# Unilever GRI Content Index

The table below provides an overview of the relevant GRI Universal Standards for our most material topics and where the information can be found. It has been prepared in accordance with the *2016 GRI Universal Standards: ‘Core’* option for the 2021 reporting period.

<table>
<thead>
<tr>
<th>Topic</th>
<th>GRI Standard</th>
<th>GRI Disclosure</th>
<th>Location, notes and omissions</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Organizational profile</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>102-1</td>
<td>102-1</td>
<td>Name of the organization</td>
<td>Annual Report and Accounts p1</td>
</tr>
<tr>
<td>102-2</td>
<td>102-2</td>
<td>Activities, brands, products, and services</td>
<td>Annual Report and Accounts p2-3&lt;br&gt;Unilever at a glance&lt;br&gt;Our brands&lt;br&gt;What’s in our products?</td>
</tr>
<tr>
<td>102-3</td>
<td>102-3</td>
<td>Location of headquarters</td>
<td>Annual Report and Accounts p 205</td>
</tr>
<tr>
<td>102-4</td>
<td>102-4</td>
<td>Location of operations</td>
<td>Annual Report and Accounts p176-186&lt;br&gt;Select location</td>
</tr>
<tr>
<td>102-5</td>
<td>102-5</td>
<td>Ownership and legal form</td>
<td>Annual Report and Accounts p68&lt;br&gt;Unification of Unilever’s legal structure</td>
</tr>
<tr>
<td>102-6</td>
<td>102-6</td>
<td>Markets served</td>
<td>Annual Report and Accounts&lt;br&gt;• Shareholders p15-17&lt;br&gt;• Consumers p20-24&lt;br&gt;• Group Companies p176-186&lt;br&gt;• Our performance p32-33</td>
</tr>
<tr>
<td>102-7</td>
<td>Scale of the organization</td>
<td><strong>Unilever at a glance</strong></td>
<td></td>
</tr>
<tr>
<td>-------</td>
<td>----------------------------</td>
<td>-------------------------</td>
<td></td>
</tr>
</tbody>
</table>
| 102-8 | Information on employees and other workers | **Sustainability reporting centre: People performance data sheet**  
**Annual Report and Accounts** p18-19 |
| 102-9 | Supply chain | **Unilever’s Supply Chain** |
| 102-10 | Significant changes to the organization and its supply chain | **Annual Report and Accounts** p161-163 |
| 102-11 | Precautionary Principle or approach | **United Nations Global Compact Communication on Progress** p19 |
| 102-12 | External initiatives | **UN Global Compact**  
**UN Sustainable Development Goals** |
| 102-13 | Membership of associations | **Engaging with stakeholders** |
| **Strategy** | 102-14 | Statement from senior decision-maker | **Annual Report and Accounts** p6-7 |
| **Ethics and integrity** | 102-16 | Values, principles, standards, and norms of behaviour | **Business integrity**  
**Code of Business Principles and Code Policies** |
| **Governance** | 102-18 | Governance structure | **Our Leadership**  
**Annual Report and Accounts** p80-81 |
| Stakeholder engagement | 102-40 | List of stakeholder groups | **Engaging with stakeholders**  
**Annual Report and Accounts** p12 |
|-------------------------|--------|----------------------------|--------------------------------------------------------------------------------|
| 102-41                  | Collective bargaining agreements | **Human rights in our operations**  
**Code of Business Principles and Code Policies** p25-26 |
| 102-42                  | Identifying and selecting stakeholders | **Engaging with stakeholders** |
| 102-43                  | Approach to stakeholder engagement | **Engaging with stakeholders** |
| 102-44                  | Key topics and concerns raised | **Our material issues**  
**Engaging with stakeholders**  
**Our position on**  
**Product safety & quality** |
| Reporting practice      | 102-45 | Entities included in the consolidated financial statements | **Annual Report and Accounts**  
- Notes to the Consolidated Financial Statements p118  
- Group companies p176-186 |
| 102-46                  | Defining report content and topic boundaries | **Our material issues**  
**Scope and boundaries of reporting**  
**Basis of Preparation 2021** |
| 102-47                  | List of material topics | **Our material issues** |
| 102-48                  | Restatements of information | **Annual Report and Accounts**  
- GHG emissions p34, 55 & 62 |
<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
<th>Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td>102-49</td>
<td>Changes in reporting</td>
<td><a href="#">Annual Report and Accounts</a></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• GHG emissions p34, 55 &amp; 62</td>
</tr>
<tr>
<td>102-50</td>
<td>Reporting period</td>
<td><a href="#">Annual Report and Accounts</a></td>
</tr>
<tr>
<td></td>
<td></td>
<td>p1</td>
</tr>
<tr>
<td></td>
<td></td>
<td><a href="#">Scope and boundaries of reporting</a></td>
</tr>
<tr>
<td>102-51</td>
<td>Date of most recent report</td>
<td><a href="#">Annual Report and Accounts</a></td>
</tr>
<tr>
<td></td>
<td></td>
<td>p1</td>
</tr>
<tr>
<td></td>
<td></td>
<td><a href="#">Scope and boundaries of reporting</a></td>
</tr>
<tr>
<td>102-52</td>
<td>Reporting cycle</td>
<td><a href="#">Annual Report and Accounts</a></td>
</tr>
<tr>
<td></td>
<td></td>
<td>p1</td>
</tr>
<tr>
<td></td>
<td></td>
<td><a href="#">Scope and boundaries of reporting</a></td>
</tr>
<tr>
<td>102-53</td>
<td>Contact point for questions regarding the report</td>
<td><a href="#">Contact us</a></td>
</tr>
<tr>
<td>102-54</td>
<td>Claims of reporting in accordance with the GRI Standards</td>
<td>See this GRI Content Index, p1</td>
</tr>
<tr>
<td>102-55</td>
<td>GRI content index</td>
<td>See this GRI Content Index</td>
</tr>
<tr>
<td>102-56</td>
<td>External assurance</td>
<td><a href="#">Scope and boundaries of reporting</a></td>
</tr>
<tr>
<td></td>
<td></td>
<td><a href="#">Independent assurance</a></td>
</tr>
<tr>
<td></td>
<td></td>
<td><a href="#">PwC Independent Limited Assurance Report 2021</a></td>
</tr>
</tbody>
</table>
## UNILEVER MATERIAL TOPICS

<table>
<thead>
<tr>
<th>GRI Standard</th>
<th>No.</th>
<th>GRI Disclosure</th>
<th>Location, notes and omissions</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>HEALTH AND HYGIENE</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Management approach</td>
<td>103-1</td>
<td>Explanation of the material topic and its Boundary</td>
<td><strong>Our material issues</strong></td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Boundary</strong>: <em>Internal</em> – Company; <em>External</em>: Investors, Society (citizens, NGOs, governments), Consumers, Customers (retailers), suppliers and employees.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>103-2</td>
<td>The management approach and its components</td>
<td><strong>Health and wellbeing</strong></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td><strong>Health and wellbeing – strategy and goals</strong></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td><strong>The Unilever Compass Strategy</strong></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td><strong>Basis of Preparation 2021</strong> p7-8</td>
</tr>
<tr>
<td></td>
<td>103-3</td>
<td>Evaluation of the management approach</td>
<td><strong>Our strategy</strong></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td><strong>Our sustainability governance</strong></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td><strong>Health and wellbeing – strategy and goals</strong></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td><strong>Annual Report and Accounts</strong> p80-81</td>
</tr>
<tr>
<td><strong>NUTRITION AND DIETS</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Management approach</td>
<td>103-1</td>
<td>Explanation of the material topic and its Boundary</td>
<td><strong>Our material issues</strong></td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Boundary</strong>: <em>Internal</em> – Company; <em>External</em>: Investors, Society (citizens, NGOs, governments), Consumers, Customers (retailers), suppliers and employees.</td>
<td></td>
</tr>
</tbody>
</table>
| 103-2 | The management approach and its components | **Positive nutrition**  
**Our nutrition philosophy and approach**  
**Positive nutrition – Strategy and goals**  
**The Unilever Compass Strategy**  
**Basis of Preparation 2021** p7-8 |
|---|---|---|
| 103-3 | Evaluation of the management approach | **Our strategy**  
**Our sustainability governance**  
**Sustainability Performance Data - Nutrition targets data sheet**  
**Annual Report and Accounts** p80-81 |

**CLIMATE CHANGE**

| Management approach | 103-1 | Explanation of the material topic and its Boundary | **Our material issues**  
**Boundary:** Internal – Company; External: Investors, Society (citizens, NGOs, governments), Consumers, Customers (retailers), suppliers and employees. |
|---|---|---|---|
| 103-2 | The management approach and its components | **Annual Report and Accounts**  
- Chair’s introduction p4-5  
- Suppliers & business partners p27  
- Planet & society – climate action p29  
- Our performance - non-financial performance p34  
- Our risks – climate change p47  
- Our Climate Transition Action Plan: Annual Progress Report p51-56  
- Task Force on Climate-related Financial Disclosures statement p57-62 |
<table>
<thead>
<tr>
<th>Section</th>
<th>Topic</th>
<th>Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Climate action</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Climate action – strategy and goals</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Climate Transition Action Plan</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Our eco-efficiency reporting</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unilever CDP Climate Response 2021</td>
<td></td>
<td></td>
</tr>
<tr>
<td>The Unilever Compass Strategy</td>
<td></td>
<td></td>
</tr>
<tr>
<td>103-3</td>
<td>Evaluation of the management approach</td>
<td>Our strategy</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Our sustainability governance</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Sustainability Performance Data - Climate action data sheet</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Annual Report and Accounts p80-81</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Our eco-efficiency reporting</td>
</tr>
<tr>
<td>Economic performance</td>
<td>Financial implications and other risks and opportunities due to climate change</td>
<td>Annual Report and Accounts</td>
</tr>
<tr>
<td>201-2</td>
<td></td>
<td>- Our Climate Transition Action Plan: Annual Progress Report p51-56</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Task Force on Climate-related Financial Disclosures statement p57-62</td>
</tr>
<tr>
<td>Energy</td>
<td>Energy consumption within the organization</td>
<td>Our eco-efficiency reporting</td>
</tr>
<tr>
<td>302-1</td>
<td></td>
<td>Sustainability Performance Data - Climate action data sheet</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Unilever CDP Climate Response 2021 p99</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Basis of Preparation 2021 p10-11</td>
</tr>
<tr>
<td>Code</td>
<td>Description</td>
<td>Source</td>
</tr>
<tr>
<td>------</td>
<td>-------------</td>
<td>--------</td>
</tr>
</tbody>
</table>
| 302-3 | Energy intensity | Our eco-efficiency reporting  
Sustainability Performance Data - Climate action data sheet  
Unilever CDP Climate Response 2021 p49-52 & 141-2  
Basis of Preparation 2021 p10-11 |
| 302-4 | Reduction of energy consumption | Our eco-efficiency reporting  
Sustainability Performance Data - Climate action data sheet  
Unilever CDP Climate Response 2021 p50-60 & 101 |
| 302-5 | Reductions in energy requirements of products and services | Reducing emissions from the use of our products  
Partnering with suppliers to deliver net zero  
Annual Report and Accounts p34 |

**Emissions**

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
<th>Source</th>
</tr>
</thead>
</table>
| 305-1 | Direct (Scope 1) GHG emissions | Annual Report and Accounts p55  
Sustainability Performance Data - Climate action data sheet  
Unilever CDP Climate Response 2021 p72-74  
Basis of Preparation 2021 p10-11 |
| 305-2 | Energy indirect (Scope 2) GHG emissions | Annual Report and Accounts p55  
Sustainability Performance Data - Climate action data sheet  
Unilever CDP Climate Response 2021 p75  
Basis of Preparation 2021 p10 |
| 305-3 | Other indirect (Scope 3) GHG emissions | Annual Report and Accounts p55  
Sustainability Performance Data - Climate action data sheet |
<table>
<thead>
<tr>
<th>305-4</th>
<th>GHG emissions intensity</th>
<th><strong>Unilever CDP Climate Response 2021</strong> p88-89</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td><strong>Basis of Preparation 2021</strong> p10</td>
</tr>
<tr>
<td>305-5</td>
<td>Reduction of GHG emissions</td>
<td><strong>Annual Report and Accounts</strong> p51-53</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Sustainability Performance Data - Climate action data sheet</strong></td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Unilever CDP Climate Response 2021</strong> p97-98</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Basis of Preparation 2021</strong> p4, 6-7</td>
</tr>
<tr>
<td>305-6</td>
<td>Emissions of ozone-depleting substances (ODS)</td>
<td><strong>Decarbonising our business – Tackling refrigerant emissions;</strong></td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Unilever CDP Climate Response 2021</strong> p41, 71, 92 &amp; 170</td>
</tr>
<tr>
<td>305-7</td>
<td>Nitrogen oxides (NO\textsubscript{x}), sulphur oxides (SO\textsubscript{x}), and other significant air emissions</td>
<td><strong>Sustainability Performance Data - Climate action data sheet</strong></td>
</tr>
<tr>
<td></td>
<td></td>
<td>We report NOx 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.</td>
</tr>
</tbody>
</table>

<p>| 308-1 | New suppliers that were screened using environmental criteria | <strong>Sustainable and regenerative sourcing</strong> |
|       |                                                               | <strong>Zero deforestation</strong> |
|       |                                                               | <strong>Unilever CDP Forests Response 2021</strong> |
|       |                                                               | <strong>Unilever Responsible Sourcing Policy</strong> |</p>
<table>
<thead>
<tr>
<th>Management approach</th>
<th>103-1</th>
<th>Explanation of the material topic and its Boundary</th>
</tr>
</thead>
<tbody>
<tr>
<td>103-2</td>
<td></td>
<td>The management approach and its components</td>
</tr>
</tbody>
</table>

**Our material issues**

**Boundary:** Internal – Company; External: Investors, Society (citizens, NGOs, governments), Consumers, Customers (retailers), Suppliers and Employees.

**Waste-free world**

**Waste-free world – Strategy and goals**

**Our eco-efficiency reporting**

**Annual Report and Accounts**

- Consumers p21-23
- Planet & society - a waste-free world p29
- Our performance p34
- Our risks – Plastic packaging p47

**The Unilever Compass Strategy**

**Basis of Preparation 2021** p5 & 11
| 103-3 | Evaluation of the management approach | Our strategy  
Our sustainability governance  
Sustainability Performance Data - Waste-free world data sheet  
Annual Report and Accounts p80-81  
Our eco-efficiency reporting |
| --- | --- | --- |
| **Materials**  
301-1 | Materials used by weight or volume | Rethinking plastic packaging  
Sustainability Performance Data - Waste-free world data sheet |
| 301-2 | Recycled input materials used | Rethinking plastic packaging  
Sustainability Performance Data - Waste-free world data sheet |
| **Effluents and waste**  
306-2 | Waste by type and disposal method | Our eco-efficiency reporting  
Sustainability Performance Data - Waste-free world data sheet  
Global Unilever Food Waste Report 2021 |
| **WATER** | **Management approach**  
103-1 | Explanation of the material topic and its Boundary | Our material issues  
**Boundary:** Internal – Company; External: Investors, Society (citizens, NGOs, governments), Consumers, Customers (retailers), Suppliers and Employees. |
| 103-2 | The management approach and its components | Water stewardship  
Our eco-efficiency reporting  
Unilever CDP Water Response 2021*** |
<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
<th>References</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>103-3</strong></td>
<td>Evaluation of the management approach</td>
<td>Our strategy, Our sustainability governance, Sustainability Performance Data - Water data sheet, Annual Report and Accounts p80-81, Our eco-efficiency reporting</td>
</tr>
<tr>
<td><strong>303-1</strong></td>
<td>Interactions with water as a shared resource</td>
<td>Water stewardship – collective action on local water resources, Unilever CDP Water Response 2021***</td>
</tr>
<tr>
<td><strong>303-4</strong></td>
<td>Water discharge</td>
<td>Unilever CDP Water Response 2021*** p10 &amp; 24-26, Basis of Preparation 2021 p9-10</td>
</tr>
<tr>
<td><strong>303-5</strong></td>
<td>Water consumption</td>
<td>Unilever CDP Water Response 2021*** p11 &amp; 14, Sustainability Performance Data - Water data sheet</td>
</tr>
</tbody>
</table>
| Management approach | 103-1 Explanation of the material topic and its Boundary | **Our material issues**

**Boundary:** *Internal – Company; External: Investors, Society (citizens, NGOs, governments), Consumers, Customers (retailers), Suppliers and Employees.*

| 103-2 The management approach and its components | **Sustainable and regenerative sourcing**

**Protect and regenerate nature – Strategy and goals**

**Unilever Responsible Sourcing Policy**

**Sustainable Agriculture Code 2017**

**The Unilever Regenerative Agriculture Principles 2021**

**Sustainable Sourcing Programme for Agricultural Raw Materials: Scheme Rules 2017**

**People & Nature Policy 2020**

**The Unilever Compass Strategy**

**Basis of Preparation 2021** p9-10

| 103-3 Evaluation of the management approach | **Our strategy**

**Our sustainability governance**

**Sustainable and regenerative sourcing**

**Sustainable palm oil**

**Annual Report and Accounts** p80-81

| Materials | 301-1 Materials used by weight or volume | **Sustainable and regenerative sourcing**

**Sustainable palm oil**
## Biodiversity

<table>
<thead>
<tr>
<th>304-2</th>
<th>Significant impacts of activities, products, and services on biodiversity</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td><strong>Sustainable and regenerative sourcing</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Sustainable palm oil</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Zero deforestation</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Sustainable Agriculture Code</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Regenerative Agriculture Principles</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Responsible Sourcing Policy</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Unilever CDP Forests Response 2020</strong></td>
</tr>
</tbody>
</table>

## Supplier Environmental Assessment

<table>
<thead>
<tr>
<th>308-1</th>
<th>New suppliers that were screened using environmental criteria</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td><strong>Sustainable and regenerative sourcing</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Unilever Responsible Sourcing Policy</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Sustainable Sourcing Programme for Agricultural Raw Materials:</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Scheme Rules 2017</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>308-2</th>
<th>Negative environmental impacts in the supply chain and actions taken</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td><strong>Sustainable and regenerative sourcing</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Sustainable palm oil</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Zero deforestation</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Unilever CDP Forests Response 2020</strong></td>
</tr>
</tbody>
</table>

**Our position on:**

- Biofuels
- Bioplastics
### HUMAN RIGHTS

<table>
<thead>
<tr>
<th>Management approach</th>
<th>103-1</th>
<th>Explanation of the material topic and its Boundary</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td><strong>Our material issues</strong></td>
<td></td>
</tr>
<tr>
<td>Boundary</td>
<td><strong>Internal</strong> – Company; <strong>External</strong>: Investors, Society (citizens, NGOs, governments), Consumers, Customers (retailers), Suppliers and Employees.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>103-2</th>
<th>The management approach and its components</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td><strong>Respect human rights</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Respect human rights – Strategy and goals</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Human rights in our operations</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Human rights in our value chain</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Human Rights Policy Statement</strong></td>
</tr>
<tr>
<td></td>
<td><strong>People &amp; Nature Policy 2020</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Respect, Dignity &amp; Fair Treatment Code Policy</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Human Rights Report 2021</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Unilever Responsible Sourcing Policy</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Sustainable Agriculture Code 2017</strong></td>
</tr>
<tr>
<td>103-3</td>
<td>Evaluation of the management approach</td>
</tr>
<tr>
<td>-------</td>
<td>--------------------------------------</td>
</tr>
<tr>
<td></td>
<td><strong>Our strategy</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Our sustainability governance</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Unilever Sustainable Living Plan 2010 to 2020 Summary of 10 years’ progress</strong></td>
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<td><strong>Human rights in our operations</strong></td>
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<td></td>
<td><strong>Human rights in our value chain</strong></td>
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<td><strong>Human Rights Report 2021</strong></td>
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<td><strong>Human Rights Supplier Audit Update 2020</strong></td>
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<td></td>
<td><strong>Responsible Sourcing Policy</strong> p3</td>
</tr>
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<td><strong>Annual Report and Accounts</strong> p80-81</td>
</tr>
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<table>
<thead>
<tr>
<th>404-1</th>
<th>Average hours of training per year per employee</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td><strong>Sustainability performance data: People performance data sheet</strong></td>
</tr>
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<td><strong>Annual Report and Accounts</strong> p16-19</td>
</tr>
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</table>

<table>
<thead>
<tr>
<th>406-1</th>
<th>Incidents of discrimination and corrective actions taken</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td><strong>Human rights in our operations</strong></td>
</tr>
<tr>
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<td><strong>Human rights in our value chain</strong></td>
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<td><strong>Our salient human rights issues</strong>;</td>
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<td></td>
<td><strong>Respect, Dignity &amp; Fair Treatment Code Policy</strong></td>
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<td></td>
<td><strong>Human Rights Supplier Audit Update 2020</strong> p3</td>
</tr>
<tr>
<td></td>
<td><strong>Human Rights Report 2021</strong> p12-13</td>
</tr>
</tbody>
</table>
| Freedom of Association and Collective Bargaining | 407-1 | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | Human Rights Supplier Audit Update 2020 p6  
Human Rights Report 2021 p30-32  
Human rights in our operations  
Human rights in our value chain |
|---|---|---|---|
| Forced or Compulsory Labour | 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labour | Human Rights Supplier Audit Update 2020 p5  
Human Rights Report 2021 p10-11  
Human rights in our operations  
Human rights in our value chain  
UK Modern Slavery Act Transparency Statement 2021 |
| Supplier Social Assessment | 414-1 | New suppliers that were screened using social criteria | Sustainable and regenerative sourcing  
Sustainable Agriculture Code 2017  
Unilever Responsible Sourcing Policy  
Basis of Preparation 2020 p10 |
| 414-2 | Negative social impacts in the supply chain and actions taken | Human rights in our operations  
Human rights in our value chain  
Our salient human rights issues  
Respect, Dignity & Fair Treatment Code Policy  
Human Rights Supplier Audit Update 2020  
Human Rights Report 2021 |
<table>
<thead>
<tr>
<th>Management approach</th>
<th>103-1</th>
<th>Explanation of the material topic and its Boundary</th>
</tr>
</thead>
</table>

**Our material issues**

**Boundary:** *Internal* – Company; *External*: Investors, Society (citizens, NGOs, governments), Consumers, Customers (retailers), Suppliers and Employees.

<table>
<thead>
<tr>
<th>103-2</th>
<th>The management approach and its components</th>
</tr>
</thead>
</table>

**Annual Report and Accounts**

- Our strategy p8-9
- Consumers p20-24
- Customers p25-26
- Suppliers and business partners p27-28
- Planet & society p29-31

**Raise living standards**

**Raise living standards – strategy and goals**

**Equity, diversity and inclusion**

**Promoting diverse suppliers**

**Championing inclusion via our brands**

**UK Gender Pay Report 2021**

**The Unilever Compass Strategy**
<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
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<td>Evaluation of the management approach</td>
<td><strong>Our strategy</strong>&lt;br&gt;<strong>Our sustainability governance</strong>&lt;br&gt;<strong>UK Gender Pay Report 2021</strong>&lt;br&gt;<strong>Annual Report and Accounts</strong> p81-82</td>
</tr>
<tr>
<td>Economic performance</td>
<td>Direct economic value generated and distributed</td>
<td><strong>Annual Report and Accounts</strong>&lt;br&gt;• Our business model p12-13&lt;br&gt;• Financial Statements p105-198</td>
</tr>
<tr>
<td>201-1</td>
<td>Defined benefit plan obligations and other retirement plans</td>
<td><strong>Annual Report and Accounts</strong> p125-132</td>
</tr>
<tr>
<td>201-3</td>
<td>Significant indirect economic impacts</td>
<td><strong>Raise living standards</strong>&lt;br&gt;<strong>Helping SME retailers grow</strong>&lt;br&gt;<strong>Empowering smallholder farmers</strong>&lt;br&gt;<strong>Promoting diverse suppliers</strong>&lt;br&gt;<strong>Health and wellbeing</strong>&lt;br&gt;<strong>Positive nutrition</strong></td>
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<td>Diversity and Equal Opportunity</td>
<td>Diversity of governance bodies and employees</td>
<td><strong>Annual Report and Accounts</strong>&lt;br&gt;• Our people p19&lt;br&gt;• Unilever Leadership Executive p74-75&lt;br&gt;• Board diversity policy p83</td>
</tr>
<tr>
<td>405-1</td>
<td></td>
<td><strong>Sustainability Performance Data – people performance data</strong></td>
</tr>
<tr>
<td>Topic</td>
<td>405-2</td>
<td>413-1</td>
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<tr>
<td>Ratio of basic salary and remuneration of women to men</td>
<td>Unilever in the UK p4</td>
<td>Raise living standards</td>
</tr>
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<td>Local Communities</td>
<td>Operations with local community engagement, impact assessments, and development programs</td>
<td>Helping SME retailers grow</td>
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<td>Empowering smallholder farmers</td>
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<td>Promoting diverse suppliers</td>
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<td></td>
<td>Basis of Preparation 2020 p13-17</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Community investment data sheet</td>
</tr>
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<td>Disasters and emergencies</td>
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</tbody>
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**EMPLOYEE HEALTH, SAFETY & WELL-BEING**

<table>
<thead>
<tr>
<th>Management approach</th>
<th>103-1</th>
<th>103-2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Explanation of the material topic and its Boundary</td>
<td>Our material issues</td>
<td>Safety at work</td>
</tr>
<tr>
<td>Boundary: Internal – Company; External: Employees.</td>
<td></td>
<td>Employee wellbeing</td>
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<tr>
<td>Code of Business Principles and Code Policies</td>
<td>p24</td>
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<tr>
<td>Basis of preparation 2021</td>
<td>p4 &amp; 12</td>
<td></td>
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<tr>
<td>Our eco-efficiency reporting</td>
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<tr>
<td>Human rights in our value chain</td>
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<td>The Unilever Compass Strategy</td>
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<th>Our strategy</th>
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<td>Safety at work</td>
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<td>Employee wellbeing</td>
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<td>Sustainability Performance Data - Safety at work data sheet</td>
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<td>Basis of preparation 2021 p4 &amp; 12</td>
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<td></td>
<td>Our eco-efficiency reporting</td>
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<td></td>
<td>Human Rights Report 2021 p4-8</td>
</tr>
<tr>
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<td>Annual Report and Accounts p81-82</td>
</tr>
</tbody>
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<table>
<thead>
<tr>
<th>Occupational Health and Safety</th>
<th>Occupational health and safety management system</th>
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<td></td>
<td>Safety at work</td>
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<td></td>
<td>Employee wellbeing</td>
</tr>
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<td></td>
<td>Our salient human rights issues</td>
</tr>
</tbody>
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| 403-2 | Hazard identification, risk assessment, and incident investigation | Safety at work  
Employee wellbeing  
Human Rights Report 2020 p36-38  
Human Rights Report 2021 p22  
Human rights in our value chain |
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<thead>
<tr>
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<tbody>
<tr>
<td>403-3</td>
<td>Occupational health services</td>
<td>Employee wellbeing</td>
</tr>
</tbody>
</table>
| 403-4 | Worker participation, consultation, and communication on occupational health and safety | Safety at work  
Employee wellbeing  
Annual Report and Accounts  
• Our people p18  
• Report of the Corporate Responsibility Committee p80-81 |
| 403-5 | Worker training on occupational health and safety | Safety at work  
Employee wellbeing |
| 403-6 | Promotion of worker health | Safety at work  
Employee wellbeing  
Unilever Responsible Sourcing Policy p8  
Human rights in our value chain |
| 403-7 | Prevention and mitigation of occupational health and | Human Rights Report 2020 p36-38  
Unilever Responsible Sourcing Policy p8 & 27 |
safety impacts directly linked by business relationships

**Human Rights Report 2021** p7
**Human rights in our value chain**

403-8  Workers covered by an occupational health and safety management system

**Safety at work**
**Human Rights Supplier Audit Update 2020** p7

403-9  Work-related injuries

**Safety at work**
**Employee wellbeing**
**Sustainability Performance Data - Safety at work data sheet**

403-10  Work-related ill health

**Safety at work**
**Employee wellbeing**
**Sustainability Performance Data - Safety at work data sheet**

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’.

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**TALENT AND DEVELOPMENT**

Management approach 103-1  Explanation of the material topic and its Boundary

**Our material issues**

**Boundary:** Internal – Company; External: Employees.

103-2  The management approach and its components

**Future of work**

**Future of work – Strategy and goals**
<table>
<thead>
<tr>
<th>GOVERNANCE, ACCOUNTABILITY AND CULTURE</th>
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<th>Evaluation of the management approach</th>
<th>Our strategy</th>
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<td>Our sustainability governance</td>
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<td>Providing skills for life</td>
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<thead>
<tr>
<th>Employment</th>
<th>New employee hires and employee turnover</th>
<th>Sustainability Performance Data - People data sheet</th>
</tr>
</thead>
<tbody>
<tr>
<td>401-1</td>
<td></td>
<td>Annual Report and Accounts p18-19</td>
</tr>
<tr>
<td></td>
<td>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.</td>
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<thead>
<tr>
<th>Training and education</th>
<th>Programs for upgrading employee skills and transition assistance programs</th>
<th>Future of work</th>
</tr>
</thead>
<tbody>
<tr>
<td>404-2</td>
<td></td>
<td>Future of work - Strategy &amp; Goals</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Sustainability Performance Data - People data sheet</td>
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<td>Working at Unilever</td>
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<td></td>
<td></td>
<td>Annual Report and Accounts p18-19</td>
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<tr>
<td></td>
<td>This indicator is partially reported. Details of employee transition and assistance programmes are communicated internally with our people.</td>
<td></td>
</tr>
</tbody>
</table>
### Management approach

**103-1** Explanation of the material topic and its Boundary

**Our material issues**

**Boundary:** Internal – Company; External: Employees.

**103-2** The management approach and its components

**The Governance of Unilever**

**Our sustainability governance**

**Business integrity**

**Code of business principles and code policies**

**Engaging with stakeholders**

**Scope and boundaries of reporting**

**Annual Report and Accounts**
- Our people p19
- Corporate Governance p68-107
- Report of the Corporate Responsibility Committee p80-81

**Working at Unilever**

**The Unilever Compass Strategy**

**103-3** Evaluation of the management approach

**Our strategy**

**Our sustainability governance**

**Annual Report and Accounts**
- Corporate Governance p68-107
- Report of the Corporate Responsibility Committee p80-81

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**ETHICS AND INTEGRITY**
<table>
<thead>
<tr>
<th>Management approach</th>
<th>103-1</th>
<th>Explanation of the material topic and its Boundary</th>
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<tbody>
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<td></td>
<td></td>
<td><strong>Our material issues</strong></td>
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<td></td>
<td><strong>Boundary</strong>: Internal – Company; External: Employees.</td>
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</table>

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<tr>
<th>103-2</th>
<th>The management approach and its components</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td><strong>Business integrity</strong></td>
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<td></td>
<td><strong>Code of Business Principles and Code Policies</strong></td>
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<tr>
<td></td>
<td><strong>Annual Report and Accounts</strong></td>
</tr>
<tr>
<td></td>
<td>• Our people p19</td>
</tr>
<tr>
<td></td>
<td>• Our risks p50</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>103-3</th>
<th>Evaluation of the management approach</th>
</tr>
</thead>
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<td><strong>Our strategy</strong></td>
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<td><strong>Our sustainability governance</strong></td>
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<td><strong>Business integrity</strong></td>
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<td><strong>Annual Report and Accounts</strong> p80-81</td>
</tr>
</tbody>
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<thead>
<tr>
<th>Anti-corruption</th>
<th>205-3</th>
<th>Confirmed incidents of corruption and actions taken</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td><strong>Business integrity</strong></td>
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<tr>
<td></td>
<td></td>
<td>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.</td>
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</table>

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<thead>
<tr>
<th>Anti-competitive Behaviour</th>
<th>206-1</th>
<th>Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td><strong>Annual Report and Accounts</strong></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Operating costs and non-underlying items p124</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Notes to the Consolidated Financial Statements – Provisions p159-160</td>
</tr>
</tbody>
</table>
This indicator is partially reported. We do not report details of ongoing cases.

<table>
<thead>
<tr>
<th>Public Policy</th>
<th>415-1</th>
<th>Political contributions</th>
<th>No political contributions were made in 2021</th>
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<tr>
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<td></td>
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<td><strong>Contact with government, regulators and NGOs</strong></td>
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<td></td>
<td><strong>Political activities &amp; donations</strong></td>
</tr>
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</table>

### TRUSTED PRODUCTS AND INGREDIENTS TRANSPARENCY

<table>
<thead>
<tr>
<th>Management approach</th>
<th>103-1</th>
<th>Explanation of the material topic and its Boundary</th>
<th><strong>Our material issues</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td><strong>Boundary</strong>: Internal – Company; External: Consumers.</td>
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</table>

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<thead>
<tr>
<th>103-2</th>
<th>The management approach and its components</th>
<th><strong>Product safety and quality</strong></th>
</tr>
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<tbody>
<tr>
<td></td>
<td><strong>Keeping people and the environment safe</strong></td>
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<td><strong>Safe and sustainable by design</strong></td>
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<td><strong>Leading safety and environmental sustainability sciences</strong></td>
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<td><strong>Our position on – Product safety and quality</strong></td>
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<td><strong>Product Safety &amp; Product Quality Code</strong></td>
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<td><strong>The Unilever Compass Strategy</strong></td>
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<tr>
<th>103-3</th>
<th>Evaluation of the management approach</th>
<th><strong>Our strategy</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td><strong>Our sustainability governance</strong></td>
<td></td>
</tr>
<tr>
<td>Customer Health and Safety</td>
<td>416-1</td>
<td>Assessment of the health and safety impacts of product and service categories</td>
</tr>
<tr>
<td>---------------------------</td>
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<td></td>
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<td><strong>Product safety and quality</strong></td>
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<td><strong>Our position on – Product safety and quality</strong></td>
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<td><strong>Keeping people and the environment safe</strong></td>
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<td></td>
<td></td>
<td><strong>Safe and sustainable by design</strong></td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>What's in our products?</strong></td>
</tr>
<tr>
<td></td>
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<td><strong>How do we choose our ingredients?</strong></td>
</tr>
</tbody>
</table>
## SUSTAINABLE INNOVATION AND TECHNOLOGY

<table>
<thead>
<tr>
<th>Management approach</th>
<th>103-1</th>
<th>Explanation of the material topic and its Boundary</th>
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<tbody>
<tr>
<td></td>
<td></td>
<td><strong>Our material issues</strong></td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Boundary</strong>: Internal – Company; External: Consumers</td>
</tr>
<tr>
<td>103-2</td>
<td>The management approach and its components</td>
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<td></td>
<td><strong>Responsible innovation</strong></td>
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<td><strong>Innovation</strong></td>
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<td><strong>Innovation in action</strong></td>
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<td><strong>Innovate with us</strong></td>
<td></td>
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<td></td>
<td><strong>Safety and Environmental Science</strong></td>
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<td></td>
<td><strong>Business Integrity</strong></td>
<td></td>
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<td></td>
<td><strong>Our position on</strong></td>
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<td><strong>Our position on – research with stem cells, Science with integrity</strong></td>
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<td><strong>Unilever’s position on research with stem cells</strong></td>
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<td><strong>Unilever’s position on genetically modified crops</strong></td>
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</tr>
<tr>
<td></td>
<td><strong>Code of Business Principles and Code Policies</strong> p13</td>
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<td><strong>Responsible innovation</strong></td>
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**Footnotes:**

* Unilever CDP Forests response 2021 relates to the reporting period 01/01/2020 to 31/12/2020

** Unilever CDP Climate response 2021 relates to the reporting period 01/10/19 to 30/09/20

*** Unilever CDP Water Response 2021 relates to the reporting period 01/10/2019 to 30/09/2020