href="#">SLR: Product safety &amp; quality</a>
Reporting practice	<b>102-45</b>	Entities included in the consolidated financial statements	Y	<a href="#">ARA: Notes to the Consolidated Financial Statements p91</a> ; <a href="#">ARA: Group companies p153-160</a>
	<b>102-46</b>	Defining report content and topic boundaries	Y	<a href="#">SLR: Defining our material issues</a> ; <a href="#">SLR: About our reporting</a> ; <a href="#">SLR: Unilever Basis of Preparation 2019</a>
	<b>102-47</b>	List of material topics	Y	<a href="#">SLR: Defining our material issues</a> ; <a href="#">Materiality Matrix 2019/20</a>

<b>102-48</b>	Restatements of information	Y	The Spreads business was sold in mid-2018 and is excluded from GHG, water and waste performance measures. See <a href="#">SLR: Unilever Basis of Preparation 2019</a> p7.
<b>102-49</b>	Changes in reporting	Y	<a href="#">SLR: About our reporting</a> ; <a href="#">SLR: Independent assurance &amp; our metrics</a> ; <a href="#">SLR: Unilever Basis of Preparation 2019</a>
<b>102-50</b>	Reporting period	Y	<a href="#">SLR: About our reporting</a>
<b>102-51</b>	Date of most recent report	Y	<a href="#">SLR: About our reporting</a>
<b>102-52</b>	Reporting cycle	Y	<a href="#">SLR: About our reporting</a>
<b>102-53</b>	Contact point for questions regarding the report	Y	<a href="#">E: Contact us</a>
<b>102-54</b>	Claims of reporting in accordance with the GRI Standards	Y	See this GRI Content Index, p1
<b>102-55</b>	GRI content index	Y	See this GRI Content Index
<b>102-56</b>	External assurance	Y	<a href="#">SLR: About our reporting</a> ; <a href="#">SLR: Independent assurance &amp; our metrics</a>

UNILEVER MATERIAL TOPICS				
GRI Standard	No.	GRI Disclosure	Location, notes and omissions	Sustainable Development Goals
<b>HEALTH AND HYGIENE</b>				
<b>Management approach</b>	<b>103-1</b>	Explanation of the material topic and its Boundary	<a href="#">Defining our material issues; Materiality Matrix 2019/20</a> <b>Boundary:</b> <i>Internal</i> – Company; <i>External:</i> Investors, Society (citizens, NGOs, governments), Consumers, Customers (retailers), suppliers and employees.	  
	<b>103-2</b>	The management approach and its components	<a href="#">SLR: Improving health &amp; well-being</a> <a href="#">SLR: Health &amp; hygiene</a>	
	<b>103-3</b>	Evaluation of the management approach	<a href="#">SLR: Our strategy for sustainable growth; SLR: Our sustainability governance; SLR: Unilever Sustainable Living Plan: Progress in 2019;</a> For progress over 2017-19 see <a href="#">USLP 3-year Performance Summary 2017-2019</a>	
<b>NUTRITION AND DIETS</b>				
<b>Management approach</b>	<b>103-1</b>	Explanation of the material topic and its Boundary	<a href="#">Defining our material issues; Materiality Matrix 2019/20</a>	





			<p><b>Boundary:</b> <i>Internal</i> – Company; <i>External:</i> Investors, Society (citizens, NGOs, governments), Consumers, Customers (retailers), suppliers and employees.</p>	     
	<b>103-2</b>	The management approach and its components	<p><a href="#">SLR: Improving health &amp; well-being</a>  <a href="#">SLR: Improving nutrition</a></p>	
	<b>103-3</b>	Evaluation of the management approach	<p><a href="#">SLR: Our strategy for sustainable growth</a>; <a href="#">SLR: Our sustainability governance</a>; <a href="#">SLR: Unilever Sustainable Living Plan: Progress in 2019</a>;                      For progress over 2017-19 see <a href="#">USLP 3-year Performance Summary 2017-2019</a></p>	
<b>CLIMATE CHANGE</b>				
<b>Management approach</b>	<b>103-1</b>	Explanation of the material topic and its Boundary	<p><a href="#">Defining our material issues</a>; <a href="#">Materiality Matrix 2019/20</a></p>	





			<b>Boundary:</b> <i>Internal</i> – Company; <i>External:</i> Investors, Society (citizens, NGOs, governments), Consumers, Customers (retailers), suppliers and employees.	
	<b>103-2</b>	The management approach and its components	<a href="#">ARA: Strategy for climate change p19, Our risks – In focus – Climate change p40-43, Governance and remuneration p56-57 and p65, Metrics and targets p22</a>  <a href="#">SLR: Tackling climate impact in our operations; SLR: Eco-efficiency in our operations</a>	        
	<b>103-3</b>	Evaluation of the management approach	<a href="#">SLR: Our strategy for sustainable growth; SLR: Our sustainability governance; SLR: Unilever Sustainable Living Plan: Progress in 2019;</a> For progress over 2017-19 see <a href="#">USLP 3-year Performance Summary 2017-2019</a>	
<b>Economic performance</b>	<b>201-2</b>	Financial implications and other risks and opportunities due to climate change	<a href="#">ARA: Our risks – In focus – Climate change p40-43</a>	
<b>Energy</b>	<b>302-1</b>	Energy consumption within the organization	<a href="#">SLR: Eco efficiency in our operations</a> <a href="#">O: Unilever CDP Climate Response 2019** p70</a>	
	<b>302-3</b>	Energy intensity	<a href="#">SLR: Eco efficiency in our operations</a> <a href="#">O: Unilever CDP Climate Response 2019** p93</a> <a href="#">SLR: Unilever Basis of Preparation 2019 p13</a> <a href="#">SLR: Sustainability performance data 2019</a>	






	<b>302-4</b>	Reduction of energy consumption	<a href="#">SLR: Our eco-efficiency performance</a> <a href="#">SLR: Sustainability performance data 2019</a>
	<b>302-5</b>	Reductions in energy requirements of products and services	<a href="#">SLR: Our greenhouse gas footprint</a> ; <a href="#">SLR: Greenhouse gases</a>
<b>Emissions</b>	<b>305-1</b>	Direct (Scope 1) GHG emissions	<a href="#">ARA: Unilever greenhouse gas emissions by activity</a> p43 <a href="#">SLR: Our greenhouse gas footprint</a> ; <a href="#">SLR: Greenhouse gases</a> <a href="#">O: Unilever CDP Climate Response 2019**</a> p50; <a href="#">SLR: Sustainability performance data 2019</a> ; <a href="#">SLR: Unilever Basis of Preparation 2019</a> p13
	<b>305-2</b>	Energy indirect (Scope 2) GHG emissions	<a href="#">ARA: Unilever greenhouse gas emissions by activity</a> p43 <a href="#">SLR: Our greenhouse gas footprint</a> ; <a href="#">SLR: Greenhouse gases</a> <a href="#">O: Unilever CDP Climate Response 2019**</a> p50; <a href="#">SLR: Sustainability performance data 2019</a> ; <a href="#">SLR: Unilever Basis of Preparation 2019</a> p13
	<b>305-3</b>	Other indirect (Scope 3) GHG emissions	<a href="#">ARA: Unilever greenhouse gas emissions by activity</a> p43 <a href="#">SLR: Our greenhouse gas footprint</a> ; <a href="#">SLR: Greenhouse gases</a> <a href="#">O: Unilever CDP Climate Response 2019**</a> p52; <a href="#">SLR: Sustainability performance data 2019</a> ; <a href="#">SLR: Unilever Basis of Preparation 2019</a> p13
	<b>305-4</b>	GHG emissions intensity	<a href="#">SLR: Our greenhouse gas footprint</a> ; <a href="#">SLR: Greenhouse gases</a> <a href="#">O: Unilever CDP Climate Response 2019**</a> p32; <a href="#">SLR: Sustainability performance data 2019</a> ; <a href="#">SLR: Unilever Basis of Preparation 2019</a> p13

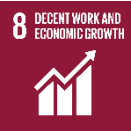


	<p><b>305-5</b></p>	<p>Reduction of GHG emissions</p>	<p><a href="#">SLR: Our greenhouse gas footprint</a>; <a href="#">SLR: Greenhouse gases</a> <a href="#">O: Unilever CDP Climate Response 2019**</a> p49; <a href="#">SLR: Sustainability performance data 2019</a>; <a href="#">SLR: Unilever Basis of Preparation 2019</a> p13</p>	
	<p><b>305-6</b></p>	<p>Emissions of ozone-depleting substances (ODS)</p>	<p><a href="#">SLR: Keeping cool with climate-friendly freezers</a> <a href="#">O: Unilever CDP Climate Response 2019**</a> p48</p>	
	<p><b>305-7</b></p>	<p>Nitrogen oxides (NO<sub>x</sub>), sulfur oxides (SO<sub>x</sub>), and other significant air emissions</p>	<p><a href="#">SLR: Sustainability performance data 2019</a> We report NO<sub>x</sub> emissions only. VOC emissions during product manufacturing have not been considered to be generally significant across our product categories and we carry out regular reviews to determine relevant metrics.</p>	
<p><b>Supplier Environmental Assessment</b></p>	<p><b>308-1</b></p>	<p>New suppliers that were screened using environmental criteria</p>	<p><a href="#">SLR: Sustainable sourcing</a>; <a href="#">SLR: Protecting our forests</a>; <a href="#">SLR: Sustainable sourcing – targets &amp; performance</a>; <a href="#">SLR: What matters to you: Eliminating deforestation</a>; <a href="#">SLR: Unilever’s position on eliminating deforestation</a> <a href="#">RSP: Unilever Responsible Sourcing Policy</a> <a href="#">O: Unilever CDP Forests Response 2019*</a> <a href="#">O: Sustainable Sourcing Programme for Agricultural Raw Materials: Scheme Rules 2017</a>; <a href="#">O: Unilever Sustainable Sourcing Programme Scheme Rules Q &amp; A (for definition of what defines ‘sustainably sourced’)</a> <a href="#">SLR: Unilever Basis of Preparation 2019</a> p8</p>	

PACKAGING AND WASTE				
<b>Management approach</b>	<b>103-1</b>	Explanation of the material topic and its Boundary	<a href="#">Defining our material issues</a> ; <a href="#">Materiality Matrix 2019/20</a>  <b>Boundary:</b> <i>Internal</i> – Company; <i>External:</i> Investors, Society (citizens, NGOs, governments), Consumers, Customers (retailers), Suppliers and Employees.	   
	<b>103-2</b>	The management approach and its components	<a href="#">SLR: Waste and packaging</a> ; <a href="#">SLR: Our waste footprint</a> ; <a href="#">SLR: Rethinking plastic packaging</a> ; <a href="#">SLR: Going beyond zero waste to landfill</a> ; <a href="#">SLR: Eco-efficiency in our operations</a>	
	<b>103-3</b>	Evaluation of the management approach	<a href="#">SLR: Our strategy for sustainable growth</a> ; <a href="#">SLR: Our sustainability governance</a> ; <a href="#">SLR: Unilever Sustainable Living Plan: Progress in 2019</a> ; For progress over 2017-19 see <a href="#">USLP 3-year Performance Summary 2017-2019</a>	
<b>Materials</b>	<b>301-1</b>	Materials used by weight or volume	<a href="#">SLR: Waste and packaging – Targets &amp; performance: Recycle packaging</a> ; <a href="#">SLR: Our waste footprint</a>	
	<b>301-2</b>	Recycled input materials used	<a href="#">SLR: Waste and packaging – Targets &amp; performance: Recycle packaging</a>	
<b>Effluents and waste</b>	<b>306-2</b>	Waste by type and disposal method	<a href="#">SLR: Our eco-efficiency performance</a> ; <a href="#">SLR: Going beyond zero waste to landfill</a> ; <a href="#">SLR: Reducing food waste</a> <a href="#">SLR: Unilever Basis of Preparation 2019</a> p15 <a href="#">SLR: Sustainability performance data 2019</a>	

WATER				
<b>Management approach</b>	<b>103-1</b>	Explanation of the material topic and its Boundary	<a href="#">Defining our material issues</a> ; <a href="#">Materiality Matrix 2019/20</a> <b>Boundary:</b> <i>Internal</i> – Company; <i>External:</i> Investors, Society (citizens, NGOs, governments), Consumers, Customers (retailers), Suppliers and Employees.	   
	<b>103-2</b>	The management approach and its components	<a href="#">SLR: Water use</a> ; <a href="#">SLR: Our eco-efficiency performance</a> <a href="#">O: Unilever CDP Water Response 2019</a> ***	
	<b>103-3</b>	Evaluation of the management approach	<a href="#">SLR: Our strategy for sustainable growth</a> ; <a href="#">SLR: Our sustainability governance</a> ; <a href="#">SLR: Unilever Sustainable Living Plan: Progress in 2019</a> ; For progress over 2017-19 see <a href="#">USLP 3-year Performance Summary 2017-2019</a>	
	<b>303-1</b>	Interactions with water as a shared resource	<a href="#">SLR: Water use</a> ; <a href="#">SLR: Our eco-efficiency performance</a> <a href="#">O: Unilever CDP Water Response 2019</a> ***	
	<b>303-2</b>	Management of water discharge-related impacts	<a href="#">O: Unilever CDP Water Response 2019</a> *** p72 <a href="#">SLR: Sustainable water use in our manufacturing operations – Protecting water quality</a> ; <a href="#">SLR: Sustainability performance data 2019 (Chemical Oxygen Demand COD)</a> <a href="#">SLR: Unilever Basis of Preparation 2019</a> p12	
	<b>303-3</b>	Water withdrawal	<a href="#">O: Unilever CDP Water Response 2019</a> *** p8 & p11 <a href="#">SLR: Water use – Progress to date</a> ; <a href="#">SLR: Sustainability performance data 2019 (Total water usage)</a> <a href="#">SLR: Unilever Basis of Preparation 2019</a> p12; <a href="#">SLR: Sustainability performance data 2019</a>	






	<b>303-4</b>	Water discharge	<a href="#">O: Unilever CDP Water Response 2019</a> *** p12 <a href="#">SLR: Sustainable water use in our manufacturing operations – How we’re delivering continuous improvement on water</a> <a href="#">SLR: Unilever Basis of Preparation 2019</a> p12	
	<b>303-5</b>	Water consumption	<a href="#">O: Unilever CDP Water Response 2018</a> *** p7 <a href="#">SLR: Unilever Basis of Preparation 2019</a> p12 <a href="#">SLR: Sustainability performance data 2019</a>	
<b>SUSTAINABLE &amp; RESPONSIBLE SOURCING</b>				
<b>Management approach</b>	<b>103-1</b>	Explanation of the material topic and its Boundary	<a href="#">Defining our material issues</a> ; <a href="#">Materiality Matrix 2019/20</a> <b>Boundary:</b> <i>Internal</i> – Company; <i>External:</i> Investors, Society (citizens, NGOs, governments), Consumers, Customers (retailers), Suppliers and Employees.	   
	<b>103-2</b>	The management approach and its components	<a href="#">SLR: Sustainable sourcing</a> <a href="#">SLR: Our approach to sustainable sourcing</a> <a href="#">SAC: Sustainable Agriculture Code 2017</a> <a href="#">RSP: Unilever Responsible Sourcing Policy</a>	
	<b>103-3</b>	Evaluation of the management approach	<a href="#">SLR: Our strategy for sustainable growth</a> ; <a href="#">SLR: Our sustainability governance</a> ; <a href="#">SLR: Unilever Sustainable Living Plan: Progress in 2019</a> ; For progress over 2017-19 see <a href="#">USLP 3-year Performance Summary 2017-2019</a>	
<b>Materials</b>	<b>301-1</b>	Materials used by weight or volume	<a href="#">SLR: Our approach to sustainable sourcing</a> <a href="#">O: Unilever CDP Forests Response 2019</a> * p28	

<b>Biodiversity</b>	<b>304-2</b>	Significant impacts of activities, products, and services on biodiversity	<a href="#">SLR: Our approach to sustainable sourcing – Protecting biodiversity - Biodiversity Action Plans</a> ; <a href="#">SLR: Protecting our forests</a> ; <a href="#">SLR: What matters to you: Eliminating deforestation</a> ; <a href="#">SLR: Natural capital</a> ; <a href="#">SLR: Sustainable tea – Understanding how to reduce pesticides</a> <a href="#">SAC: Biodiversity and ecosystem services</a> p14-15 <a href="#">RSP: Principle 12</a> p31 <a href="#">O: Unilever CDP Forests Response 2019*</a>	
<b>Supplier Environmental Assessment</b>	<b>308-1</b>	New suppliers that were screened using environmental criteria	<a href="#">SLR: Sustainable sourcing – targets &amp; performance</a> <a href="#">RSP: Unilever Responsible Sourcing Policy</a> <a href="#">O: Sustainable Sourcing Programme for Agricultural Raw Materials: Scheme Rules 2017</a> ; <a href="#">O: Unilever Sustainable Sourcing Programme Scheme Rules Q &amp; A (for definition of what defines ‘sustainably sourced’)</a>	
	<b>308-2</b>	Negative environmental impacts in the supply chain and actions taken	<a href="#">SLR: Sustainable sourcing</a> ; <a href="#">SLR: Transforming the palm oil industry</a> ; <a href="#">SLR: Sustainable tea leading the industry</a> <a href="#">SLR: What matters to you: Biofuels, Bioplastics, Eliminating deforestation, Kodaikanal in India, Microplastics, Minimising pesticide use, Palm Oil, Sustainable sourcing, Wipes</a>	
<b>HUMAN RIGHTS</b>				
<b>Management approach</b>	<b>103-1</b>	Explanation of the material topic and its Boundary	<a href="#">Defining our material issues</a> ; <a href="#">Materiality Matrix 2019/20</a>	

			<b>Boundary:</b> <i>Internal</i> – Company; <i>External:</i> Investors, Society (citizens, NGOs, governments), Consumers, Customers (retailers), Suppliers and Employees.	  
	<b>103-2</b>	The management approach and its components	<a href="#">SLR: Our approach to sustainable sourcing</a> ; <a href="#">SLR: Advancing human rights in our own operations</a> ; <a href="#">SLR: Advancing human rights in our extended supply chain</a> ; <a href="#">SLR: Understanding and reporting on our human rights impacts</a> <a href="#">SAC: Sustainable Agriculture Code 2017</a> <a href="#">RSP: Unilever Responsible Sourcing Policy</a> <a href="#">HRR: Human Rights Report 2017</a> <a href="#">O: Human Rights 2019 Supplier Audit Update</a>	
	<b>103-3</b>	Evaluation of the management approach	<a href="#">SLR: Our strategy for sustainable growth</a> ; <a href="#">SLR: Our sustainability governance</a> ; <a href="#">SLR: Unilever Sustainable Living Plan: Progress in 2019</a> ; For progress over 2017-19 see <a href="#">USLP 3-year Performance Summary 2017-2019</a>	
<b>Training and education</b>	<b>404-1</b>	Average hours of training per year per employee	<a href="#">O: HR Metrics data sheet</a> ; <a href="#">ARA: Our people</a> p16 <a href="#">SLR: Opportunities for women - Enhancing women’s access to training &amp; skills</a> ; <a href="#">SLR: Opportunities for women - Expanding opportunities in our retail value chain</a> ; This indicator is partially reported. This information is tracked internally but is not publicly reported.	
<b>Non-discrimination</b>	<b>406-1</b>	Incidents of discrimination and corrective actions taken	<a href="#">SLR: Advancing human rights in our own operations – Providing access to remedy</a> <a href="#">E: Business integrity – How do we respond to breaches of our</a>	

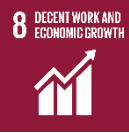
			<a href="#">Code?</a> <a href="#">O: Human Rights 2019 Supplier Audit Update p3</a>
<b>Freedom of Association and Collective Bargaining</b>	<b>407-1</b>	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<a href="#">O: Human Rights 2019 Supplier Audit Update p6</a> <a href="#">HRR: Freedom of association p38; HRR: Future Challenges: How we will address them? p40</a>  <a href="#">SLR: Advancing human rights in our own operations; SLR: Working with others on human rights – Engaging on labour rights</a>
<b>Forced or Compulsory Labour</b>	<b>409-1</b>	Operations and suppliers at significant risk for incidents of forced or compulsory labour	<a href="#">O: Human Rights 2019 Supplier Audit Update p5</a> <a href="#">SLR: Advancing human rights in our own operations; SLR: Working with other on human rights; SLR: Advancing human rights in our extended supply chain;</a> <a href="#">O: Modern Slavery &amp; Human Trafficking Statement 2019</a>
<b>Supplier Social Assessment</b>	<b>414-1</b>	New suppliers that were screened using social criteria	<a href="#">SLR: Our approach to sustainable sourcing</a> <a href="#">SAC: Sustainable Agriculture Code 2017</a> <a href="#">RSP: Unilever Responsible Sourcing Policy</a> <a href="#">SLR: Unilever Basis of Preparation 2019 p8</a>
	<b>414-2</b>	Negative social impacts in the supply chain and actions taken	<a href="#">SLR: Understanding our human rights impacts; SLR: Advancing human rights in our own operations; SLR: Advancing human rights in our extended supply chain;</a> <a href="#">HRR: Human Rights Report 2017</a> <a href="#">O: Human Rights 2019 Supplier Audit Update</a> <a href="#">RSP: Reporting on breaches p11; Evaluation and assessments p3</a> <a href="#">SLR: Unilever Basis of Preparation 2019 p8</a>





SOCIAL AND ECONOMIC INCLUSION				
<b>Management approach</b>	<b>103-1</b>	Explanation of the material topic and its Boundary	<a href="#">Defining our material issues</a> ; <a href="#">Materiality Matrix 2019/20</a> <b>Boundary:</b> <i>Internal</i> – Company; <i>External:</i> Investors, Society (citizens, NGOs, governments), Consumers, Customers (retailers), Suppliers and Employees.	    
	<b>103-2</b>	The management approach and its components	<a href="#">ARA: Our Strategy p9-11</a> ; <a href="#">ARA: Stakeholder review - A Workplace for everyone p17</a> ; <a href="#">ARA: Stakeholder review - Society p18</a> <a href="#">SLR: Enhancing livelihoods</a> ; <a href="#">SLR: Fairness in the workplace</a> ; <a href="#">SLR: Opportunities for women</a> ; <a href="#">SLR: Inclusive business</a> ; <a href="#">SLR: Advancing diversity and inclusion</a> <a href="#">GPGR: Gender Pay Gap Report 2019</a>	
	<b>103-3</b>	Evaluation of the management approach	<a href="#">SLR: Our strategy for sustainable growth</a> ; <a href="#">SLR: Our sustainability governance</a> ; <a href="#">SLR: Unilever Sustainable Living Plan: Progress in 2019</a> ; For progress over 2017-19 see <a href="#">USLP 3-year Performance Summary 2017-2019</a> <a href="#">GPGR: Gender Pay Gap Report 2019</a>	
<b>Economic performance</b>	<b>201-1</b>	Direct economic value generated and distributed	<a href="#">ARA: Our value creation model p10</a> ; <a href="#">ARA: Consolidated Financial Statements p78-163</a>	
	<b>201-3</b>	Defined benefit plan obligations and other retirement plans	<a href="#">ARA: Consolidated Financial Statements p98-104</a>	


	<b>203-2</b>	Significant indirect economic impacts	<a href="#">SLR: Inclusive business</a> ; <a href="#">SLR: Connecting with smallholder farmers to enhance livelihoods</a> ; <a href="#">SLR: Empowering small-scale retailers for growth</a> ; <a href="#">SLR: Creating and sharing wealth</a> ; <a href="#">SLR: Improving health and hygiene</a> ; <a href="#">SLR: Improving nutrition</a> ; <a href="#">SLR: Enhancing livelihoods – Opportunities for women</a> ; <a href="#">SLR: Enhancing women’s access to training &amp; skills</a> ; <a href="#">SLR: Expanding opportunities in our retail value chain</a> ; <a href="#">SLR: Unilever Basis of Preparation 2018 (USLP Metrics)</a> p9-12
<b>Diversity and Equal Opportunity</b>	<b>405-1</b>	Diversity of governance bodies and employees	<a href="#">ARA: Diversity and Inclusion</a> p16; <a href="#">ARA: Board Composition and Succession</a> p4-5; <a href="#">ARA: Unilever Leadership Executive</a> p7 <a href="#">SLR: Advancing diversity and inclusion – gender statistics</a> <a href="#">GPGR: Breaking down our results</a> p5; <a href="#">O: HR Metrics data sheet</a> ; <a href="#">E: Who we are - Diversity and inclusion</a>
	<b>405-2</b>	Ratio of basic salary and remuneration of women to men	<a href="#">GPGR: Unilever in the UK</a> p4; <a href="#">GPGR: Breaking down our results</a> p5
<b>Local Communities</b>	<b>413-1</b>	Operations with local community engagement, impact assessments, and development programs	<a href="#">SLR: Enhancing livelihoods – Opportunities for women</a> ; <a href="#">SLR: Enhancing women’s access to training &amp; skills</a> ; <a href="#">SLR: Expanding opportunities in our retail value chain</a> ; <a href="#">SLR: Unilever Basis of Preparation 2019</a> p9-12
<b>EMPLOYEE HEALTH, SAFETY &amp; WELL-BEING</b>			
<b>Management approach</b>	<b>103-1</b>	Explanation of the material topic and its Boundary	<a href="#">Defining our material issues</a> ; <a href="#">Materiality Matrix 2019/20</a> <b>Boundary:</b> <i>Internal</i> – Company; <i>External:</i> Employees.


	<b>103-2</b>	The management approach and its components	<a href="#">SLR: Improving employee health &amp; well-being</a> ; <a href="#">SLR Fairness in the workplace</a> ; <a href="#">SLR: Our health &amp; well-being programmes in action</a> ; <a href="#">SLR: Building a safer business</a> ;	
	<b>103-3</b>	Evaluation of the management approach	<a href="#">SLR: Our strategy for sustainable growth</a> ; <a href="#">SLR: Our sustainability governance</a> ; <a href="#">SLR: Unilever Sustainable Living Plan: Progress in 2019</a> ; For progress over 2017-19 see <a href="#">USLP 3-year Performance Summary 2017-2019</a>	
<b>Occupational Health and Safety</b>	<b>403-1</b>	Occupational health and safety management system	<a href="#">SLR: Improving employee health &amp; well-being</a> ; <a href="#">SLR: Building a safer business</a> ; <a href="#">SLR: Our health &amp; well-being programmes in action</a>	
	<b>403-2</b>	Hazard identification, risk assessment, and incident investigation	<a href="#">SLR: Our health &amp; well-being programmes in action</a> ; <a href="#">SLR: Making our safety vision a reality</a> ; <a href="#">SLR: Monitoring our safety performance</a> ; <a href="#">SLR: Building a safer business</a>	
	<b>403-3</b>	Occupational health services	<a href="#">SLR: Improving employee health &amp; well-being</a> ; <a href="#">SLR Fairness in the workplace</a> ;	
	<b>403-4</b>	Worker participation, consultation, and communication on occupational health and safety	<a href="#">SLR: Improving employee health &amp; well-being</a> ; <a href="#">SLR: Our health &amp; well-being programmes in action</a> ; <a href="#">ARA: Our people</a> p16	
	<b>403-5</b>	Worker training on occupational health and safety	<a href="#">SLR: Building a safer business</a> ; <a href="#">SLR: Making our safety vision a reality</a> ;	
	<b>403-6</b>	Promotion of worker health	<a href="#">SLR Fairness in the workplace</a> ; <a href="#">SLR: Improving employee health &amp; well-being</a> ;	

	<b>403-7</b>	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">SLR: Advancing human rights in our extended supply chain</a> ; <a href="#">SLR: Our responsible sourcing policy in action</a> ; <a href="#">SLR Fairness in the workplace</a>	
	<b>403-8</b>	Workers covered by an occupational health and safety management system	O: <a href="#">Human Rights 2019 Supplier Audit Update - Health and Safety p7</a>	
	<b>403-9</b>	Work-related injuries	<a href="#">SLR: Monitoring our safety performance</a> ; <a href="#">SLR: Unilever Basis of Preparation 2019</a> O: <a href="#">Human Rights 2019 Supplier Audit Update - Health and Safety p7</a>	
	<b>403-10</b>	Work-related ill health	<a href="#">SLR: Monitoring our safety performance</a> . This indicator is partially reported. We report occupational illnesses for our employees under the criteria laid down by the US Occupational Safety & Health Administration (OSHA). We do not measure this for contractors or the temporary staff we call 'contingent labour'.	
<b>TALENT AND DEVELOPMENT</b>				
<b>Management approach</b>	<b>103-1</b>	Explanation of the material topic and its Boundary	<a href="#">Defining our material issues</a> ; <a href="#">Materiality Matrix 2019/20</a> <b>Boundary:</b> <i>Internal</i> – Company; <i>External</i> : Employees.	
	<b>103-2</b>	The management approach and its components	<a href="#">SLR Fairness in the workplace</a> ; <a href="#">SLR: Opportunities for women E: Why work for Unilever</a> <a href="#">ARA: Our people p16-17</a>	

	<b>103-3</b>	Evaluation of the management approach	<a href="#">SLR: Our strategy for sustainable growth</a> ; <a href="#">SLR: Our sustainability governance</a> ; <a href="#">SLR: Unilever Sustainable Living Plan: Progress in 2019</a> ; For progress over 2017-19 see <a href="#">USLP 3-year Performance Summary 2017-2019</a>	
<b>Employment</b>	<b>401-1</b>	New employee hires and employee turnover	<a href="#">O: HR Metrics data sheet</a> ; <a href="#">ARA: Our people p16</a> This indicator is partially reported. We report the total rate of employee retention and the percentage of internal hires. We do not publicly report this data broken down by region or gender.	
<b>Training and education</b>	<b>404-2</b>	Programs for upgrading employee skills and transition assistance programs	<a href="#">SLR Fairness in the workplace</a> ; <a href="#">SLR: Opportunities for women</a> <a href="#">O: HR Metrics data sheet</a> ; <a href="#">E: Why work for Unilever</a> ; <a href="#">ARA: Our people p16-17</a> This indicator is partially reported. Details of employee transition and assistance programmes are communicated internally with our people.	
<b>GOVERNANCE, ACCOUNTABILITY AND CULTURE</b>				
<b>Management approach</b>	<b>103-1</b>	Explanation of the material topic and its Boundary	<a href="#">Defining our material issues</a> ; <a href="#">Materiality Matrix 2019/20</a> <b>Boundary:</b> <i>Internal</i> – Company; <i>External</i> : Employees.	
	<b>103-2</b>	The management approach and its components	<a href="#">O: The Governance of Unilever</a> ; <a href="#">SLR: Our sustainability governance</a> ; <a href="#">SLR: Engaging with stakeholders</a> ; <a href="#">SLR: Our approach to reporting</a> ; <a href="#">SLR: Fairness in the workplace</a> <a href="#">ARA: Our stakeholders p12</a> ; <a href="#">ARA: Our people p16-17</a>	

			<a href="#">ARA: Report of the Corporate Responsibility Committee</a> p56-57 <a href="#">E: Business integrity; E: Our values and principles; E: Why work for Unilever</a>	
	<b>103-3</b>	Evaluation of the management approach	<a href="#">SLR: Our strategy for sustainable growth; SLR: Our sustainability governance; SLR: Unilever Sustainable Living Plan: Progress in 2019;</a> For progress over 2017-19 see <a href="#">USLP 3-year Performance Summary 2017-2019</a>	
<b>ETHICS AND INTEGRITY</b>				
<b>Management approach</b>	<b>103-1</b>	Explanation of the material topic and its Boundary	<a href="#">Defining our material issues; Materiality Matrix 2019/20</a> <b>Boundary:</b> <i>Internal</i> – Company; <i>External:</i> Employees.	
	<b>103-2</b>	The management approach and its components	<a href="#">E: Business integrity</a> <a href="#">SLR: Engaging with stakeholders</a> <a href="#">O: Code of Business Principles and Code Policies</a>	
	<b>103-3</b>	Evaluation of the management approach	<a href="#">SLR: Our strategy for sustainable growth; SLR: Our sustainability governance; SLR: Unilever Sustainable Living Plan: Progress in 2019;</a> For progress over 2017-19 see <a href="#">USLP 3-year Performance Summary 2017-2019</a>	

<b>Anti-corruption</b>	<b>205-3</b>	Confirmed incidents of corruption and actions taken	<a href="#">E: Business integrity – Countering corruption</a> ; <a href="#">E: Business integrity – How do we respond to breaches of our code?</a> This indicator is partially reported. We report the number of breaches of our Code related to countering corruption and the total number of people that left the business as a result of breaching our Code Policies.	
<b>Anti-competitive Behaviour</b>	<b>206-1</b>	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	<a href="#">ARA: Operating costs and non-underlying items</a> - notes A, D, E p96; <a href="#">ARA: Notes to the Consolidated Financial Statements Unilever Group - Provisions</a> p132; <a href="#">ARA: Report of the Corporate Responsibility Committee</a> p56-57 This indicator is partially reported. We do not report details of ongoing cases.	
<b>Public Policy</b>	<b>415-1</b>	Political contributions	No political contributions were made in 2019 <a href="#">SLR: Engaging with stakeholders</a> <a href="#">E: Business integrity – Political activities &amp; political donations</a> <a href="#">O: Code of Business Principles and Code Policies</a> <a href="#">O: Code on political activities and political donations</a>	
<b>TRUSTED PRODUCTS AND INGREDIENTS TRANSPARENCY</b>				
<b>Management approach</b>	<b>103-1</b>	Explanation of the material topic and its Boundary	<a href="#">Defining our material issues</a> ; <a href="#">Materiality Matrix 2019/20</a> <b>Boundary:</b> <i>Internal</i> – Company; <i>External:</i> Consumers.	
	<b>103-2</b>	The management approach and its components	<a href="#">E: Keeping people and the environment safe</a> <a href="#">E: Safe and sustainable by design</a> <a href="#">SLR: What matters to you: Product safety and quality</a>	

	<b>103-3</b>	Evaluation of the management approach	<a href="#">SLR: Our strategy for sustainable growth</a> ; <a href="#">SLR: Our sustainability governance</a> ; <a href="#">SLR: Unilever Sustainable Living Plan: Progress in 2019</a> ; For progress over 2017-19 see <a href="#">USLP 3-year Performance Summary 2017-2019</a>	
<b>Customer Health and Safety</b>	<b>416-1</b>	Assessment of the health and safety impacts of product and service categories	<a href="#">E: Keeping people and the environment safe</a> ; <a href="#">E: Safe and sustainable by design</a> ; <a href="#">E: What's in our products?</a> <a href="#">SLR: What matters to you: Product safety and quality</a>	
	<b>416-2</b>	Incidents of non-compliance concerning the health and safety impacts of products and services	<a href="#">SLR: What matters to you: Product safety and quality – Number of public recalls</a>	
<b>SUSTAINABLE INNOVATION AND TECHNOLOGY</b>				
<b>Management approach</b>	<b>103-1</b>	Explanation of the material topic and its Boundary	<a href="#">Defining our material issues</a> ; <a href="#">Materiality Matrix 2019/20</a> <b>Boundary:</b> <i>Internal</i> – Company; <i>External</i> : Consumers	
	<b>103-2</b>	The management approach and its components	<a href="#">E: Innovation</a> ; <a href="#">E: Innovation in Unilever</a> ; <a href="#">E: Open innovation</a> ; <a href="#">E: Safety and Environmental Sciences</a> ; <a href="#">E: Business Integrity</a> <a href="#">O: Code of Business Principles – Responsible Innovation</a>	
	<b>103-3</b>	Evaluation of the management approach	<a href="#">SLR: Our strategy for sustainable growth</a> ; <a href="#">SLR: Our sustainability governance</a> ; <a href="#">SLR: Unilever Sustainable Living Plan: Progress in 2019</a> ; For progress over 2017-19 see <a href="#">USLP 3-year Performance Summary 2017-2019</a>	



**Footnotes:**

\*2019 CDP Forests response relates to the reporting period 01/01/2018 to 31/12/2018

\*\*2019 CDP Climate data relates to the reporting period 01/10/17 to 30/09/18

\*\*\*2019 CDP Water Response relates to the reporting period 01/10/2017 to 30/09/2018