

UNILEVER GRI Content Index

Our online [Planet & Society Hub](#) 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 1st January to 31st December 2020, unless otherwise stated.

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

Key:

PSH = [Planet and Society Hub](#)

ARA = [Annual Report and Accounts 2020](#)

GPGR = [Gender Pay Gap Report 2020](#)

RSP = [Responsible Sourcing Policy 2017](#)

HRR = [Unilever Human Rights Report 2020](#)

SAC = [Sustainable Agriculture Code 2017](#)

URSA = [Understanding the Responsible Sourcing Audit](#)

HRP = [Human Rights Policy Statement](#)

RAP = [The Unilever Regenerative Agriculture Principles 2021](#)

PNP = [People and Nature Policy 2020](#)

CTAP = [Climate Transition Action Plan](#)

E = Information found elsewhere on Unilever websites



O = Other documents




GENERAL STANDARD DISCLOSURES				
Topic	GRI Standard	GRI Disclosure	Required for core (Y/N)	Location, notes and omissions
Organizational profile	102-1	Name of the organization	Y	Unilever Plc; ARA: Contents page
	102-2	Activities, brands, products, and services	Y	ARA: At a glance p2-3; E: Unilever at a glance ; E: Our brands ; E: Our products and ingredients
	102-3	Location of headquarters	Y	Unilever House 100 Victoria Embankment London EC4Y 0DY United Kingdom
	102-4	Location of operations	Y	ARA: Group companies p184-190; E: Location selector at www.unilever.com
	102-5	Ownership and legal form	Y	ARA: Governance Report – Unilever’s structure p61; E: Unification of Unilever’s legal structure
	102-6	Markets served	Y	ARA: Stakeholder review p14-15; ARA: Consumers p20-23; ARA: Group Companies p184-190
	102-7	Scale of the organization	Y	ARA: Our performance p34; ARA: Consolidated income statement p112; ARA: Notes to the Consolidated Financial Statements – Employees p122; E: Unilever at a glance
	102-8	Information on employees and other workers	Y	O: People performance data sheet ; ARA: Our people p16

	102-9	Supply chain	Y	O: Unilever's Supply Chain
	102-10	Significant changes to the organization and its supply chain	Y	ARA: Acquisitions and disposals p162-165
	102-11	Precautionary Principle or approach	Y	O: United Nations Global Compact Communication on Progress, Principle 7 p17
	102-12	External initiatives	Y	<p>We're a founding signatory to the UN Global Compact, Global Compact LEAD and the UNGC's Business for Peace Initiative. We helped to shape, and are committed to achieving the UN Sustainable Development Goals.</p> <p>We contribute to and participate in many external initiatives to help bring about sustainable change. Until the end of 2020, our approach to sustainability was defined by the Unilever Sustainable Living Plan (USLP). The USLP has been followed by the Unilever Compass, our new business strategy, which has sustainability embedded at its core. Individual initiatives for each pillar of the Unilever Compass are discussed in the relevant sections of the Planet and Society Hub on unilever.com.</p>
	102-13	Membership of associations	Y	PSH: Engaging with stakeholders
Strategy	102-14	Statement from senior decision-maker	Y	ARA: Chief Executive Officer's Q&A p6-7
	102-15	Key impacts, risks, and opportunities	N	ARA: Our Risks p44-50

Ethics and integrity	102-16	Values, principles, standards, and norms of behaviour	Y	PSH: Business integrity ; O: Code of Business Principles and Code Policies
	102-17	Mechanisms for advice and concerns about ethics	N	O: Code of Business Principles and Code Policies ; PSH: Business integrity ; E: Unilever Code Support Line
Governance	102-18	Governance structure	Y	O: The Governance of Unilever ; PSH: Our sustainability governance ; ARA: Report of the Corporate Responsibility Committee p72-73
	102-19 to 102-39		N	Not required for core
Stakeholder engagement	102-40	List of stakeholder groups	Y	PSH: Engaging with stakeholders ; ARA: Stakeholder review p14
	102-41	Collective bargaining agreements	Y	PSH: Human rights in our operations ; O: Unilever Code of Business Principles and Code Policies: Our Respect, Dignity and Fair Treatment
	102-42	Identifying and selecting stakeholders	Y	PSH: Engaging with stakeholders
	102-43	Approach to stakeholder engagement	Y	PSH: Scope and boundaries of reporting ; PSH: Engaging with stakeholders
	102-44	Key topics and concerns raised	Y	PSH: Our material issues ; PSH: Engaging with stakeholders ; ARA: Stakeholder review p14; PSH: Our position on ; PSH: Product safety & quality

Reporting practice	102-45	Entities included in the consolidated financial statements	Y	ARA: Notes to the Consolidated Financial Statements p116; ARA: Group companies p184-190
	102-46	Defining report content and topic boundaries	Y	PSH: Our material issues ; PSH: Scope and boundaries of reporting ; O: Basis of Preparation 2020
	102-47	List of material topics	Y	PSH: Our material issues
	102-48	Restatements of information	Y	None
	102-49	Changes in reporting	Y	PSH: Scope and boundaries of reporting ; PSH: Independent assurance ; O: Basis of Preparation 2020
	102-50	Reporting period	Y	PSH: Scope and boundaries of reporting
	102-51	Date of most recent report	Y	PSH: Scope and boundaries of reporting
	102-52	Reporting cycle	Y	PSH: Scope and boundaries of reporting
	102-53	Contact point for questions regarding the report	Y	E: Contacting us
	102-54	Claims of reporting in accordance with the GRI Standards	Y	See this GRI Content Index, p1
	102-55	GRI content index	Y	See this GRI Content Index
	102-56	External assurance	Y	PSH: Scope and boundaries of reporting ; PSH: Independent assurance ; O: PwC Independent Limited Assurance Report

UNILEVER MATERIAL TOPICS				
GRI Standard	No.	GRI Disclosure	Location, notes and omissions	Sustainable Development Goals
HEALTH AND HYGIENE				
Management approach	103-1	Explanation of the material topic and its Boundary	PSH: Our material issues Boundary: <i>Internal</i> – Company; <i>External:</i> Investors, Society (citizens, NGOs, governments), Consumers, Customers (retailers), suppliers and employees.	
	103-2	The management approach and its components	PSH: Improving health and wellbeing ; PSH: Improving health and wellbeing – strategy and goals ; O: The Unilever Compass Strategy ; O: Basis of Preparation 2020 p5	
	103-3	Evaluation of the management approach	E: Our strategy ; PSH: Our sustainability governance ; O: Unilever Sustainable Living Plan 2010 to 2020 Summary of 10 years’ progress ; ARA: Report of the Corporate Responsibility Committee p72-73	
NUTRITION AND DIETS				
Management approach	103-1	Explanation of the material topic and its Boundary	PSH: Our material issues Boundary: <i>Internal</i> – Company; <i>External:</i> Investors, Society (citizens, NGOs, governments), Consumers, Customers (retailers), suppliers and employees.	

				
	103-2	The management approach and its components	PSH: Positive nutrition ; PSH: Positive nutrition – Strategy and goals ; O: The Unilever Compass Strategy ; O: Basis of Preparation 2020 p9	
	103-3	Evaluation of the management approach	E: Our strategy ; PSH: Our sustainability governance ; O: Unilever Sustainable Living Plan 2010 to 2020 Summary of 10 years’ progress ; O: Nutrition targets data sheet ; ARA: Report of the Corporate Responsibility Committee p72-73	
CLIMATE CHANGE				
Management approach	103-1	Explanation of the material topic and its Boundary	PSH: Our material issues Boundary: <i>Internal</i> – Company; <i>External:</i> Investors, Society (citizens, NGOs, governments), Consumers, Customers (retailers), suppliers and employees.	

	103-2	The management approach and its components	ARA: Chairman’s introduction – Corporate Governance p4 ; Planet & society – net zero emissions p28 ; Our performance p34 ; Our risks – climate change p47 ; Sustainability deep-dives – In focus: climate change p51-57 ; Directors’ Remuneration Report p83, 92-93 ; PSH: Climate action ; PSH: Climate action – strategy and goals ; CTAP: Climate Transition Action Plan ; PSH: Our eco-efficiency reporting ; O: Unilever CDP Climate Response 2020** ; O: Unilever Sustainable Living Plan 2010 to 2020 Summary of 10 years’ progress ; O: The Unilever Compass Strategy
	103-3	Evaluation of the management approach	E: Our strategy ; PSH: Our sustainability governance ; O: Unilever Sustainable Living Plan 2010 to 2020 Summary of 10 years’ progress ; O: Climate action data sheet ; ARA: Report of the Corporate Responsibility Committee p72-73 ; PSH: Our eco-efficiency reporting ;
Economic performance	201-2	Financial implications and other risks and opportunities due to climate change	ARA: Sustainability deep-dives – In focus: climate change p51-57
Energy	302-1	Energy consumption within the organization	PSH: Our eco-efficiency reporting ; O: Climate action data sheet O: Unilever CDP Climate Response 2020** p101; O: Basis of Preparation 2020 p19









	302-3	Energy intensity	PSH: Our eco-efficiency reporting ; O: Climate action data sheet ; O: Unilever CDP Climate Response 2020** p53, 124; O: Basis of Preparation 2020
	302-4	Reduction of energy consumption	PSH: Our eco-efficiency reporting ; O: Climate action data sheet ; O: Unilever CDP Climate Response 2020** p 50-60, 101
	302-5	Reductions in energy requirements of products and services	PSH: Brands taking climate action ; PSH: Creating net zero carbon products ; ARA: Our performance – Reducing environmental impact p34
Emissions	305-1	Direct (Scope 1) GHG emissions	ARA: GHG emissions by activity p56; O: Climate action data sheet ; O: Unilever CDP Climate Response 2020** p76; O: Basis of Preparation 2020 p19
	305-2	Energy indirect (Scope 2) GHG emissions	ARA: GHG emissions by activity p56; O: Climate action data sheet ; O: Unilever CDP Climate Response 2020** p76; O: Basis of Preparation 2020 p19
	305-3	Other indirect (Scope 3) GHG emissions	ARA: GHG emissions by activity p56; O: Climate action data sheet ; O: Unilever CDP Climate Response 2020** p77, 84-85; O: Basis of Preparation 2020 p19
	305-4	GHG emissions intensity	O: Climate action data sheet ; O: Unilever CDP Climate Response 2020** p47, 90; O: Basis of Preparation 2020 p19
	305-5	Reduction of GHG emissions	ARA: GHG emissions by activity p56; O: Climate action data sheet ; O: Unilever CDP Climate Response 2020** p98; O: Basis of Preparation 2020 p19

	<p>305-6</p>	<p>Emissions of ozone-depleting substances (ODS)</p>	<p>PSH: Decarbonising our business – Keeping cool with climate-friendly freezers; O: Unilever CDP Climate Response 2020** p73, 92, 150</p>	
	<p>305-7</p>	<p>Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions</p>	<p>O: Climate action data sheet</p> <p>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.</p>	
<p>Supplier Environmental Assessment</p>	<p>308-1</p>	<p>New suppliers that were screened using environmental criteria</p>	<p>PSH: Sustainable and regenerative sourcing; PSH: Zero deforestation; O: Unilever CDP Forests Response 2020*; RSP: Unilever Responsible Sourcing Policy; SAC: Sustainable Agriculture Code 2017; RAP: The Unilever regenerative agriculture principles 2021; O: Sustainable Sourcing Programme for Agricultural Raw Materials: Scheme Rules 2017; O: Unilever Sustainable Sourcing Programme Scheme Rules Q & A (for definition of what defines ‘sustainably sourced’); O: Basis of Preparation 2020 p10, 11</p>	




PACKAGING AND WASTE			
Management approach	103-1	Explanation of the material topic and its Boundary	PSH: Our material issues Boundary: <i>Internal</i> – Company; <i>External:</i> Investors, Society (citizens, NGOs, governments), Consumers, Customers (retailers), Suppliers and Employees.
	103-2	The management approach and its components	PSH: Waste-free world ; PSH: Waste-free world – Strategy and goals ; PSH: Our eco-efficiency reporting ; ARA: Planet & society – A waste-free world p29 ; Our performance p34 ; Our risks – Plastic packaging p47 ; Sustainability deep-dives – In focus: plastic packaging p58-60 ; PSH: Our eco-efficiency reporting ; O: Unilever Sustainable Living Plan 2010 to 2020 Summary of 10 years’ progress ; O: The Unilever Compass Strategy ; O: Basis of Preparation 2020 p9, 20
	103-3	Evaluation of the management approach	E: Our strategy ; PSH: Our sustainability governance ; O: Unilever Sustainable Living Plan 2010 to 2020 Summary of 10 years’ progress ; O: Waste-free world data sheet ; ARA: Report of the Corporate Responsibility Committee p72-73 ; PSH: Our eco-efficiency reporting ;
Materials	301-1	Materials used by weight or volume	PSH: Rethinking plastic packaging ; O: Waste-free world data sheet ; O: Unilever Sustainable Living Plan 2010 to 2020 Summary of 10 years’ progress
	301-2	Recycled input materials used	PSH: Rethinking plastic packaging ; O: Waste-free world data sheet ; O: Unilever Sustainable Living Plan 2010 to 2020 Summary of 10 years’ progress




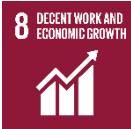

Effluents and waste	306-2	Waste by type and disposal method	PSH: Our eco-efficiency reporting ; O: Waste-free world data sheet O: Unilever Sustainable Living Plan 2010 to 2020 Summary of 10 years' progress ; O: Global Unilever Food Waste Report 2019	
WATER				
Management approach	103-1	Explanation of the material topic and its Boundary	PSH: Our material issues Boundary: <i>Internal</i> – Company; <i>External:</i> Investors, Society (citizens, NGOs, governments), Consumers, Customers (retailers), Suppliers and Employees.	   
	103-2	The management approach and its components	PSH: Water stewardship ; PSH: Our eco-efficiency reporting ; O: Unilever CDP Water Response 2020 ^{***} ; PSH: Our eco-efficiency reporting ; O: Unilever Sustainable Living Plan 2010 to 2020 Summary of 10 years' progress ; O: The Unilever Compass Strategy ; O: Basis of Preparation 2020 p18	
	103-3	Evaluation of the management approach	E: Our strategy ; PSH: Our sustainability governance ; O: Unilever Sustainable Living Plan 2010 to 2020 Summary of 10 years' progress ; O: Water data sheet ; ARA: Report of the Corporate Responsibility Committee p72-73; PSH: Our eco-efficiency reporting ;	
	303-1	Interactions with water as a shared resource	PSH: Water stewardship – collective action on water resources O: Unilever CDP Water Response 2020 ^{***}	
	303-2	Management of water discharge-related impacts	O: Unilever CDP Water Response 2020 ^{***} p37; O: Basis of Preparation 2020 p18	

	303-3	Water withdrawal	O: Unilever CDP Water Response 2020 *** p12 & 20; O: Water data sheet ; O: Basis of Preparation 2020 p18	
	303-4	Water discharge	O: Unilever CDP Water Response 2020 *** p13 & 23; O: Basis of Preparation 2020 p18	
	303-5	Water consumption	O: Unilever CDP Water Response 2020 *** p14 ; O: Water data sheet	
SUSTAINABLE & RESPONSIBLE SOURCING				
Management approach	103-1	Explanation of the material topic and its Boundary	PSH: Our material issues Boundary: <i>Internal</i> – Company; <i>External:</i> Investors, Society (citizens, NGOs, governments), Consumers, Customers (retailers), Suppliers and Employees.	 
	103-2	The management approach and its components	PSH: Sustainable and regenerative sourcing ; PSH: Protect and regenerate nature – Strategy and goals ; RSP: Unilever Responsible Sourcing Policy ; SAC: Sustainable Agriculture Code 2017 ; RAP: The Unilever Regenerative Agriculture Principles 2021 ; O: Sustainable Sourcing Programme for Agricultural Raw Materials: Scheme Rules 2017 ; O: Unilever Sustainable Sourcing Programme Scheme Rules Q & A (for definition of what defines ‘sustainably sourced’); PNP: People & Nature Policy 2020 ; O: Unilever Sustainable Living Plan 2010 to 2020 Summary of 10 years’ progress ; O: The Unilever Compass Strategy ; O: Basis of Preparation 2020 p10, 11	

	103-3	Evaluation of the management approach	E: Our strategy ; PSH: Our sustainability governance ; O: Unilever Sustainable Living Plan 2010 to 2020 Summary of 10 years' progress ; PSH: Sustainable and regenerative sourcing ; PSH: Sustainable palm oil ; ARA: Report of the Corporate Responsibility Committee p72-73
Materials	301-1	Materials used by weight or volume	PSH: Sustainable and regenerative sourcing ; PSH: Sustainable palm oil ; O: Unilever Sustainable Living Plan 2010 to 2020 Summary of 10 years' progress p24-28; O: Unilever CDP Forests Response 2020* p9
Biodiversity	304-2	Significant impacts of activities, products, and services on biodiversity	PSH: Sustainable and regenerative sourcing ; PSH: Sustainable palm oil ; PSH: Zero deforestation ; SAC: Biodiversity and ecosystem services p14-15; RAP: Biodiversity p12; RSP: Principle 12 p31; O: Unilever CDP Forests Response 2020* p42
Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	PSH: Sustainable and regenerative sourcing ; RSP: Unilever Responsible Sourcing Policy ; O: Sustainable Sourcing Programme for Agricultural Raw Materials: Scheme Rules 2017 ; O: Unilever Sustainable Sourcing Programme Scheme Rules Q & A (for definition of what defines 'sustainably sourced')
	308-2	Negative environmental impacts in the supply chain and actions taken	PSH: Sustainable and regenerative sourcing ; PSH: Sustainable palm oil ; PSH: Zero deforestation ; O: Unilever CDP Forests Response 2020* PSH: Our position on – Biofuels, Bioplastics, Deforestation,

			Kodaikanal in India, Microplastics, Minimising pesticide use, Palm Oil, Sustainable sourcing, Wipes	
HUMAN RIGHTS				
Management approach	103-1	Explanation of the material topic and its Boundary	PSH: Our material issues Boundary: <i>Internal</i> – Company; <i>External:</i> Investors, Society (citizens, NGOs, governments), Consumers, Customers (retailers), Suppliers and Employees.	  
	103-2	The management approach and its components	PSH: Respect human rights ; PSH: Respect human rights – Strategy and goals ; PSH: Human rights in our operations ; PSH: Human rights in our extended value chain ; O: Human Rights Policy Statement ; PNP: People & Nature Policy 2020 ; O: Respect, Dignity & Fair Treatment Code Policy ; HRR: Human Rights Report 2020 ; RSP: Unilever Responsible Sourcing Policy ; SAC: Sustainable Agriculture Code 2017 ; O: Human Rights Supplier Audit Update 2020 ; O: The Unilever Compass Strategy	
	103-3	Evaluation of the management approach	E: Our strategy ; PSH: Our sustainability governance ; O: Unilever Sustainable Living Plan 2010 to 2020 Summary of 10 years’ progress ; PSH: PSH: Human rights in our operations ; PSH: Human rights in our extended value chain ; HRR: Human Rights Report 2020 ; O: Human Rights Supplier Audit Update 2020 ; RSP: Evaluation and assessments p3 ; ARA: Report of the Corporate Responsibility Committee p72-73	

Training and education	404-1	Average hours of training per year per employee	O: People performance data sheet ; ARA: Our people p16-19 This indicator is partially reported. This information is tracked internally but is not publicly reported.
Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	PSH: Human rights in our operations ; PSH: Human rights in our extended value chain ; PSH: Our salient human rights issues ; O: Respect, Dignity & Fair Treatment Code Policy ; O: Human Rights Supplier Audit Update 2020 p3; O: HRR – Discrimination p22-24
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	O: Human Rights Supplier Audit Update 2020 p6; HRR – Freedom of association p30-32; PSH: Human rights in our operations ; PSH: Human rights in our extended value chain
Forced or Compulsory Labour	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	O: Human Rights Supplier Audit Update 2020 p5; HRR – Forced labour p28-29; PSH: Human rights in our operations ; PSH: Human rights in our extended value chain ; O: UK Modern Slavery Act Transparency Statement 2021
Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	PSH: Sustainable and regenerative sourcing ; SAC: Sustainable Agriculture Code 2017 ; RSP: Unilever Responsible Sourcing Policy ; O: Basis of Preparation 2020 p10
	414-2	Negative social impacts in the supply chain and actions taken	PSH: Human rights in our operations ; PSH: Human rights in our extended value chain ; PSH: Our salient human rights issues ; O: Respect, Dignity & Fair Treatment Code Policy ; O: Human Rights Supplier Audit Update 2020 ; HRR: Human Rights Report 2020 ; RSP: Reporting on breaches p10;

			Evaluation and assessments p3 ; O: Basis of Preparation 2020 p10	
SOCIAL AND ECONOMIC INCLUSION				
Management approach	103-1	Explanation of the material topic and its Boundary	PSH: Our material issues Boundary: <i>Internal</i> – Company; <i>External:</i> Investors, Society (citizens, NGOs, governments), Consumers, Customers (retailers), Suppliers and Employees.	  
	103-2	The management approach and its components	ARA: Our Strategy p8-11 ; Suppliers & business partners p26-27 ; Planet & society p28-29 ; PSH: Raise living standards ; PSH: Raise living standards – strategy and goals ; PSH: Equity, diversity and inclusion ; PSH: Promoting diverse suppliers ; PSH: Championing inclusion via our brands ; GPGR: UK Gender Pay Report 2020 ; O: The Unilever Compass Strategy ; O: Basis of Preparation 2020 p12-15, 15-17	
	103-3	Evaluation of the management approach	E: Our strategy ; PSH: Our sustainability governance ; O: Unilever Sustainable Living Plan 2010 to 2020 Summary of 10 years’ progress ; GPGR: UK Gender Pay Report 2020 ; ARA: Report of the Corporate Responsibility Committee p72-73	
Economic performance	201-1	Direct economic value generated and distributed	ARA: Our business model p12-13; ARA: Financial Statements p104-204	
	201-3	Defined benefit plan obligations and other retirement plans	ARA: Financial Statements p123-129	

	203-2	Significant indirect economic impacts	PSH: Raise living standards ; PSH: Helping SME retailers grow ; PSH: Empowering smallholder farmers ; PSH: Promoting diverse suppliers ; PSH: Health and wellbeing ; PSH: Positive nutrition ; O: Unilever Sustainable Living Plan 2010 to 2020 Summary of 10 years' progress ; O: Basis of Preparation 2020 p14-16
Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	ARA: Open to all p19; ARA: Unilever Leadership Executive p66-67; ARA: Diversity policy p75; O: People performance data sheet ; GPGR – Breaking down our results p5; E: Who we are – Equity, diversity & inclusion at Unilever
	405-2	Ratio of basic salary and remuneration of women to men	GPGR: Unilever in the UK p4; GPGR: Breaking down our results p5
Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	PSH: Raise living standards ; PSH: Helping SME retailers grow ; PSH: Empowering smallholder farmers ; PSH: Promoting diverse suppliers ; O: Basis of Preparation 2020 p13-17; O: Community investment data sheet ; PSH: Disasters and emergencies
EMPLOYEE HEALTH, SAFETY & WELL-BEING			
Management approach	103-1	Explanation of the material topic and its Boundary	PSH: Our material issues Boundary: <i>Internal – Company; External: Employees.</i>
	103-2	The management approach and its components	PSH: Safety at work ; PSH: Employee wellbeing ; PSH: Our salient human rights issues ; O: Unilever Code of Business Principles and Code Policies p24; O: Basis of preparation 2020 p20-21; PSH: Our eco-efficiency reporting ; PSH: Human

			rights in our extended value chain ; O: The Unilever Compass Strategy
	103-3	Evaluation of the management approach	E: Our strategy ; PSH: Our sustainability governance ; O: Unilever Sustainable Living Plan 2010 to 2020 Summary of 10 years' progress ; PSH: Safety at work ; PSH: Employee wellbeing ; O: Safety at work data sheet ; O: Basis of preparation 2020 p20-21; PSH: Our eco-efficiency reporting ; HRR – Health & safety p36-38; ARA: Report of the Corporate Responsibility Committee p72-73
Occupational Health and Safety	403-1	Occupational health and safety management system	PSH: Safety at work ; PSH: Employee wellbeing ; PSH: Our salient human rights issues
	403-2	Hazard identification, risk assessment, and incident investigation	PSH: Safety at work ; PSH: Employee wellbeing ; HRR – Health & safety p36-38; PSH: Human rights in our extended value chain
	403-3	Occupational health services	PSH: Employee wellbeing
	403-4	Worker participation, consultation, and communication on occupational health and safety	PSH: Safety at work ; PSH: Employee wellbeing ; ARA: Our people p16
	403-5	Worker training on occupational health and safety	PSH: Safety at work ; PSH: Employee wellbeing

	403-6	Promotion of worker health	PSH: Safety at work ; PSH: Employee wellbeing ; HRR – Health & safety p36-38; RSP: Unilever Responsible Sourcing Policy p8; PSH: Human rights in our extended value chain	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	HRR – Health & safety p36-38; RSP: Unilever Responsible Sourcing Policy p8; O: Human Rights Supplier Audit Update 2020 p7; PSH: Human rights in our extended value chain	
	403-8	Workers covered by an occupational health and safety management system	PSH: Safety at work ; O: Human Rights Supplier Audit Update 2020 – Health and safety p7	
	403-9	Work-related injuries	PSH: Safety at work ; PSH: Employee wellbeing ; O: Safety at work data sheet	
	403-10	Work-related ill health	<p>PSH: Safety at work; PSH: Employee wellbeing; O: Safety at work data sheet</p> <p>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’.</p>	

TALENT AND DEVELOPMENT			
Management approach	103-1	Explanation of the material topic and its Boundary	PSH: Our material issues Boundary: <i>Internal</i> – Company; <i>External:</i> Employees.
	103-2	The management approach and its components	PSH: Future of work ; PSH: Future of work – Strategy and goals ; E: Why work for Unilever ; ARA: Our people p16-19; O: The Unilever Compass Strategy
	103-3	Evaluation of the management approach	E: Our strategy ; PSH: Our sustainability governance ; O: Unilever Sustainable Living Plan 2010 to 2020 Summary of 10 years’ progress
Employment	401-1	New employee hires and employee turnover	O: People performance data sheet ; ARA: Our people p16-19 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.
Training and education	404-2	Programs for upgrading employee skills and transition assistance programs	PSH: Future of work ; O: People performance data sheet ; E: Why work for Unilever ; ARA: Our people p16-19 This indicator is partially reported. Details of employee transition and assistance programmes are communicated internally with our people.

GOVERNANCE, ACCOUNTABILITY AND CULTURE			
Management approach	103-1	Explanation of the material topic and its Boundary	PSH: Our material issues Boundary: <i>Internal</i> – Company; <i>External:</i> Employees.
	103-2	The management approach and its components	O: The Governance of Unilever ; PSH: Our sustainability governance ; PSH: Business integrity ; O: Unilever code of business principles and code policies ; PSH: Engaging with stakeholders ; PSH: Scope and boundaries of reporting ; ARA: Stakeholder review p14-15 ; Our people – nurturing our culture p18 ; Corporate Governance p61-103 ; Report of the Corporate Responsibility Committee p72-73 ; E: Why work for Unilever ; O: The Unilever Compass Strategy
	103-3	Evaluation of the management approach	E: Our strategy ; PSH: Our sustainability governance ; O: Unilever Sustainable Living Plan 2010 to 2020 Summary of 10 years’ progress ; ARA: Corporate Governance p61-103 ; Report of the Corporate Responsibility Committee p72-73
ETHICS AND INTEGRITY			
Management approach	103-1	Explanation of the material topic and its Boundary	PSH: Our material issues ; Boundary: <i>Internal</i> – Company; <i>External:</i> Employees.
	103-2	The management approach and its components	PSH: Business integrity ; O: Unilever Code of Business Principles and Code Policies ; ARA: Our risks – Ethical; Legal and regulatory p50 ; O: The Unilever Compass Strategy
	103-3	Evaluation of the management approach	E: Our strategy ; PSH: Our sustainability governance ; PSH: Business integrity ; O: Unilever Sustainable Living Plan 2010

			to 2020 Summary of 10 years' progress ; ARA: Report of the Corporate Responsibility Committee p72-73
Anti-corruption	205-3	Confirmed incidents of corruption and actions taken	PSH: Business integrity 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.
Anti-competitive Behaviour	206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	ARA: Operating costs and non-underlying items – note D p122; ARA: Notes to the Consolidated Financial Statements – Provisions p160 This indicator is partially reported. We do not report details of ongoing cases.
Public Policy	415-1	Political contributions	No political contributions were made in 2020 O: Contact with government, regulators and NGOs ; O: Political activities & donations
TRUSTED PRODUCTS AND INGREDIENTS TRANSPARENCY			
Management approach	103-1	Explanation of the material topic and its Boundary	PSH: Our material issues Boundary: <i>Internal</i> – Company; <i>External</i> : Consumers.
	103-2	The management approach and its components	PSH: Product safety and quality ; E: Keeping people and the environment safe ; E: Safe and sustainable by design ; PSH: Our position on – Product safety and quality ; O: Product

			Safety & Product Quality Code ; O: The Unilever Compass Strategy	
	103-3	Evaluation of the management approach	E: Our strategy ; PSH: Our sustainability governance ; O: Unilever Sustainable Living Plan 2010 to 2020 Summary of 10 years' progress	
Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	PSH: Product safety and quality ; PSH: Our position on – Product safety and quality ; E: Keeping people and the environment safe ; E: Safe and sustainable by design ; E: Our products and ingredients ; E: What's in our products?	
SUSTAINABLE INNOVATION AND TECHNOLOGY				
Management approach	103-1	Explanation of the material topic and its Boundary	PSH: Our material issues Boundary: <i>Internal – Company; External: Consumers</i>	
	103-2	The management approach and its components	PSH: Responsible innovation ; E: Innovation ; E: Innovation in Unilever ; E: Open innovation ; E: Safety and Environmental Sciences ; PSH: Business Integrity ; PSH: Our position on – research with stem cells, Science with integrity ; O: Unilever's position on research with stem cells ; O: Unilever's position on genetically modified crops ; O: Code of Business Principles – Responsible Innovation p13; O: The Unilever Compass Strategy	
	103-3	Evaluation of the management approach	E: Our strategy ; PSH: Our sustainability governance ; PSH: Responsible innovation ; O: Unilever Sustainable Living Plan 2010 to 2020 Summary of 10 years' progress	

Footnotes:

* Unilever CDP Forests response 2020 relates to the reporting period 01/01/2019 to 31/12/2019

** Unilever CDP Climate response 2020 relates to the reporting period 01/10/18 to 30/09/19

*** CDP Water Response 2020 relates to the reporting period 01/10/2018 to 30/09/2019