

UNILEVER GRI G4 Index

Our GRI index has been prepared **'in accordance' with the core option** of GRI G4 Reporting Guidelines. The document provides an overview of our reporting against the GRI G4 Sustainability Reporting Guidelines based largely on our reporting for the period 31st January to 31st December 2016. It includes the following:

1. **Disclosures about the Company Profile**
2. **Specific Standard Disclosures**

We continue to review our reporting at Group level to provide relevant information to our stakeholders on our most material issues.

GENERAL STANDARD DISCLOSURES

The table below provides an overview of our reporting against GRI G4 General Standard Disclosures.

Key:

SLO = 2016 Unilever Sustainable Living Report (online)

ARA-S = Strategic Report - Annual Report and Accounts 2016

ARA-G = Governance Report - Annual Report and Accounts 2016

ARA-F = Financial Statement and Notes - Annual Report and Accounts 2016

E = Information found elsewhere on the website

FS = Unilever Fact Sheet 2016

HRR = Unilever Human Rights Report 2015

HRP – Human Rights Policy Statement

RSP = Responsible Sourcing Policy (launched April 2014, the policy sets mandatory requirements on human and labour rights in business relationships with Unilever).

SAC = Sustainable Agriculture Code

SPOP = Sustainable Palm Oil Policy

O = Other documents

GRI G4 requirements	Links
G4-1: Statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.	ARA-S - Chief Executive Officer's review p.4
G4-2: Description of key risks and opportunities	ARA-G - Principal Risk Factors p. 37-41
G4-3: Name of the organisation	ARA-G: Governance p. 29 E: About Unilever shares E: Contacts FS: Legal Structures
G4-4: Primary brands products and/or services	ARA-S: About Us p. 1 E: Our brands FS: Unilever Fact Sheet 2016
G4-5: Location of organisation's headquarters	ARA-F: Shareholder information p. 155 E: Contacts - Unilever Registered offices
G4-6: number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.	ARA-F: Group Companies p. 131-143 E: Contacts - Unilever around the world

G4-7: Nature of ownership and legal form	<u>ARA-G: Governance p. 29</u> <u>E: Unilever's legal structure and foundation agreements</u>
G4-8: Markets served	<u>ARA-S: Our Markets p. 6-7</u> <u>ARA-F: Group Companies p. 131-143</u>
G4-9: Scale of the organisation	<u>ARA-S: Our Performance p. 12-13</u> <u>ARA-F: Notes to the Consolidated Financial Statements section – Employees p. 94</u> <u>ARA-S: Consolidated Income Statement p. 23 and 84</u> <u>ARA-F: Group Companies p. 131-143</u> <u>E: Our Brands</u> <u>FS: Unilever at Glance</u>
G4-10: Employee makeup	<u>ARA-S: Diversity and inclusion p.21</u> <u>E: Advancing Diversity – An empowered and gender balanced workforce</u> <u>ARA-F: Employees: Staff and Management Costs p. 94</u>
G4-11: Percentage of total employees covered by collective bargaining agreements.	<u>ARA-S: Corporate Governance: Employee involvement and communication p. 34</u> <u>HRP: Our Vision</u> <u>RSP: Mandatory requirements for doing business with Unilever - All workers are paid fair wages p.9-10, 18</u> <u>SLO: Advancing human rights with suppliers</u> <u>ARA-G: Corporate Governance: Employee involvement and communication p. 34</u>

<p>G4-12 Describe the organization's supply chain</p>	<p><u>SLO: Sustainable sourcing</u></p>
<p>G4-13: Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain</p>	<p><u>E: Acquisitions and Disposals</u></p>
<p>G4-14: Report whether and how the precautionary approach or principle is addressed by the organization.</p>	<p><u>SLO: Our Environmental Management System</u></p> <p><u>E: Keeping people and the environment safe</u></p> <p><u>SLO: Product safety & quality</u></p> <p><u>E: Safe and sustainable by design</u></p> <p><u>E: Reducing our Environmental Impact</u></p> <p><u>E: Our approach to the safety of products and ingredients</u></p> <p><u>SAC: Risk Assessment - General Principles p. 62</u></p>

<p>G4-15: List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.</p>	<p><u>SLO: Engaging with stakeholders</u></p> <p><u>SLO: Climate Action: Advocacy, policy and partnership</u></p> <p><u>SLO: Our approach to reporting</u></p> <p><u>SPOP: Sustainable Palm Oil Policy</u></p> <p><u>SLO: Sustainable soy, rapeseed & sunflower oils</u></p> <p><u>SLO: Sustainable tea - leading the industry</u></p> <p><u>SLO: Advancing human rights in our own operations</u></p> <p><u>SLO: Advertising & marketing</u></p> <p><u>SLO: Product safety & quality</u></p> <p><u>SLO: UNGC index</u></p> <p><u>SLO: Sustainable Development Goals</u></p> <p><u>SLO: Opportunities for women</u></p> <p><u>SLO: Environmental management system</u></p> <p><u>SLO: Our health & hygiene strategy</u></p> <p><u>SLO: Toilets for a better tomorrow</u></p> <p><u>SLO: Providing safe drinking water</u></p> <p><u>SLO: Independent assurance</u></p>
<p>G4-16: List memberships of associations (such as industry associations) and national or international advocacy organizations</p>	<p><u>SLO: Engaging with stakeholders</u></p> <p><u>SLO: Eliminating Deforestation in our Supply Chain – External Recognition</u></p> <p><u>SLO: Making Sustainable Agriculture Mainstream</u></p>
<p>G4-17: Entities included in the organization’s consolidated financial statements or equivalent documents</p>	<p><u>E: Unilever’s legal structure and foundation agreements</u></p> <p><u>SLO: Our sustainability governance</u></p> <p><u>ARA-G: Governance p.29</u></p> <p><u>ARA-F: Group Companies p. 131-143</u></p>

G4-18: Process for defining report content	SLO: Defining our material issues SLO: About our reporting SLO: Unilever Basis of Preparation 2016
G4-19: List all the material Aspects identified in the process for defining report content.	SLO: Our materiality matrix SLO: About our reporting SLO: Defining our material issues
G4- 20: Aspect boundary within the organisation	SLO: About our reporting
G4- 21: Aspect boundary outside the organisation	ARA-F: Independent auditor's report p. 79-83 SLO: Our materiality matrix SLO: Our metrics SLO: Independent assurance (See Unilever's Basis of Preparation 2016 download)
G4-23: Significant changes from previous reporting periods in the scope, boundary or measurement methods applied in the report	SLO: About our reporting SLO: Our metrics SLO: Unilever Basis of Preparation 2016
G4-24: List of stakeholder groups engaged by organisations	SLO: Engaging with stakeholders ARA-S: Delivering value for our stakeholders p.9
G4-25: Basis for identification and selection of stakeholders to engage	SLO: About our reporting SLO: Engaging with stakeholders
G4-26: Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	SLO: About our reporting SLO: Engaging with stakeholders

<p>G4-27: Key topics and concerns that have been raised through stakeholder engagement and how the organisation has responded to those key issues and concerns, including through its reporting</p>	<p><u>SLO: Defining our material issues</u></p> <p><u>SLO: Responding to stakeholder concerns on human rights</u></p> <p><u>SLO: Product safety & quality</u></p> <p><u>SLO: What matters to you</u></p> <p><u>SLO: Engaging with stakeholders</u></p>
<p>G4-28: Reporting period for information provided</p>	<p><u>SLO: Unilever Basis of Preparation 2016</u></p> <p><u>SLO: About our reporting</u></p>
<p>G4-29: Date of most recent previous report</p>	<p><u>ARA-S: Unilever Annual Report and Accounts 2016</u></p> <p><u>SLO: About our reporting</u></p>
<p>G4-30: Reporting cycle</p>	<p><u>SLO: About our reporting</u></p>
<p>G4-31: Contact point for questions regarding the report or its contents</p>	<p><u>E: Contact us</u></p>
<p>G4-32: GRI content index</p>	<p><u>SLO: GRI index</u></p>
<p>GRI-33: Policy and current practice with regard to seeking Independent assurance for the report.</p>	<p><u>SLO: About our reporting</u></p> <p><u>SLO: Independent assurance</u></p> <p><u>ARA-G: Risk Management and Internal Control Arrangements p.43</u></p> <p><u>SLO: Unilever Basis of Preparation 2016</u></p> <p><u>ARA-G: Corporate Governance p. 29-35</u></p>

<p>G4-34: Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.</p>	<p><u>ARA-G: Corporate Responsibility Committee p. 44-47</u></p> <p><u>SLO: Our sustainability governance</u></p> <p><u>SLO: Business Integrity – Governance and Management</u></p> <p><u>E: Corporate governance</u></p> <p><u>O: The Governance of Unilever p.20</u></p> <p><u>E: Our leadership</u></p>
<p>G4-56: Describe the organization’s values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics.</p>	<p><u>E: Purpose, values & principles</u></p> <p><u>SLO: Business integrity</u></p> <p><u>O: Code of Business Principles and Code Policies</u></p> <p><u>E: Our Vision – Our priorities and Principles</u></p> <p><u>E: About – Our position on...</u></p> <p><u>O: The Governance of Unilever – Fundamentals – Code of Business Principles and Code Policies p. 6 ; Appendix 6 – Code of Business Principles p. 32-33</u></p>
<p>G4-57: Report the internal and external mechanisms for seeking advice on ethical and lawful behaviour, and matters related to organizational integrity, such as helplines or advice lines.</p>	<p><u>E: Reporting a concern about a breach of the Unilever Code of Business Principles and Code Policies</u></p> <p><u>SLO: Business integrity</u></p> <p><u>O: Code of Business Principles and Code Policies – Glossary – Code Support Line p. 42</u></p>

<p>G4-58: Report the internal and external mechanisms for reporting concerns about unethical or unlawful behaviour, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.</p>	<p><u>O: Code of Business Principles and Code Policies – Glossary – Code Support Line p. 42</u></p> <p><u>SLO: Unilever GC Advanced COP Self-Assessment – Criterion 8 p.10</u></p> <p><u>E: Reporting a concern about a breach of the Unilever Code of Business Principles and Code Policies</u></p> <p><u>SLO: Business integrity</u></p>
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SPECIFIC STANDARD DISCLOSURES

The below table provides an overview of our reporting against GRI G4 Specific Standard Disclosures. These are indicators that pertain to our most material aspects (see our [materiality matrix](#) for further details):

- **Water**
- **Agricultural sourcing**
- **Women**
- **Deforestation**
- **Human rights**

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E = Information found elsewhere on the website

FS = Unilever Fact Sheet 2016

RSP = Responsible Sourcing Policy

SAC = Sustainable Agriculture Code

SPOP = Sustainable Palm Oil Policy

O = Other documents

URSA = Understanding the Responsible Sourcing Audit

HRR = Unilever Human Rights Report 2015

Unilever material aspect: Water	
G4-EN8: Total water withdrawal by source	<p><u>SLO: Water use</u></p> <p><u>SLO: Improving water efficiency in our factories</u></p> <p><u>SLO: Interactive data charts - Water</u></p> <p><u>SLO: Unilever Basis of Preparation 2016 – EOS performance measures p.2</u></p>
Unilever material aspect: Agricultural Sourcing	
G4-EN32: Percentage of new suppliers that were screened using environmental criteria	<p><u>SLO: Sustainable sourcing – targets & performance</u></p> <p><u>RSP: Responsible Sourcing Policy</u></p> <p><u>E: Unilever Sustainable Sourcing Programme Scheme Rules (for definition of what defines ‘sustainably sourced’)</u></p>
G4-EN33: Significant actual and potential negative environmental impacts in the supply chain and actions taken	<p><u>SLO: Sustainable sourcing</u></p> <p><u>SLO: What matters to you: Biofuels, Eliminating deforestation, Kodaikanal, Micro-plastics, Palm Oil, Sustainable sourcing</u></p>
G4-S09: Percentage of new suppliers that were screened using criteria for impacts on society	<p><u>SLO: Sustainable sourcing – targets & performance</u></p> <p><u>E: Unilever Sustainable Sourcing Programme Scheme Rules (for definition of what defines ‘sustainably sourced’)</u></p> <p><u>HRR: Human Rights Report 2015 p. 51</u></p>
G4-S010: Significant actual and potential negative impacts on society in the supply chain and actions taken	<p><u>SLO: Sustainable sourcing</u></p> <p><u>SLO: What matters to you: Biofuels, Eliminating deforestation, Kodaikanal, Micro-plastics, Palm Oil, Sustainable sourcing</u></p>
FP1: Percentage of purchased volume from suppliers compliant with company’s sourcing policy.	<p><u>SLO: Sustainable sourcing</u></p>

Unilever material aspect: Women	
G4-LA12. Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	<p><u>SLO: Advancing diversity</u></p> <p><u>SLO: Opportunities for Women</u></p> <p><u>ARA-S: Board Composition and Succession p. 2-3</u></p> <p><u>ARA-S: Unilever Leadership Executive p.5</u></p> <p><u>SLO: Our sustainability governance</u></p> <p><u>ARA-S: Diversity and Inclusion p. 21</u></p>
Unilever material aspect: Deforestation	
G4-S010: Significant actual and potential negative impacts on society in the supply chain and actions taken	<p><u>SLO: Sustainable sourcing</u></p> <p><u>SLO: Eliminating deforestation through advocacy and partnership</u></p> <p><u>SLO: Eliminating deforestation in our supply chain</u></p> <p><u>SLO: What matters to you: Eliminating deforestation, Sustainable sourcing</u></p>
Unilever material aspect: Human Rights	
G4-HR3: Total number of incidents of discrimination and corrective actions taken	<p><u>SLO: Business Integrity</u></p> <p><u>SLO: Advancing human rights in our own operations: 'Providing access to remedy'; 'How can people raise concerns?'</u></p> <p><u>SLO: Advancing Human Rights in our own operations</u></p> <p><u>HRR: Human Rights Report 2015. Number of non-conformances p. 54-56, examples of corrective actions p.29, p. 35 & p. 37</u></p>

<p>G4-HR4: Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights</p>	<p><u>HRR: Human Rights Report 2015: Collective Responsibility Models p.13; Fair Wages p.30; Freedom of Association p.33; Grieving Mechanisms p. 57</u></p> <p><u>SLO: Responding to stakeholder concerns on human rights</u></p> <p><u>SLO: Working with other on human rights - Co-operating to address forced labour and human trafficking</u></p>
<p>G4-HR11: Significant actual and potential negative human rights impacts in the supply chain and actions taken</p>	<p><u>SLO: Advancing human rights with suppliers</u></p> <p><u>SLO: Responding to stakeholder concerns on human rights: 'Working with the OECD to resolve issues'; 'Addressing concerns about labour rights'</u></p> <p><u>SLO: Understanding our human rights impacts</u></p> <p><u>SLO: Advancing Human Rights in our own operations</u></p> <p><u>HRR: Human Rights Report 2015: Collective action p. 61</u></p> <p><u>RSP: Responsible Sourcing Policy: reporting on Breaches p. 11; Evaluation and Assessments p.3</u></p> <p><u>URSA - Understanding the Responsible Sourcing Audit</u></p>