

Unilever GC Advanced COP Self-Assessment

Implementing the Ten Principles into Strategies & Operations				
GC Scope or Principle	Criteria for GC Advanced Level	Unilever Approach	Where To Find Out More	Reference to GRI Indicators
<p>Scope: Implementing the Ten Principles into Strategies & Operations</p>	<p>Criterion 1: The COP describes mainstreaming into corporate functions and business units.</p>	<p>Our commitment to responsible business is embedded into our business agenda through our purpose and vision, articulated in our Code of Business Principles and carried out through the Unilever Sustainable Living Plan (USLP), which is our blueprint for sustainable growth.</p> <p>Our Business Principles are mandatory for all employees and others working for Unilever, including our board of directors, and apply to all Unilever companies, subsidiaries and organisations over which Unilever has management control.</p> <p>We are integrating sustainability into our brands and innovation to help drive business growth. We are working with our customers, and suppliers, engaging employees and forging new partnerships. We have developed a simple four-point framework to help capture the ways in which sustainability contributes to our business success.</p> <p>Our USLP Steering Team (USLP ST) includes nine of our 12 Unilever Leadership Executive (ULE) members, including our Chief Marketing & Communications Officer (chair); Chief R&D Officer; Chief Supply Chain</p>	<p>Our strategy</p> <p>Our vision</p> <p>Embedding sustainability</p> <p>Unilever's Code of Business Principles</p> <p>Our governance</p> <p>Implementing our approach</p> <p>Advancing human rights in our own operations</p> <p>Advancing human rights with suppliers</p> <p>Responsible sourcing policy</p>	<p>G4-1 G4-2</p>

		Officer; and four Category Presidents, and is responsible for approving new USLP targets and monitoring progress. The Board’s Corporate Responsibility Committee (CRC) monitors USLP progress as one of its allocated focus risks. The USLP ST and CRC benefit from the insights of the USLP Council – a group of external specialists who guide and critique our sustainability strategy.	Unilever Responsible Business Partner Policy	
	Criterion 2: The COP describes value chain implementation.	<p>The USLP spans our entire portfolio of brands, all countries in which we sell our products and applies across our whole value chain – from the sourcing of raw materials to our factories and the way consumers use our products. To embed sustainability into every stage of the life cycle of our products, we’re working with our suppliers to support responsible approaches to sourcing raw materials.</p> <p>We believe that as a business we have a responsibility to our consumers and to the communities in which we have a presence. Around the world we invest in local economies and develop people’s skills inside and outside of Unilever. Through our business and brands,</p>		

		<p>we run a range of programmes and use our scale, influence and resources to make a real difference to issues such as driving women's empowerment, mainstreaming sustainable agriculture, improving access to clean water and sanitation, and eliminating deforestation, amongst other areas.</p> <p>Our Responsible Sourcing Policy (RSP) and our Responsible Business Partner Policy (RBPP) embodies our commitment to conduct business with integrity, openness, and respect for universal human rights and core labour principles throughout our operations. It advocates a beyond compliance approach to both our supply and distribution channels.</p>		
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Human Rights Management Policies & Procedures				
GC Scope or Principle	Criteria for GC Advanced Level	Unilever Approach	Where To Find Out More	Reference to GRI Indicators
<p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.</p> <p>Principle 2: Businesses should make sure that they are not complicit in human rights abuses</p>	<p>Criterion 3: The COP describes robust commitments, strategies or policies in the area of human rights.</p>	<p>Our approach is to uphold and promote human rights in three ways:</p> <ul style="list-style-type: none"> • In our operations by upholding our values and standards. • In our relationships with our suppliers and other business partners. • By working through external initiatives, such as the UN Global Compact. <p>A key requirement of the UN Guiding Principles is for businesses to have a policy statement that addresses their responsibility to respect human rights. Our Human Rights Policy Statement provides clarity on our commitment to respect universal principles, our due diligence processes and our governance.</p> <p>We were the first company to adopt and use the UN Guiding Principles Reporting Framework to produce a comprehensive, standalone Human Rights report, published in June 2015, fulfilling our commitment to report publicly on our implementation of the UN Guiding Principles on Business and Human Rights.</p>	<p>Unilever Human Rights Report 2015</p> <p>Unilever Human Rights Policy Statement</p> <p>Advancing human rights in our own operations</p> <p>Advancing human rights with suppliers</p> <p>Implementing our approach</p> <p>Responding to stakeholder concerns on human rights</p>	<p>G4-HR3 G4-HR4 G4-HR11</p>

	<p>Criterion 4: The COP describes effective management systems to integrate the human rights principles</p> <p>Criterion 5: The COP describes effective monitoring and evaluation mechanisms of human rights integration.</p>	<p>Our Responsible Sourcing Policy sets out our expectations with regards to the respect for the human rights, including labour rights, of the workers in our extended supply chain. We will only work with suppliers who implement our Responsible Sourcing Policy. They must agree to ensure transparency, to remedy any shortcomings, and to drive continuous improvement. We continue to build the awareness and knowledge of our employees and workers on human rights, including labour rights, encouraging them to speak up, without retribution, about any concerns they may have, including through our grievance channels. We are committed to continue increasing the capacity of our management to effectively identify and respond to concerns.</p> <p>We recognise that we must take steps to identify and address any actual or potential adverse impacts with which we may be involved whether directly or indirectly through our own activities or our business relationships. We manage these risks by integrating the responses to our due diligence into our policies and internal systems, acting on the findings, tracking our actions, and communicating with our stakeholders about how we address impacts. We undertake impact assessments for high risk commodities/countries and take proactive steps to identify activities that may contribute to negative human rights impacts. We undertook a comprehensive assessment of how best to implement the UN Guiding Principles on Business and Human Rights. This included issuing our Human Rights Policy Statement, reviewing our Code Policies and ensuring alignment with the USLP. Our assessment was also informed by a two-year research</p>	<p>Purpose, values and principles</p> <p>Unilever Responsible Sourcing Policy</p> <p>Business Integrity</p> <p>Professor John Ruggie's view on Unilever's approach to human rights.</p>	
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project conducted by Oxfam that used our Vietnamese operations as its main case study.

Labour Management Policies & Procedures				
GC Principle	Criteria for GC Advanced Level	Unilever Approach	Where To Find Out More	Reference to GRI Indicators
<p>Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p> <p>Principle 4: The elimination of all forms of forced and compulsory labour.</p> <p>Principle 5: The effective abolition of child labour.</p> <p>Principle 6: The elimination</p>	<p>Criterion 6: The COP describes robust commitments, strategies or policies in the area of labour</p>	<p>We prohibit discrimination and we are committed to safe and healthy working conditions, the right to freedom of association and collective bargaining, and to effective information and consultation procedures. We expect our partners to adhere to business principles consistent with our own, and implement this through our Responsible Sourcing Policy and Responsible Business Partner Policy.</p> <p>Our Respect, Dignity & Fair Treatment Code Policy sets out our commitment to human rights within our own operations, specifically our commitment to ensuring a working environment that promotes diversity, where there is mutual trust, respect for human rights and equal opportunity, and no unlawful discrimination or victimisation.</p> <p>Our Code of Business Principles states that “We will not use any form of forced, compulsory, trafficked or child labour”. Our internal Social Impact Hub gives guidance on issues including child, migrant and contract labour.</p> <p>During 2015 we worked with the Fair Wage Network to develop a Framework for Fair Compensation. The Framework outlines how the various existing elements of our compensation packages deliver fair compensation to our employees and is supported by a methodology to monitor our employees’ rewards against relevant Living Wage benchmarks. Our 2015</p>	<p>Unilever Responsible Sourcing Policy</p> <p>Unilever Human Rights Policy Statement</p> <p>Unilever Human Rights Report 2015</p> <p>Implementing our approach</p> <p>Working with others</p> <p>Annual Report: Diversity and Inclusion p. 31</p> <p>Purpose, values & principles</p> <p>Upholding diversity</p> <p>Business Integrity</p> <p>Promoting safety for women</p>	<p>G4-HR3 G4-HR4</p>

<p>of discrimination in respect of employment and occupation</p>		<p>analysis reviewed all our lowest paid employees' fixed earnings levels, for both factory and non-factory employees.</p> <p>This work enabled us to set a target to achieve full Living Wage compliance for all our 169,000 direct employees by 2020. Our dialogue with suppliers and business partners is critical, where they feel able actively to raise issues so that we can work together to share best practices and respond to challenges as they emerge. For example to keep the lines of communication open, our procurement managers work directly with suppliers to help identify risks and remediate gaps in policies and practices.</p> <p>We regularly engage with expert organisations such as Shift and the Institute for Human Rights and Business, and with trade unions and civil society organisations, such as Oxfam, on human rights including labour rights. We support the Children's Rights and Business Principles developed by UNICEF, Save the Children and the UN Global Compact. We are members of industry organisations such as the Consumer Goods Forum (CGF) and the World Business Council for Sustainable Development, where we use our membership to work with other businesses to scale up solutions to human rights issues. Unilever is a member of the CGF leadership group on responsible recruitment and we were instrumental in a recent CGF resolution on forced labour. We have signed a partnership agreement with non-profit organisation Solidaridad to work with our suppliers on issues such as gender equity and improving labour practices. Marcela Manubens, Unilever's Global Vice-President for Social Impact, is also Vice-Chair of the Global</p>	<p>Responding to stakeholder concerns on human rights</p> <p>Unilever Responsible Business Partner Policy</p>	
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	<p>Criterion 7: The COP describes effective management systems to integrate the labour principles</p>	<p>We have sought to align and expand our internal policy framework with the UN Guiding Principles on Business and Human Rights, which has facilitated their integration into pre-existing policies and codes. These in turn drive our internal and external compliance requirements.</p> <p>For example, we have strengthened our Code of Business Principles and our internal Respect, Dignity and Fair Treatment Code Policy. In 2015 we developed a Responsible Business Partner Policy to align with our Responsible Sourcing Policy, which we launched in April 2014.</p> <p>Effective grievance mechanisms, as described in the UN Guiding Principles, are critical in ensuring that human rights, including labour rights, are respected. We have developed a single integrated channel to ensure that our employees can raise grievances, issues and concerns as simply as possible. We have also further developed and strengthened our tools to</p>		

		analyse and resolve the grievances and breaches we receive.		
	<p>Criterion 8: The COP describes effective monitoring and evaluation mechanisms of labour principles integration</p>	<p>Since 2012, we provide a web-based reporting process for both employees and suppliers, in addition to existing telephone and email reporting systems. Employees can also report concerns to their line manager, local Business Integrity Officer or a member of their local Business Integrity Committee. Alternatively, they can use our confidential external 'Unilever Code Support Line' (whistleblowing line) via telephone or internet. Business Integrity training and communications materials provide details of available options. All reported breaches of the Code of Business Principles are monitored and dealt with by our local business leaders at country level.</p> <p>In our factories, we previously used SEDEX (Supplier Ethical Data Exchange) to monitor and track social and environmental performance. The Self-Assessment Questionnaire (SAQ) looks at four core pillars in the areas of Labour Standards, Health and Safety, Environment and Business Integrity. In 2014, 98% of our factories completed updates to the SEDEX self-assessment questionnaire.</p> <p>Going forward, our factories are now checked by external auditors using the URSA (Unilever Responsible Sourcing Audit) process. This ensures that all internal sourcing units are held to the same standard as external suppliers.</p> <p>We are seeking to improve our analytical capabilities to make sure any internal trends, hot spots and root</p>		

		<p>causes are rapidly identified and remediated through the introduction of appropriate controls.</p> <p>We are committed to transparency, but know many challenges remain which must be resolved. In the Salient Issues section of our Human Rights report we discuss the complexities present in our Kericho tea plantation in Kenya. In Turkey, we identified excessive working hours in our tea supply chain. In India, we found incidents of poor health and safety practices and a lack of proper process of wage payment at a salt pan. We also outline, in each case, the actions we are taking to remedy these issues.</p>		
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Environmental Management Policies & Procedures				
GC Principle	Criteria for GC Advanced Level	Unilever Approach	Where To Find Out More	Reference to GRI Indicators
<p>Principle 7: Businesses should support a precautionary approach to environmental challenges.</p> <p>Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.</p> <p>Principle 9: Businesses should encourage the development and diffusion of environmentally</p>	<p>Criterion 9: The COP describes robust commitments, strategies or policies in the area of environmental stewardship</p>	<p>Our Code of Business Principles states that we are committed to making continuous improvements in the management of our environmental impact and to the longer-term goal of developing a sustainable business.</p> <p>Furthermore, our Code states we will work in partnership with others to promote environmental care, increase understanding of environmental issues and disseminate good practice.</p> <p>Our approach has five aspects, which aim to affect change within our own operations and beyond:</p> <ol style="list-style-type: none"> 1. Working to eliminate deforestation 2. Championing sustainable agriculture and the development of smallholder farmers 3. Leveraging our brands and innovation to help consumers live well - by using less water, less energy and recycling more 4. Shaping our manufacturing and distribution operations to be more eco-efficient 5. Advocating for ambitious public policy to tackle climate change. <p>By 2030 our goal is to halve the environmental footprint of the making and use of our products as we grow our business. This covers our entire value chain, from the sourcing of our raw materials and our own manufacturing, through to consumer use and disposal.</p>	<p>Reducing environmental impact</p> <p>Greenhouse gases</p> <p>Water use</p> <p>Waste & packaging</p> <p>Sustainable sourcing</p> <p>Our carbon positive ambition</p> <p>Environmental management system</p> <p>Eco-efficiency performance overview</p> <p>Setting targets & data scope</p> <p>Lifecycle assessments</p> <p>Responsible sourcing policy</p>	<p>G4-14 G4-EN8 G4-EN32 G4-EN33 G4-SO10</p>

friendly technologies.		<p>We have set a new ambition to become ‘carbon positive’ in our operations by 2030 which includes sourcing 100% of our energy across our operations from renewable sources.</p> <p>We are founding members of the CDP (formerly Carbon Disclosure Project) Supply Chain Leadership Collaboration. CDP aims to increase companies’ disclosure of their GHG management plans and impacts, and to encourage them to put reduction plans in place. CDP’s supplier programme has a global reach and involves businesses collaborating through their supply chains.</p> <p>We are promoting the involvement of suppliers of both agricultural and non-agricultural based raw materials in the CDP programme. This represents a global standard approach for disclosure of GHG management plans and performance. We believe that involvement in the CDP programme is of intrinsic value to our suppliers and we encourage their participation.</p>	<p>Reducing emissions in our own operations</p> <p>Sustainable Development Goals</p> <p>Unilever’s Code of Business Principles</p> <p>Independent assurance</p> <p>USLP: PwC’s Independent Limited Assurance Report 2015</p> <p>Unilever’s Basis of Preparation</p> <p>Advocacy & partnerships for transformational change</p> <p>Tackling climate & development together</p> <p>The New Climate Economy: Global Report</p> <p>Unilever Responsible Business Partner Policy</p>	
	<p>Criterion 10: The COP describes effective management systems to integrate the environmental principles</p>	<p>Our environmental management system (EMS) underpins our environment strategy. All Unilever companies must comply with the Unilever standards for occupational safety and health and environmental care (SHE), as well as our Consumer Safety Policy. They must comply in a manner that also recognises, and is consistent with, local legislation.</p> <p>Lifecycle assessment (LCA) is one of a number of techniques we use to help us understand the impacts of our products on the environment. We conduct LCAs on our existing products and ingredients to help identify improvement opportunities, to improve data quality and relevance to our studies.</p>		

		<p>Our environmental management systems are designed to achieve continuous improvement. They are based on, and compatible with ISO 14001.</p> <p>We require all suppliers to comply with our Responsible Sourcing Policy, which requires suppliers to conduct their business in a manner which embraces sustainability and reduces environmental impact. Our mandatory requirement is that suppliers are environmentally compliant with all necessary legal permits, but the policy expects them to proceed towards best practice. We are willing to apply more stringent criteria than those required by law when we believe this to be appropriate.</p> <p>Within our own operations, our approach is to deliver tools, techniques and awareness, and share best practice directly with those people responsible for reducing the environmental impact of our manufacturing operations. Much of our progress has been achieved through good manufacturing practices at our factories. We continue to promote this through an environmental roadmap that includes an awareness-raising programme called Simple Solutions. Our successful eco-efficiency projects known as 'Proud Practice' projects, aim to involve as many people in our factories as possible in improving our eco-efficiency and GHG footprint. We found that a 'Proud Practice' from one factory can in many cases be easily replicated elsewhere. We are harnessing the enthusiasm generated by the campaign through sharing more than 170 of these projects globally.</p> <p>Many of our employees have sustainable business ideas. Factory teams can apply for investment for these via our Small Actions Big Difference fund. Ideas</p>		
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		<p>are evaluated on the basis of environmental benefit and financial return. In 2015, we invested €25 million in 287 projects.</p>		
	<p>Criterion 11: The COP describes effective monitoring and evaluation mechanisms for environmental stewardship</p>	<p>We use a number of metrics to assess our environmental impacts across the value chain covering: greenhouse gas (GHG) emissions, water, waste and sustainable sourcing.</p> <p>Eco-efficiency data is used to track performance, set targets and identify the best opportunities to drive reductions in each of our key indicators.</p> <p>Many of our manufacturing sites also make use of real-time eco-efficiency data. This is collected through automated systems – known as measurement, monitoring and targeting (MM&T) systems. This helps our manufacturing sites to better track their performance and identify reduction opportunities.</p> <p>Environmental auditing programmes have been implemented within each region to help sites achieve continuous improvement in environmental performance.</p> <p>At least once a year, all operating units conduct a review of their environmental business risks and their compliance with corporate policies. They also conduct a continuous self-assessment of their operating controls. These exercises are summarised in a Positive Assurance letter that is sent to our Corporate Risk Committee each year.</p> <p>Our environmental policy requires that we audit our compliance with legislation and Unilever Standards and investigate all environmental safety incidents in order to prevent recurrence</p>		

		A selection of our environmental metrics are independently assured by PwC.		
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Anti-Corruption Management Policies & Procedures				
<p>Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<p>Criterion 12: The COP describes robust commitments, strategies or policies in the area of anti-corruption</p>	<p>Unilever has a zero tolerance approach to bribery in any form: it is committed to being a no-bribe business and eradicating any practices or behaviours in this regard. This zero tolerance policy extends to Unilever employees, contractors, third parties, new acquisition and joint-ventures, through which or with whom we do business, irrespective of financial values involved. We operate with a broad definition of corruption which includes fraud and financial misrepresentation, conflicts of interest, bribery, anti-trust activity, misuse of information and misrepresentation of the company or its assets.</p> <p>Our core values - Integrity, Responsibility, Respect & Pioneering - are enshrined in our longstanding Code of Business Principles (CoBP) and 24 Code Policies. These also underpin the UL Sustainability Living Plan's 3 pillars: Improving Health & Well-being, Reducing Environmental Impact & Enhancing Livelihoods. □ Our CoBP & Code Policies define minimum mandatory standards of behaviour for Board directors, employees & contractors globally, including JVs where we have mgmt. control. They go significantly beyond complying with laws and regulations. The Code Policies were refreshed and relaunched in 2016 and are now published externally as well as internally. Specific Code Policies address Countering Corruption, Discrimination, Confidentiality of information, Antitrust, Money laundering & insider trading and Environment, Health & Safety. The Code Policies are also distilled into a 'Winning with Integrity' booklet for non-managers, translated into 42 languages</p>	<p>Unilever's Code of Business Principles</p> <p>Purpose, values & principles</p> <p>Unilever's Responsible Sourcing Policy</p> <p>Advancing human rights in our own operations</p> <p>Advancing human rights with suppliers</p> <p>Implementing our approach</p> <p>Unilever Responsible Business Partner Policy</p> <p>Business integrity</p>	<p>G4-56 G4-57 G4-58</p>

		<p>Countering corruption continues to be a focus area in 2016 and we are deploying new mandated interactive training capsules across the business to all employees.</p> <p>Any suspected CoBP breach is subject to an accelerated review procedure that involves subject-matter experts (SMEs) from Legal Group to ensure compliance with the UK Bribery Act and US Foreign Corrupt Practices Act. Confirmed breaches result in disciplinary action in line with our Sanctions standard.</p> <p>Unilever are committed to working with others who share our values and seek to operate to the same standards as we do. Both our suppliers and distributors are prohibited through mandatory compliance with our Responsible Sourcing Policy and Responsible Business Partner Policy from all forms of bribery, corruption, extortion or embezzlement and there are adequate procedures in place to prevent bribery in all commercial dealings undertaken by a Business Partner.</p>		
	<p>Criterion 13: The COP describes effective management systems to integrate the anti-corruption principle</p>	<p>Unilever (UL) is a founding signatory of the United Nations Global Compact (UNGC): as a Board member CEO Paul Polman actively helps drive global efforts to combat bribery. Realising UNGC Principle 10 (regarding corruption in all its forms) is a core focus for us. In addition, the Chief Legal Officer (CLO) is a member of the UNGC's Business for the Rule of Law Steering Committee (B4ROL). UL contributed to UNGC resources launched in June 2015, that engage business and the legal profession in advancing the rule of law, good governance and corporate sustainability, timed to mark 15th anniversary of UNGC. A new B4ROL Framework (Framework) guides businesses around the world. It followed 19 consultation workshops</p>		

	<p>around the world including some hosted by Unilever. A Guide for General Counsel on Corporate Sustainability (Guide) gives practical guidance on how to advance corporate sustainability issues and reinforce the UNGC Ten Principles that focus on human rights, labour, environment and anti-corruption. It specifically features UL's CLO.</p> <p>Our CoBP framework is built on the pillars of Prevent – Detect – Respond to ensure we have a continuous ability to develop our compliance programme based on learnings (e.g. from CoBP cases, self-assessments and audits). We also actively monitor regulatory developments and participate in conferences to share, learn and adopt best practices.</p> <p>The Chief Legal Officer (CLO) is responsible for the strategy and implementation of the Code compliance programme, including CoBP and Code Policies. She is supported by a new Chief Business Integrity Officer (CBIO). The CCO's global Compliance team is now part of Unilever's Legal function, giving Unilever dedicated, expert resource to embed a compliance culture and make the business more agile in identifying and mitigating compliance risks.</p> <p>The CLO chairs the Unilever Global Code & Policy Committee (GCPC), which oversees compliance globally including related policies and standards. The GCPC reports to the Unilever Leadership Executive and to the Audit & Corporate Responsibility Committees of the Board of Directors.</p> <p>To foster dialogue on best practices in ABC, Unilever partners with external organisations on intercompany benchmarking exercises. The most recent results saw Unilever ranked No 1 in the full report. Unilever's CBIO</p>		
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		<p>is on the expert advisory panel of the TI UK & PwC project to issue guidance on third party management. She is also a member of the B20 Anticorruption Taskforce.</p> <p>We look out for third party learnings through our membership of the Corporate Executive Board Compliance & Ethics Leadership Council. We partner with Maplecroft for detailed indices of compliance risk by country and we recently engaged PwC to review our third party compliance programme for external validation and recommendations to build into our 2016-2020 Roadmap. Further, Unilever's risk assessment methodology builds on UN Global Compact, OECD, Transparency International and external advisor PwC's best practice.</p>		
	<p>Criterion 14: The COP describes effective monitoring and evaluation mechanisms for the integration of anti-corruption</p>	<p>We have a global process for reporting actual or potential CoBP breaches. Employees are encouraged to report CoBP breaches via internal channels: line manager, local Business Integrity Officer, member of the local Business Integrity Committee or email directly to the Unilever Executive. SMEs or Legal business partners may also be informed of concerns.</p> <p>We provide external channels for employees and Third Parties to log concerns through a portal (14 languages) or a 24-hour toll-free 'hotline' (200 languages). Concerns can be reported anonymously if the individual wish to do so and local law permits. A dedicated helpdesk covers questions about CoBP compliance.</p> <p>Potential CoBP and Code Policies breaches are monitored by country-based senior management, supported by the local Business Integrity Officer with</p>		

		<p>oversight from five dedicated and experienced regional Legal Directors who report to the CBIO. Breaches are tackled through to a local Business Integrity Committee unless senior executives are involved (in which case the CLO and CBIO are personally involved). 'Reportable' breaches are escalated to the GCPC as well as to the Unilever Leadership Executive & the Audit and Corporate Responsibility Committees of the Board. They see a quarterly review of case analytics and 'reportable' Code breaches by country.</p> <p>In 2015, we investigated and resolved 1,027 incidents across all areas of our Code. We identified 402 confirmed breaches of our Code, issued 116 written warnings (30 with a downgrade in individual performance rating), initiated 13 cases of legal action and dismissed 175 employees.</p>		
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Taking Action in Support of Broader UN Goals and Issues				
<p>Scope: Taking Action in Support of Broader UN Goals and Issues</p>	<p>Criterion 15: The COP describes core business contributions to UN goals and issues</p>	<p>We are signatories to Business for Peace, a platform of over 130 leading companies from 37 countries dedicated to catalysing collaborative action to advance peace. Companies who join Business for Peace commit to paying heightened attention to the implementation of the UN Global Compact Ten Principles in high-risk and conflict-affected areas, take action to advance peace, either individually or in collaboration with others, and annually communicate on our progress.</p>	<p>Backing the UN Global Goals</p>	<p>G-15 G-16</p>
	<p>Criterion 16: The COP describes strategic social investments and philanthropy</p>	<p>We are a founding signatory to the UN Global Compact (UNGC). This sets out commitments for business in relation to human rights, labour, the environment and anti-corruption. We have pledged to uphold these principles across our business. Our CEO Paul Polman is a member of UNGC's Board and we are active participants in its LEAD initiative. This involves 50 companies of the 12,000 UNGC members who are committed to integrating sustainability within their business models and supporting UNGC around the world.</p>	<p>Paul Polman Speech to the UN General Assembly June 2015</p> <p>Working with others</p> <p>Global partnerships</p> <p>Sustainable Development Goals</p>	
	<p>Criterion 17: The COP describes advocacy and public policy engagement</p>	<p>In January 2016 Paul Polman helped create the Business and Sustainable Development Commission. The Commission brings together international leaders from business, labour, financial institutions and civil society to show how mainstreaming development can spark unprecedented business opportunities. Over the next year, the Commission will work to articulate and quantify the compelling economic case for businesses to engage in achieving the SDGs</p>	<p>Engaging with our stakeholders</p> <p>Tackling climate & development together</p> <p>Driving transformational change</p>	
	<p>Criterion 18: The COP describes partnerships and collective action</p>		<p>Engaging with stakeholders</p>	

		<p>In addition, Paul Polman was a member of the UN High Level Panel on the Post-2015 agenda, for which we organised an extensive private sector outreach on the SDGs in 2013, engaging directly with over 300 businesses of all sizes, sectors and markets - with combined revenues representing over 10% of global GDP. In 2014 we coordinated the 'Business Manifesto' to which the UNGC has provided input – a call to arms of 23 companies in support of the SDGs, which were adopted by world governments in 2016.</p> <p>We are members of UNGC's Human Rights Working Group, Business for the Rule of Law Committee, CEO Water Mandate and Caring for Climate Initiative. We are also members of 14 UNGC local networks in a number of countries including the Netherlands, Indonesia, Sri Lanka, Singapore, Argentina, Colombia, Kenya and the UK. We are actively increasing our membership of UNGC local networks.</p> <p>In July 2013, we endorsed the Women's Empowerment Principles, a collaboration between UNGC and UN Women. We are implementing these across our business, as well as taking steps to increase women's rights and economic inclusion in our supply chain. We have also given our support to UNGC's Business for Peace Platform and the Food and Agriculture Principles.</p> <p>Unilever are partnered with global organisations Oxfam, Save the Children, PSI, World Food Programme and UNICEF to help reach our ambitious goal of helping 1 billion improve their health and well-being. In addition to our focus on water, sanitation and hygiene (WASH), we are also investing in livelihoods, sustainable sourcing and women's empowerment. Our</p>		
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		<p>partners in these areas include: Acumen, Clinton Giustra Enterprise, the Ford Foundation, and the Global Alliance for Improved Nutrition (GAIN).</p> <p>In supporting the 2030 Agenda for Sustainable Development, we worked with a diverse range of organisations to campaign for a holistic water goal (SDG6), including measurement of handwashing with soap facilities. We helped establish the WASH4Work coalition, which aims to mobilise greater business action to address water, sanitation and hygiene (WASH) challenges in the workplace, in communities where workers live and across supply chains. We are now looking to support countries in implementing SDG6, with a particular focus on promoting behaviour change as a means of realising the benefits of improved facilities.</p> <p>We believe that Unilever should play an active role in shaping legislation and regulations that enhance positive social and environmental outcomes. We have an advocacy team that works together with other stakeholders to bring about changes in public policy in key areas of health and sustainability.</p>		
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Corporate Sustainability Governance and Leadership				
Scope: Corporate Sustainability Governance and Leadership	Criterion 19: The COP describes CEO commitment and leadership	The Unilever Leadership Executive (ULE) led by our Chief Executive Officer, monitor implementation and delivery of the USLP. Sustainability criteria are built into our senior executive remuneration procedure.	Our governance Investor Relations: Our corporate governance	G4-1 G4-2 G4-34
	Criterion 20: The COP describes Board adoption and oversight	<p>Governance of our conduct as a responsible corporate citizen is provided by our Boards' Corporate Responsibility Committee.</p> <p>Our USLP Steering Team (USLP ST) includes nine of our 12 Unilever Leadership Executive (ULE) members, including our Chief Marketing & Communications Officer (chair); Chief R&D Officer; Chief Supply Chain Officer; and four Category Presidents, and is responsible for approving new USLP targets and monitoring progress. The Board's Corporate Responsibility Committee (CRC) monitors USLP progress as one of its allocated focus risks. The USLP ST and CRC benefit from the insights of the USLP Council – a group of external specialists who guide and critique our sustainability strategy.</p>	Our strategy Engaging with stakeholders Working with others Global partnerships Embedding sustainability Business Integrity USLP, Mobilising Collective Action: Summary of progress 2015	
	Criterion 21: The COP describes stakeholder engagement.	<p>We seek to actively engage with governments, intergovernmental organisations, regulators, customers, suppliers, investors, civil society organisations, workers' organisations, academics and individual concerned citizens to create an environment that is supportive of solutions in the face of the big sustainability challenges</p> <p>Both our USLP Steering Team and CRC benefit from the insights of the USLP Council – a group of external</p>	Annual Report and Accounts 2015 p 4, p 45, p 68-71	

		<p>specialists in corporate responsibility and sustainability who guide and critique the development of our sustainability strategy.</p> <p>The variety of our relationships means we engage in different ways, depending on the nature of the interest, the relevance to the business and the most practical way to meet stakeholders' specific needs and expectations.</p>		
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Annex: Business for Peace*

<p>Scope: Business for Peace</p>	<p>Annex 1:The COP describes policies and practices related to the company's core business operations in high-risk or conflict-affected areas</p>	<p>Unilever continually updates on working conditions at our tea estates in Kericho. This follows allegations of sexual harassment of female workers in an August 2013 programme by ARTE (a Franco-German TV channel). These allegations were investigated and an extensive independent review made six recommendations to improve the gender balance within the Team Leader community and the grievance handling system. Unilever fully accepted these recommendations which were implemented immediately.</p> <p>Since December 2013 progress has focused on the prevention of incidents through increased education and awareness, strengthening the management team, and improving the grievance and reporting procedures. Progress is continually monitored through monthly reviews with the VP of Tea Procurement and Operations and bi-monthly meetings with the Chief Procurement Officer. In 2014, our Chief Executive Officer Paul Polman and Chief Supply Chain Officer Pier Luigi Sigismondi visited Kericho to experience progress at first hand. Further visits have been undertaken by the CLO and CBIO in 2016.</p> <p>Unilever has identified eight salient human rights issues and one of these is harassment. Kericho was the subject of a case study on this issue in our first Human Rights Report, published in June 2015</p>	<p>Kericho tea estates Purpose, values & principles</p> <p>Global partnerships</p> <p>Responding to stakeholder concerns on human rights</p> <p>Unilever Human Rights Report 2015</p>	
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	<p>Annex 2: The COP describes policies and practices related to the company's government relations in high-risk or conflict-affected areas</p>	<p>Unilever neither supports political parties nor contributes to the funds of groups whose activities are calculated to promote party interests. We prohibit participation in the activities of political parties for business purposes.</p>		
	<p>Annex 3: The COP describes local stakeholder engagement and strategic social investment activities of the company in high-risk or conflict-affected areas</p>	<p>Unilever are taking a targeted approach to its social investments by focusing our support on helping to improve the quality of people's lives through the provision of hygiene, sanitation, basic nutrition and access to safe drinking water, as well as by enhancing self-esteem.</p> <p>Since 2012, we have partnered with five leading global organisations – Oxfam, Population Services International (PSI), Save the Children, UNICEF and the World Food Programme (WFP). By working together, we have expanded the delivery of life-saving solutions and contributed to systemic and scalable social change.</p> <p>Our partners also serve as our primary beneficiaries in times of disaster and emergency relief so that we are able to provide critical resources expeditiously when there is the greatest need and on longer-term projects to help rebuild communities.</p>		
<p>*Business for Peace Brochure (2013) aims to expand and deepen private sector action in support of peace - in the workplace, marketplace and local communities. Assists companies in implementing responsible business practices aligned with the Global Compact ten principles in conflict-affected and high-risk areas and catalyse action to advance peace</p>				