



## Country Specific Clauses Exhibit

### Supply in or for Canada

The parties declare that they have requested, and do hereby confirm their request, that the present document and related documents be in **English**.

Les parties déclarent qu'elles ont exigé et par les présentes confirment leur demande que la présente entente, ainsi que les documents qui s'y rattachent, soient rédigés en **anglais**.

### Supply in or for the United States

Unilever is a supplier to the United States federal government. Accordingly, Unilever is required under applicable law and regulations to obtain the following acknowledgements and/or undertakings from its supply partners.

- 1) To the extent of provision of products in the United States and/or Puerto Rico:

**The Equal Opportunity Clause set forth in 41 CFR 60-1.4(a) is incorporated by reference. The parties shall abide by the requirements of 41 CFR 60-300.5(a). This regulation prohibits discrimination against qualified protected veterans, and requires affirmative action by covered prime government contractors and subcontractors to employ and advance in employment qualified protected veterans. The parties shall abide by the requirements of 41 CFR 60-741.5(a). This regulation prohibits discrimination against qualified individuals on the basis of disability, and requires affirmative action by covered prime government contractors and subcontractors to employ and advance in employment qualified individuals with disabilities.**

The Executive Order 13496 Employee Notice Clause set forth in 29 CFR Part 471, Appendix A to Subpart A is hereby incorporated by reference.