The PWD Journey

The Unilever Story
The Unilever Sustainability Framework

Our Purpose is to make sustainable living commonplace

- **People**
  - Improve People’s health, confidence and wellbeing
    - Positive nutrition
    - Health and wellbeing

- **Planet**
  - Improve the health of the planet
    - Positive Nutrition
    - Health and wellbeing

- **Society**
  - Contribute to a fairer, more socially inclusive world
    - Equity, diversity and inclusion
    - Raise living standards
    - Future of work

**Respect human rights**
Respect and promote human rights and the effective implementation of the UN Guiding Principles, and ensure compliance with our Responsible Sourcing Policy

**ESG Reporting**
- Stakeholder Engagement
- Materiality
- Target Setting
- Impact Assessment
- Data Collection and Monitoring
- Reporting
Our responsible business fundamentals

- **Business integrity**
- **Safety at work**
- **Employee wellbeing**
- **Product safety and quality**
- **Responsible innovation**
- **Responsible advertising and marketing**
- **Safeguarding data**
- **Engaging with stakeholders**
- **Responsible taxpayer**
- **Committed to transparency**

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### Win with our brands as a force for good, powered by purpose and innovation

#### Climate action
- Net zero emissions from all our products from sourcing to point of sale by 2039
- Halve greenhouse gas impact of our products across the lifecycle by 2030
- Zero emissions in our operations by 2030
- Replace fossil-fuel derived carbon with renewable or recycled carbon in all our cleaning and laundry product formulations by 2030
- Share the carbon footprint of every product we sell

**Supported by: €1 billion Climate & Nature Fund**

#### Protect and regenerate nature
- Deforestation-free supply chain in palm oil, paper & board, tea, soy and cocoa by 2023
- Help protect and regenerate 1.5 million hectares of land, forests and oceans by 2030
- 100% sustainable sourcing of key agricultural crops
- Implement water stewardship programmes in 100 locations in water-stressed areas by 2030
- 100% of our ingredients will be biodegradable by 2030

#### Waste-free world
- 50% virgin plastic reduction by 2025, including an absolute reduction of 100,000 tonnes
- 25% recycled plastic by 2025
- Collect and process more plastic than we sell by 2025
- 100% reusable, recyclable or compostable plastic packaging by 2025
- Halve food waste in our operations by 2025
- Maintain zero waste to landfill in our factories

#### Positive nutrition
- €1 billion annual sales from plant-based meat and dairy alternatives by 2025-2027
- Double the number of products sold that deliver positive nutrition by 2025
- 70% of our portfolio to meet WHO-aligned nutritional standards by 2022
- 95% of packaged ice cream to contain no more than 23g total sugar per serving by 2025
- 95% of packaged ice cream to contain no more than 250 kcal per serving by 2025
- 85% of our Foods portfolio to help consumers reduce their salt intake to no more than 5g per day by 2022

#### Health and wellbeing
- Take action through our brands to improve health and wellbeing and advance equity and inclusion, reaching 1 billion people per year by 2030.
- We will focus on:
  - Gender equity
  - Race and ethnicity equity
  - Body confidence and self-esteem
  - Mental wellbeing
  - Hand hygiene
  - Sanitation
  - Oral health
  - Skin health and healing

#### Equity, diversity and inclusion
- Achieve an equitable and inclusive culture by eliminating any bias and discrimination in our practices and policies
- Accelerate diverse representation at all levels of leadership
- 5% of our workforce to be made up of people with disabilities by 2025
- Spend €2 billion annually with diverse businesses worldwide by 2025
- Increase representation of diverse groups in our advertising

#### Raise living standards
- Ensure that everyone who directly provides goods and services to Unilever will earn at least a living wage or income by 2030
- Help 5 million small and medium-sized enterprises grow their business by 2025

#### Future of work
- Help equip 10 million young people with essential skills by 2030
- Pioneer new models to provide our employees with flexible employment options by 2030
- Reskill or upskill our employees with future-fit skills by 2025

#### Improve the health of the planet
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#### Improve people’s health, confidence and wellbeing
- Contribute to a fairer, more socially inclusive world

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#### Compass Commitment

- Win with our brands as a force for good, powered by purpose and innovation
- Our responsible business fundamentals
- Respect human rights
Our position on PERSONS WITH DISABILITY

Unilever’s Definition of Person’s with Disability

People who have long-term physical, mental, intellectual or sensory impairments which, in interaction with various external barriers, may hinder their full and effective participation in society on an equal basis with others.” Apart from the conventional “visible” forms of disability, such as wheelchair users or blindness, this also includes long term conditions like reduced vision, chronic pain, learning disabilities, long term mental ill health etc.

Unilever’s Commitment for Disability Inclusion

✓ To build an organization that is fully inclusive of people with disabilities, who will form 5% of our workforce by 2025.
✓ To be the “#1 Employer of Choice” for people with disabilities, also by 2025.

Our Approach to attaining our commitment

✓ Getting our house in order: Accessibility & Accommodation (infrastructure, communication, etc.)
✓ Creating a culture of “psychological safety” and true inclusion
✓ Measuring the number of employees with disabilities, especially the hidden disabilities
PARTNERSHIPS TO PROMOTE DISABILITY INCLUSION

**Technical support**
- Site disability audit
- Capability building sessions for employees
- Upskilling for PWDs for effectiveness in the world of work

**Supply of PWD talents**
- To be built into the talent pipeline of the company
- Special support – assignment of sign language interpreter at Annual General Meetings

**Platform for knowledge sharing**
- Among companies on Disability Inclusion practices
- Coalition of corporate bodies to promote advocacy for inclusion of PWDs
Some winning initiatives along our journey in West Africa/Africa ...

~19 PwDs West Africa
(FTEs & Interns)

Diverse representation

Accessibility & Accommodation

Capability & Culture

Procedures & Policy

Advocacy & Allyship
## OUR JOURNEY SO FAR ...

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| Diverse Representation | • We currently have ~19 PWDs within the organization across West Africa. This cuts across FTEs, NSPs and contract staff  
  • Achieved through partnerships with state/social agencies – Sightsavers, for increased access to talents |
| Culture & Capability   | • A D&I committee was created with a Leadership Team member as Patron. This shows the commitment of Leadership to create an inclusive environment for all, and the objective is for the total business and not HR only  
  • Completed a disability site audit, which consequently led to a facilities upgrade to make our site more disability friendly. Some of the accessibility investments made include:  
    ✓ Ramps at elevated levels, for ease of mobility  
    ✓ Installation of an audio prompt, to get people to hold the handrails when using a staircase on site  
    ✓ The ground floor was created for the physically challenged because of difficulty in climbing the stairs  
    ✓ Dedicated parking lots for PWDs, among others  
  • Launch of Capability Building Programs on Degreed for LMsWith PWDs, to raise awareness and build capability on the cultural journey  
  • Annual marking of the International Day of Persons with Disability, to show our commitment to driving an inclusive workplace for all |
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| Procedures & Policy | • Re-launch of the Employee Referral Policy to encourage employees to refer PWDs for employment. When an employee refers a PWD who is successfully hired, the employee earns EUR 1,000.  
• Campaign on self-identification of disability status, in a friendly and confidential manner. This is so that reasonable accommodation can be put in place for employees based on their individual conditions  
• Continuous work with the Engineering and Facilities Team, to ensure that reasonable site upgrades are completed as and when required to allow for a disability friendly workplace |
| Advocacy & Allyship | • Unilever Nigeria Plc was adjudged the Most Disability Friendly Company in Nigeria for the year 2021, testament to the investments made in the area of Persons with Disability  
• Unilever Nigeria Plc also recently won HR Inclusion Award for the private sector facilitated by Chartered Institute of Personnel Management (CIPM), recognition for the pioneering role we play in driving inclusion of people with disability in our workplace.  
• Unilever Nigeria Plc is a key member of the Nigeria Business Disability Network, focused on:  
  ✓ Championing advocacy to influence policy change on creating employment opportunities for PWDs  
  ✓ Knowledge sharing platform, to learn what others are doing in this space and we can share some learnings with others |
OUR JOURNEY SO FAR ...

Awards Won

Most Disability Inclusive Organization in Nigeria at the Disability Inclusive Leadership Awards 2021

HR Inclusion Award for Chartered Institute of Personnel Management (CIPM) 2022 Awards
OUR JOURNEY SO FAR ...

Site Upgrade

- Restroom for people with disability, located on the ground floor
- Ramp for easy access into the office building
- Reserved parking for PWDs
**How to update disability status in Workday - West Africa**

**Objective**

Provides guidance to employees on how to declare disability status in Workday, our HR Information System.

**Process**

To declare your disability status, please do the following:

1. You can access Workday via [Inside Unilever](http://www.insideunilever.com), on the right side of the homepage under "I need to..." section>

2. In your Workday profile, Under Applications >> Click on the "My Personal Information" app and then click "Update Other Personal Information"

3. Click Change My Personal Information (as seen below)
OUR JOURNEY SO FAR...

External Partnerships/ Forums

Sightsavers

Chartered Institute of Personnel Management

Tertiary Institutions for our Youth Employability Sessions

Nigeria Business Disability Network
OUR JOURNEY SO FAR ...

Culture Change - Approach

Re-launch of the Employee Referral Program

Launch of Capability Sessions on Disability Inclusion

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8. AWARD

- In case a referred candidate is successfully hired and employment confirmed, the referrer will be eligible for an award of:
  I. EUR 500 for WL1 Positions
  II. EUR 1,000 for WL2+ positions
  III. Please note that this should be paid in equivalent of the local currency where the recipient resides at the Unilever exchange rate.

- Award payments will be included in the employee’s regular paycheck and will be subject to all applicable taxes.
- 50% of the eligible Award will be paid if candidate is male and able.
- 100% of the eligible Award will be paid if candidate is female or with disability.