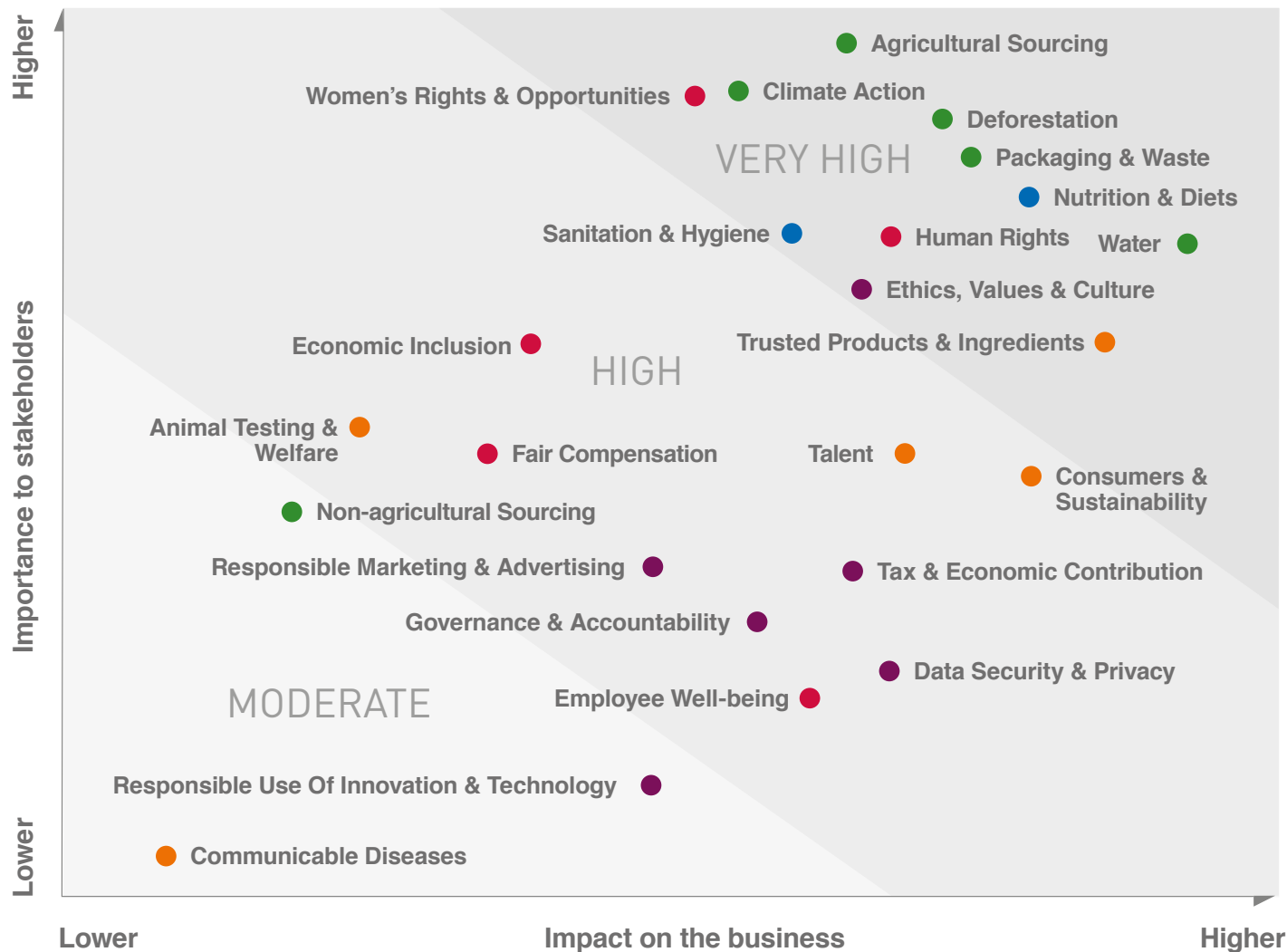# Materiality Matrix 2017/2018

A total of **177 topics** have been identified and grouped into **24 issues**. The tables on the following pages list the 24 topics that form Our Materiality Matrix and reflects how we have prioritised them. We have classified these topics into five Focus Areas. **Improving Health & Well-being**, **Reducing Environmental Impact** and **Enhancing Livelihoods** encompass the three Big Goals of the Unilever Sustainable Living Plan; **Responsible Business Practices** and **Wider Sustainability Topics** include topics that are not explicitly part of our Plan, but which are relevant to our commitments as a responsible business. These topics are listed by **priority** which indicates the importance attached to any given issue according to its impacts on our business and its importance to our stakeholders. Priority does not equate to the extent of action within Unilever to address an issue.

IMPROVING HEALTH AND WELL-BEING

VERY HIGH PRIORITY

Nutrition and diets
Developing products with a balanced nutritional profile and promoting consumer understanding of their own nutrition, and its links to their health and well-being.

- Access and affordability
- Calories
- Cancer
- Diabetes
- Diets and lifestyle
- Fortification
- Heart health
- Nutritional labelling
- Nutritional profile
- Obesity
- Product reformulation
- Salt content and reduction
- Saturated fat
- Sugar content and reduction
- Trans fat

Sanitation and hygiene
Improving sanitation and hygiene across the value chain through products, campaigns and partnerships.

- Handwashing
- Hygiene
- Oral health
- Sanitation

REDUCING ENVIRONMENTAL IMPACT

VERY HIGH PRIORITY

Agricultural sourcing
Ensuring the social, environmental and economic sustainability of key agricultural raw ingredients in the supply chain.

- Biodiversity
- Food loss
- Land use
- Cocoa and sugar
- Certification
- Dairy
- Environmental degradation
- Food commodity prices
- Food security
- Fruit and vegetables
- Organic products
- Paper and board
- Raw materials
- Responsible procurement of agriculture
- Soy and oils
- Tea
- Traceability

Climate action
Reducing GHG emissions, energy use, and mitigating the effects of long-term changes in the Earth's climate and its physical impacts on business operations, communities, and the natural environment. Advocacy and partnerships with others to reduce climate change impacts.

- Access to affordable, reliable and sustainable energy
- Air pollution
- Alternative Energy Sources
- Climate change products
- Direct energy consumption
- GHG emissions from consumer use
- GHG emissions from our operations
- Hydrofluorocarbons (HFCs)
- Land use changes
- Operational eco-efficiency
- Renewable energy
- Transportation
- Climate partnerships & advocacy

Deforestation
Ensuring the social, environmental and economic sustainability of key agricultural raw ingredients in the supply chain.

- Palm oil
- Cattle
- Soy
- Pulp and paper
- Sustainable and traceable commodity supply

Packaging and waste
Reducing the environmental impact of packaging and waste, including protection of marine environments.

- Biodegradable/bio-based packaging
- Consumer views on packaging
- Effluents from waste
- Food waste
- Manufacturing and office waste
- Recycling of packaging
- Reuse of packaging
- Sachet waste
- Synthetic plastics and chemical components
- Marine life and plastics

Water
Improving access to water and managing water use and abstraction sustainably across the value chain.

- Access to water and water services
- Consumer water use
- Water abstracted for production
- Water discharge/quality/pollution
- Water use in agriculture
- Water-related risks and management
- Safe drinking water

MODERATE PRIORITY

Non-agricultural sourcing
Sourcing of non-agricultural materials in a responsible, fair and transparent manner.

- Conflict minerals
- Non-food commodity prices
- Raw material sourcing of non-agricultural materials
- Responsible procurement of non-agricultural goods and services

Materiality Matrix 2017/2018 – Issues and Topics

ENHANCING LIVELIHOODS

VERY HIGH PRIORITY

Human Rights
Upholding and promoting the basic rights and freedoms of all those who work across the value chain.

- Child labour
- Equality of opportunity and treatment
- Forced labour
- Freedom of association and collective bargaining
- Gender diversity/discrimination/inclusion
- Informal labour in value chain
- Labour management relations
- Land grabbing
- Maternity protection
- Migrant workers and trafficking
- Modern slavery
- Other forms of diversity/discrimination/inclusion
- Racial diversity/discrimination/
- Rights of indigenous peoples
- Sexual orientation diversity/discrimination/inclusion
- Working hours

Women's rights and opportunities
Using Unilever's influence, through its products, partnerships and campaigns, to empower women and create opportunities for better participation in the economy and society.

- Access to land and opportunities
- Equal renumeration
- Gender diversity at Board level
- Gender equality
- Gender pricing
- Maternal health
- Opportunities for women
- Safety of women
- Self-esteem
- Training and skills for women

HIGH PRIORITY

Economic inclusion
Delivering business growth that benefits multiple stakeholder groups

- Economic inequality in and among countries
- Emerging markets strategy
- Fair trade
- Knowledge transfer to emerging markets
- New ventures/acquisitions
- Opportunities for young people
- Product pricing and adaptation
- Rural development
- Rural development
- Smallholder farmers
- Small-scale retailers
- Socially inclusive business models

Employee well-being
Protecting and promoting the physical and mental well-being of employees.

- Health and well-being
- Mental health
- Occupational health and safety
- Pensions and social security

Fair compensation
Ensuring fair compensation at all levels across the business and in the value chain.

- Executive pay
- Living wage
- Pay differential among employees

RESPONSIBLE BUSINESS PRACTICES

VERY HIGH PRIORITY

Ethics values and culture
Protecting Unilever and others' data from malicious attack and improper use.

- Values
- Employment culture
- Employee engagement in sustainability
- Anti-counterfeiting
- Anti-trust/anti-competitive behaviour
- Bribery and corruption
- Compliance
- Ethical business practices
- Grey market
- Intellectual property
- Public policy and lobbying

HIGH PRIORITY

Data security and privacy
Protecting Unilever and others' data from malicious attack and improper use.

- Cyber security
- Data privacy

Governance and accountability
Implementing policies and practices to ensure all stakeholder expectations are met, as well as helping manage risks and crises.

- Accountability to stakeholders
- Audit conflict of interest
- Board effectiveness
- Internal governance and accountability
- Long-term capitalism
- Succession planning
- Transparency and reporting

Responsible marketing and advertising
Marketing to consumers in an appropriate and responsible manner.

- Marketing to children
- Marketing to other vulnerable groups
- Responsible marketing practices
- Gender and other stereotyping

Tax and economic contribution
Paying tax in a fair and transparent manner, and responding appropriately to specific taxes policies (e.g. carbon/sugar). Making a positive contribution to national and local economies.

- Environmental taxes
- Extended producer responsibility
- Food tax
- Tax transparency
- Jobs
- Economic value added
- Tax contributions

MODERATE PRIORITY

Responsible use of innovation and technology
Promoting responsible and safe use of technology to create new and modified products, packaging and ways of conducting business.

- Nanotechnology
- New technologies
- Religious, vegetarian or vegan suitability
- Stem cells research
- Artificial intelligence
- Big data

WIDER SUSTAINABILITY TOPICS

VERY HIGH PRIORITY

Trusted products and ingredients
Ensuring the quality and safety of products and ingredients used within them.

- Allergens
- Chemical compounds in packaging, foods and cosmetics
- Chemical safety
- Controversial products
- Food colourants and flavourings
- Food safety
- GMOs in food
- Pesticides in consumer foods and beverages
- Product and ingredient transparency
- Responsible labelling
- Sugar substitutes

HIGH PRIORITY

Animal testing and welfare
The treatment and well-being of animals in the supply chain, as well as policies and practices in relation to animal testing.

- Animal testing
- Cage-free eggs
- Farm animal welfare

Consumers and sustainability
Promoting sustainable consumption patterns amongst consumers through products, marketing campaigns and partnerships.

- Consumer behaviour change
- Consumer education
- Consumer preferences
- Brands with purpose

Talent
Attracting, retaining and developing the best talent through policies and practices related to employees.

- Access to talent
- Talent attraction and retention
- Training and education

MODERATE PRIORITY

Communicable diseases
Mitigating and preventing communicable diseases across the value chain through products, communications and partnerships.

- HIV/AIDS, malaria and other diseases