



# Sustainability materiality assessment 2021/2022 – issues and topics

## Improve the health of the planet

Material sustainability Issues	Topics		
<p><b>Climate change</b></p> <p><b>Definition:</b> Reducing our greenhouse gas emissions and energy use, and mitigating the effects of long-term changes in the climate on our business and value chain.</p>	<ul style="list-style-type: none"> <li>● Access to clean energy</li> <li>● Air pollution (e.g. particulate matter)</li> <li>● Carbon pricing</li> <li>● Climate partnerships &amp; advocacy</li> <li>● Deforestation</li> </ul>	<ul style="list-style-type: none"> <li>● Emissions from transportation</li> <li>● Energy consumption</li> <li>● Extreme weather</li> <li>● GHG emissions from refrigerants</li> <li>● Low carbon products</li> </ul>	<ul style="list-style-type: none"> <li>● Net zero carbon products</li> <li>● Renewable and recycled carbon</li> <li>● Renewable energy</li> <li>● Value chain GHG emissions</li> </ul>
<p><b>Packaging &amp; waste</b></p> <p><b>Definition:</b> Reducing the environmental impact of packaging and waste and transitioning towards a circular economy.</p>	<ul style="list-style-type: none"> <li>● Biodegradable and bio-based packaging</li> <li>● Circular economy</li> <li>● Consumer waste</li> <li>● Energy from waste</li> <li>● Extended producer responsibility</li> </ul>	<ul style="list-style-type: none"> <li>● Food loss and waste</li> <li>● Livelihoods of waste pickers</li> <li>● Marine life and plastic pollution</li> <li>● Microplastics</li> <li>● Packaging collection and processing</li> <li>● Recyclable packaging</li> </ul>	<ul style="list-style-type: none"> <li>● Reusable &amp; refillable packaging</li> <li>● Single-use packaging</li> <li>● Waste from operations</li> <li>● Virgin plastic</li> </ul>
<p><b>Sustainable sourcing</b></p> <p><b>Definition:</b> Ensuring the social, environmental and economic sustainability of key agricultural raw ingredients and non-agricultural materials in our supply chain.</p>	<ul style="list-style-type: none"> <li>● Cage-free eggs</li> <li>● Cereals</li> <li>● Certification</li> <li>● Cocoa</li> <li>● Dairy</li> <li>● Farm animal welfare</li> <li>● Future food sources and supplies</li> </ul>	<ul style="list-style-type: none"> <li>● Herbs</li> <li>● Organic products</li> <li>● Palm oil</li> <li>● Paper and board</li> <li>● Rapeseed</li> <li>● Non-agricultural goods and services</li> <li>● Soy</li> </ul>	<ul style="list-style-type: none"> <li>● Sugar</li> <li>● Tea</li> <li>● Traceability and transparency</li> <li>● Vanilla</li> <li>● Vegetables</li> </ul>
<p><b>Water</b></p> <p><b>Definition:</b> Improving access to water, and managing water use and abstraction sustainably across our value chain.</p>	<ul style="list-style-type: none"> <li>● Access to affordable water</li> <li>● Access to water services</li> <li>● Biodegradability of product ingredients</li> <li>● Consumer water use</li> <li>● Safe drinking water</li> </ul>	<ul style="list-style-type: none"> <li>● Water abstracted for manufacturing</li> <li>● Water availability and security</li> <li>● Water discharge</li> <li>● Water in ecosystem protection and restoration</li> <li>● Water partnerships and advocacy</li> </ul>	<ul style="list-style-type: none"> <li>● Water pollution (e.g. wastewater and effluents)</li> <li>● Water quality</li> <li>● Water reuse and recycling</li> <li>● Water use in agriculture</li> </ul>



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### Improve people’s health, confidence and wellbeing

Material sustainability issues	Topics		
<p><b>Health &amp; wellbeing</b></p> <p><b>Definition:</b> Improving the health and hygiene of our consumers through our brands and products, campaigns and partnerships.</p>	<ul style="list-style-type: none"> <li>● Body confidence and self-esteem</li> <li>● Communicable diseases (e.g. Covid-19)</li> <li>● Hand hygiene</li> <li>● Mental wellbeing</li> </ul>	<ul style="list-style-type: none"> <li>● Non-communicable diseases (e.g. cancer, diabetes, heart disease)</li> <li>● Oral health</li> <li>● Sanitation</li> <li>● Skin health and healing</li> </ul>	
<p><b>Nutrition &amp; diets</b></p> <p><b>Definition:</b> Developing products with a balanced nutritional profile and promoting consumers’ understanding of their own nutrition, and its links to their health and well-being.</p>	<ul style="list-style-type: none"> <li>● Calories</li> <li>● Dietary diversification</li> <li>● Diets and lifestyle</li> <li>● Fats</li> <li>● Food security</li> </ul>	<ul style="list-style-type: none"> <li>● Fortification</li> <li>● Malnutrition</li> <li>● Meat and dairy-free alternatives</li> <li>● Nutritional information</li> <li>● Nutritional profile</li> </ul>	<ul style="list-style-type: none"> <li>● Obesity</li> <li>● Plant-based diets</li> <li>● Product reformulation</li> <li>● Salt</li> <li>● Sugar</li> </ul>



## Sustainability materiality assessment 2021/2022 – issues and topics

### Contribute to a fairer, more socially inclusive world

Material sustainability Issues	Topics
<p><b>Diversity &amp; inclusion</b></p> <p><b>Definition:</b> Ensuring that everyone is represented equally at all levels in society and in our organisation, and has equal opportunities.</p>	<ul style="list-style-type: none"> <li>● Equality in the workplace</li> <li>● Equal opportunities*</li> <li>● Equal pay*</li> <li>● Price discrimination*</li> </ul>
<p><b>Future of work</b></p> <p><b>Definition:</b> Helping our people adapt to changes in the workplace and the changing nature of work through upskilling and reskilling.</p>	<ul style="list-style-type: none"> <li>● Employment practices</li> <li>● Employee engagement</li> <li>● Lifelong learning</li> <li>● New employment models</li> <li>● Reskilling and upskilling</li> <li>● Responsible automation</li> <li>● Talent attraction and retention</li> <li>● Youth employability</li> </ul>
<p><b>Human Rights</b></p> <p><b>Definition:</b> Upholding and promoting the basic rights and freedoms of all who work across the value chain.</p>	<ul style="list-style-type: none"> <li>● Child labour</li> <li>● Conflict minerals</li> <li>● Discrimination*</li> <li>● Forced labour</li> <li>● Freedom of association and collective bargaining</li> <li>● Harassment</li> <li>● Informal labour in our value chain</li> <li>● Labour management relations</li> <li>● Land rights</li> <li>● Maternity and paternity protection</li> <li>● Migrant workers and trafficking</li> <li>● Modern slavery</li> <li>● Rights of indigenous peoples</li> <li>● Sexual exploitation</li> <li>● Social justice and equality</li> <li>● Training and education</li> <li>● Working hours</li> </ul>
<p><b>Living standards</b></p> <p><b>Definition:</b> Ensuring everyone who depends on Unilever has enough to provide for their basic needs and have a decent standard of living.</p>	<ul style="list-style-type: none"> <li>● Equal remuneration</li> <li>● Fair trade</li> <li>● Living wage</li> <li>● Product affordability and accessibility</li> <li>● Socially inclusive business models</li> <li>● Sustainable livelihoods for smallholder farmers</li> <li>● Sustainable livelihoods for small-scale retailers</li> </ul>

\*E.g. race, gender, gender identity, age, LGBTQI+, disability, religion.



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### Other sustainability issues

Material sustainability issues	Topics
<p><b>Product transparency</b></p> <p><b>Definition:</b> Providing consumers with information about our products, such as ingredients, what they do, why we use them, product safety and environmental impacts.</p>	<ul style="list-style-type: none"><li>● Carbon footprint communication</li><li>● Nutritional labelling</li><li>● Product certification (e.g. Cruelty-free, PETA, Rainforest Alliance)</li><li>● Responsible labelling</li></ul>