



Sustainability materiality assessment 2021/2022 – issues and topics

Improve the health of the planet

Material sustainability issues	Topics		
<p>Climate change</p> <p>Definition: Reducing our greenhouse gas emissions and energy use, and mitigating the effects of long-term changes in the climate on our business and value chain.</p>	<ul style="list-style-type: none"> ● Access to clean energy ● Air pollution (e.g. particulate matter) ● Carbon pricing ● Climate partnerships & advocacy ● Deforestation 	<ul style="list-style-type: none"> ● Emissions from transportation ● Energy consumption ● Extreme weather ● GHG emissions from refrigerants ● Low carbon products 	<ul style="list-style-type: none"> ● Net zero carbon products ● Renewable and recycled carbon ● Renewable energy ● Value chain GHG emissions
<p>Packaging & waste</p> <p>Definition: Reducing the environmental impact of packaging and waste and transitioning towards a circular economy.</p>	<ul style="list-style-type: none"> ● Biodegradable and bio-based packaging ● Circular economy ● Consumer waste ● Energy from waste ● Extended producer responsibility 	<ul style="list-style-type: none"> ● Food loss and waste ● Livelihoods of waste pickers ● Marine life and plastic pollution ● Microplastics ● Packaging collection and processing ● Recyclable packaging 	<ul style="list-style-type: none"> ● Reusable & refillable packaging ● Single-use packaging ● Waste from operations ● Virgin plastic
<p>Sustainable sourcing</p> <p>Definition: Ensuring the social, environmental and economic sustainability of key agricultural raw ingredients and non-agricultural materials in our supply chain.</p>	<ul style="list-style-type: none"> ● Cage-free eggs ● Cereals ● Certification ● Cocoa ● Dairy ● Farm animal welfare ● Future food sources and supplies 	<ul style="list-style-type: none"> ● Herbs ● Organic products ● Palm oil ● Paper and board ● Rapeseed ● Non-agricultural goods and services ● Soy 	<ul style="list-style-type: none"> ● Sugar ● Tea ● Traceability and transparency ● Vanilla ● Vegetables
<p>Water</p> <p>Definition: Improving access to water, and managing water use and abstraction sustainably across our value chain.</p>	<ul style="list-style-type: none"> ● Access to affordable water ● Access to water services ● Biodegradability of product ingredients ● Consumer water use ● Safe drinking water 	<ul style="list-style-type: none"> ● Water abstracted for manufacturing ● Water availability and security ● Water discharge ● Water in ecosystem protection and restoration ● Water partnerships and advocacy 	<ul style="list-style-type: none"> ● Water pollution (e.g. wastewater and effluents) ● Water quality ● Water reuse and recycling ● Water use in agriculture



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Improve people’s health, confidence and wellbeing

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<p>Health & wellbeing</p> <p>Definition: Improving the health and hygiene of our consumers through our brands and products, campaigns and partnerships.</p>	<ul style="list-style-type: none"> ● Body confidence and self-esteem ● Communicable diseases (e.g. Covid-19) ● Hand hygiene ● Mental wellbeing 	<ul style="list-style-type: none"> ● Non-communicable diseases (e.g. cancer, diabetes, heart disease) ● Oral health ● Sanitation ● Skin health and healing 	
<p>Nutrition & diets</p> <p>Definition: Developing products with a balanced nutritional profile and promoting consumers’ understanding of their own nutrition, and its links to their health and well-being.</p>	<ul style="list-style-type: none"> ● Calories ● Dietary diversification ● Diets and lifestyle ● Fats ● Food security 	<ul style="list-style-type: none"> ● Fortification ● Malnutrition ● Meat and dairy-free alternatives ● Nutritional information ● Nutritional profile 	<ul style="list-style-type: none"> ● Obesity ● Plant-based diets ● Product reformulation ● Salt ● Sugar



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Contribute to a fairer, more socially inclusive world

Material sustainability Issues	Topics
<p>Diversity & inclusion</p> <p>Definition: Ensuring that everyone is represented equally at all levels in society and in our organisation, and has equal opportunities.</p>	<ul style="list-style-type: none"> ● Equality in the workplace ● Equal opportunities* ● Equal pay* ● Price discrimination*
<p>Future of work</p> <p>Definition: Helping our people adapt to changes in the workplace and the changing nature of work through upskilling and reskilling.</p>	<ul style="list-style-type: none"> ● Employment practices ● Employee engagement ● Lifelong learning ● New employment models ● Reskilling and upskilling ● Responsible automation ● Talent attraction and retention ● Youth employability
<p>Human Rights</p> <p>Definition: Upholding and promoting the basic rights and freedoms of all who work across the value chain.</p>	<ul style="list-style-type: none"> ● Child labour ● Conflict minerals ● Discrimination* ● Forced labour ● Freedom of association and collective bargaining ● Harassment ● Informal labour in our value chain ● Labour management relations ● Land rights ● Maternity and paternity protection ● Migrant workers and trafficking ● Modern slavery ● Rights of indigenous peoples ● Sexual exploitation ● Social justice and equality ● Training and education ● Working hours
<p>Living standards</p> <p>Definition: Ensuring everyone who depends on Unilever has enough to provide for their basic needs and have a decent standard of living.</p>	<ul style="list-style-type: none"> ● Equal remuneration ● Fair trade ● Living wage ● Product affordability and accessibility ● Socially inclusive business models ● Sustainable livelihoods for smallholder farmers ● Sustainable livelihoods for small-scale retailers

*E.g. race, gender, gender identity, age, LGBTQI+, disability, religion.



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Other sustainability issues

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<p>Product transparency</p> <p>Definition: Providing consumers with information about our products, such as ingredients, what they do, why we use them, product safety and environmental impacts.</p>	<ul style="list-style-type: none">● Carbon footprint communication● Nutritional labelling● Product certification (e.g. Cruelty-free, PETA, Rainforest Alliance)● Responsible labelling