Vaseline risk assessment of human rights and decent working conditions:

				Risk assessment country of origin								Risk assessment country of supplier															
Product group	Material		Country of origin	Freedom of association	Contract/Working hours	Forced Labor/human trafficking	Child labor	Discrimination	Health and safety at work	Wage/remuneration	Third party verification	Raw material from	Freedom of association	Contract/working hours	Forced labor/human trafficking	Child labor	Discrimination	Health and safety at work	Wage/remuneration	Third party verification	Total risk assessment of product:	Action plan:
Vaseline Unilever	21142	Klaver Vaseline 45gx24	Poland	Workers are not represented by labor unions.	Unilever Asia Private Limited has approximately 600 employees. Yes, there are contract procedures in place to ensure that overtime is voluntary and not excessive, which is regulated in the Code of Business Principles (COBP). For more info, visit: Code of Business Principles: (COBP) https://assets.unilever.com/files/92ro2ugm4zw9oex/3d38b4e7e7b28a0718b6d8b6f87f21e6/Table_pdf2021-code-of-business-principles-english.pdf	Unilever have developed a three-pillar Action Plan (detection, prevention and remediation) to address issues related to the payment of recruitment fees by workers, as part of the Forced Labor Framework. Implementation of this framework started in 2021 and will continue during 2022. For more info, visit: Human Rights Progress Report (HRPR): https://www.unilever.com/files/92ro2ugm4zw9oex/3d38b4e7e7b28a0718b6d8b6f87f21e6/Table_pdf2021-human-rights-progress-report-2021.pdf Code of Business Principles: (COBP) https://assets.unilever.com/files/92ro2ugm4zw9oex/3d38b4e7e7b28a0718b6d8b6f87f21e6/Table_pdf2021-code-of-business-principles-english.pdf	None of UAPL's employees are under the age of 18. There are procedures in place as part of our hiring process to verify the age of our job candidates.	Yes there are measures in place The Gender Framework is currently designed to address gender discrimination in agriculture, manufacturing and service distribution models. The framework also addresses gender-based violence, and our aim is for all our suppliers to have effective management systems in place to detect, prevent and remediate gender-based violence cases.Our framework takes the following approach, based on detection, prevention and remediation measures. For more info, visit: Human Rights Progress Report (HRPR): https://www.unilever.com/files/92ro2ugm4zw9oex/3d38b4e7e7b28a0718b6d8b6f87f21e6/Table_pdf2021-human-rights-progress-report-2021.pdf Code of Business Principles: (COBP) https://assets.unilever.com/files/92ro2ugm4zw9oex/3d38b4e7e7b28a0718b6d8b6f87f21e6/Table_pdf2021-code-of-business-principles-english.pdf	Unilever is committed to providing healthy and safe working conditions which are regulated in the Code of Business Principles. Unilever complies with all applicable regulation and regulations and aims to continuously improve health and safety performance.Everyone at Unilever has a role to play. Managers are responsible for executing and implementation of the occupational health and safety of their direct reports and third parties under their control. As a condition of our employment, we all have a duty to work safely. For more info, visit: Code of Business Principles: (COBP) https://assets.unilever.com/files/92ro2ugm4zw9oex/3d38b4e7e7b28a0718b6d8b6f87f21e6/Table_pdf2021-code-of-business-principles-english.pdf	Yes employees are paid as a minimum living wage which is implemented in the Code of Business Principles. Line managers must ensure all employees are provided with the wages including a total remuneration package that meets or exceeds legal minimum standards or appropriate benchmark standards, including those established by legally binding collective agreements are implemented and adhered to. Other than in exceptional circumstances, no deductions, or other withholdings from the wages and salaries owed of the employee. In 2020 Unilever achieved the commitment to pay all direct Unilever employees at least a living wage. 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As part of human rights governance, Human Rights Due Diligence is conducted by our legal and human rights teams, and it involves four core components: 1. Identifying and assessing actual or potential adverse human rights impacts 2. Integrating findings from impact assessments into relevant company processes and taking appropriate action according to the business priorities. 3. Tracking the effectiveness of measures and processes to address adverse human rights impacts. In order to know if they are working. 4. Communicating how impacts are being addressed and showing stakeholders – in particular, affected stakeholders – that there are adequate policies and processes in place. The above is regarded in a Due Diligence process and stated in the Human Rights Progress Report (HRPR) https://www.unilever.com/files/92ro2ugm4zw9oex/3d38b4e7e7b28a0718b6d8b6f87f21e6/Table-pdf2021-human-rights-progress-report-2021.pdf	No info	Not possible for us to answer. However, Freedom of Association is a requirement under the Responsible Partner Policy which describes what Unilever requires of business partners. It is a mandatory requirement that forced labor under no circumstances will be used, whether in the form of trafficked labour, indentured labour, bonded labour or other forms including marital and physical coercion, and slavery. Unilever requires their suppliers to form or join a union of their choice, to seek representation and collectively bargain and do so without fear of intimidation, harassment or retaliation by other groups, unless legally required. Business partners are also required to have policies and processes relating to freedom of association and collective bargaining in day-to-day operations as a place and clarify that a workers choice to form or join a trade union will not compromise their employment (including treatment relating to hiring, discipline, promotion, wages, hours, grievances or employment termination). For more info, visit: Responsible Partner Policy (RPP): https://www.unilever.com/files/92ro2ugm4zw9oex/7ee9f0f06ee25ef1e1c4bbad237ee2b59d2d0d2.pdf?ts=1636ad237ee2b59d2d0d2	Reasonable Working Hours is a requirement under the Responsible Partner Policy which describes what Unilever requires of business partners. It is a mandatory requirement that Unilever suppliers and their business partners are not required to work more than the regular and overtime hours according to local legal requirements. Total weekly working hours including overtime must not exceed 60 hours for non-management workers even if local law would otherwise allow it, in order to prevent excessive, physical and mental fatigue. All overtime is on a voluntary basis. Employment contract allows for contractual overtime, then workers expressly agree to it. Business partners are also required to have written policies in place and implemented for regular working hours and overtime, including maximum hours and schedules are communicated in advance in a language and format that they understand. Workers' consent to perform overtime work is documented. Business partners are also required to have policies for documenting and monitoring working hours and overtime for workers, regardless of wage system (for example, piece-rate payment) or contract type. For more info, visit: Responsible Partner Policy (RPP): https://www.unilever.com/files/92ro2ugm4zw9oex/7ee9f0f06ee25ef1e1c4bbad237ee2b59d2d0d2.pdf?ts=1636ad237ee2b59d2d0d2	Freely agreed terms of employment and Work is voluntary are requirements under the Responsible Partner Policy which describes what Unilever requires of business partners. 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There shall be no discrimination in employment (including hiring), any exports of training, personal and professional development, compensation, access to training, promotion, employment termination or retirement. Policies and procedures shall be in place that prohibit discrimination in any form during the recruitment, compensation, access to training, promotion, employment termination or retirement and these are clearly and regularly communicated to all workers, including management. For more info, visit: Responsible Partner Policy (RPP): https://www.unilever.com/files/92ro2ugm4zw9oex/7ee9f0f06ee25ef1e1c4bbad237ee2b59d2d0d2.pdf?ts=1636ad237ee2b59d2d0d2	Health and Safety is a requirement under the Responsible Partner Policy, which describes what Unilever requires of business partners. It states that business partners must provide a safe and healthy workplace environment to prevent accidents and injury, or illness (either physical or mental) arising out of, linked with or occurring in the course of, work, or as a result of the employer's operations. All workers and other people who enter business premises are clearly informed about the inherent dangers of the workplace and are provided with adequate knowledge and personal protective equipment to avoid such risks. Business premises are clearly signage or information provided on how to evacuate in the case of an emergency. For more info, visit: Responsible Partner Policy (RPP): https://www.unilever.com/files/92ro2ugm4zw9oex/7ee9f0f06ee25ef1e1c4bbad237ee2b59d2d0d2.pdf?ts=1636ad237ee2b59d2d0d2	Fair Wages is a requirement under the Responsible Partner Policy, which describes what Unilever requires of business partners. All workers shall be provided with a total compensation package for a standard working week that includes wages, overtime pay, benefits and paid leave which meets or exceeds legal minimum standards. In 2020 Unilever achieved the commitment to pay all direct Unilever employees at least a living wage, having done so, we started to go further, share our learnings with our suppliers and peer companies and to extend this commitment to our direct suppliers. In January 2021 we made a commitment that everyone who directly supplies goods or services to Unilever will earn at least a living wage or living income by 2030. We made this commitment because we believe that there is both a strong business case for raising wages beyond poverty wages and a high cost to business and society of not doing so. 2021 was the first year of the implementation stage of our living wage and living income commitment. We started by identifying priority countries, in which we will focus our efforts to ensure that workers are paid fairly by understanding, for example, where the gap between the legal minimum wage and living wage is the highest, and where we have significant Unilever sourcing. We are now in the process of conducting cross functional workshops – initially internally – in these markets, in order to create both country and portfolio implementation plans. We are also building internal capability, having launched training on living wages for our employees. For more info, visit: Responsible Partner Policy (RPP): https://www.unilever.com/files/92ro2ugm4zw9oex/7ee9f0f06ee25ef1e1c4bbad237ee2b59d2d0d2.pdf?ts=1636ad237ee2b59d2d0d2	Our human rights governance is led from the top, overseen by our CEO and supported by our Unilever Leadership Executive (ULE), the most senior leaders of our business. As well as providing strategic direction, the ULE is consulted on human rights issues when the severity of an actual or potential impact is high, where a business critical decision needs to be taken, or where substantial financial investment may be needed to address an impact. Additional Board-level oversight is provided by the Corporate Responsibility Committee. As part of human rights governance, Human Rights Due Diligence is conducted by our legal and human rights teams, and it involves four core components: 1. Identifying and assessing actual or potential adverse human rights impacts 2. Integrating findings from impact assessments into relevant company processes and taking appropriate action according to the business priorities. 3. Tracking the effectiveness of measures and processes to address adverse human rights impacts. In order to know if they are working. 4. 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Vaseline Unilever	21144	Vaseline Sprayption Aloe Soothe 100ml	Portugal	Workers are not represented by labor unions.	Unilever Asia Private Limited has approximately 600 employees. Yes, there are contract procedures in place to ensure that overtime is voluntary and not excessive, which is regulated in the Code of Business Principles (COBP). For more info, visit: Code of Business Principles: (COBP) https://assets.unilever.com/files/92ro2ugm4zw9oex/3d38b4e7e7b28a0718b6d8b6f87f21e6/Table_pdf2021-code-of-business-principles-english.pdf	Unilever have developed a three-pillar Action Plan (detection, prevention and remediation) to address issues related to the payment of recruitment fees by workers, as part of the Forced Labor Framework. Implementation of this framework started in 2021 and will continue during 2022. 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Vaseline Unilever	21145	Vaseline Spray Essential Healing 100ml	Portugal	Workers are not represented by labor unions.	Unilever Asia Private Limited has approximately 600 employees. Yes, there are contract procedures in place to ensure that overtime is voluntary and not excessive, which is regulated in the Code of Business Principles (COBP). For more info, visit: Code of Business Principles: (COBP) https://assets.unilever.com/files/92ro2ugm4zw9oex/3d38b4e7e7b28a0718b6d8b6f87f21e6/Table_pdf2021-code-of-business-principles-english.pdf	Unilever have developed a three-pillar Action Plan (detection, prevention and remediation) to address issues related to the payment of recruitment fees by workers, as part of the Forced Labor Framework. Implementation of this framework started in 2021 and will continue during 2022. 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For more info, visit: Code of Business Principles: (COBP) https://assets.unilever.com/files/92ro2ugm4zw9oex/3d38b4e7e7b28a0718b6d8b6f87f21e6/Table_pdf2021-code-of-business-principles-english.pdf	Yes employees are paid as a minimum living wage which is implemented in the Code of Business Principles. Line managers must ensure all employees are provided with the wages including a total remuneration package that meets or exceeds legal minimum standards or appropriate benchmark standards, including those established by legally binding collective agreements are implemented and adhered to. Other than in exceptional circumstances, no deductions, or other withholdings from the wages and salaries owed of the employee. In 2020 Unilever achieved the commitment to pay all direct Unilever employees at least a living wage. For more info, visit: Code of Business Principles: (COBP) https://assets.unilever.com/files/92ro2ugm4zw9oex/3d38b4e7e7b28a0718b6d8b6f87f21e6/Table_pdf2021-code-of-business-principles-english.pdf Human Rights Progress Report (HRPR) https://www.unilever.com/files/92ro2ugm4zw9oex/3d38b4e7e7b28a0718b6d8b6f87f21e6/Table_pdf2021-human-rights-progress-report-2021.pdf	Our human rights governance is led from the top, overseen by our CEO and supported by our Unilever Leadership Executive (ULE), the most senior leaders of our business. As well as providing strategic direction, the ULE is consulted on human rights issues when the severity of an actual or potential impact is high, where a business critical decision needs to be taken, or where substantial financial investment may be needed to address an impact. Additional Board-level oversight is provided by the Corporate Responsibility Committee. As part of human rights governance, Human Rights Due Diligence is conducted by our legal and human rights teams, and it involves four core components: 1. Identifying and assessing actual or potential adverse human rights impacts 2. Integrating findings from impact assessments into relevant company processes and taking appropriate action according to the business priorities. 3. Tracking the effectiveness of measures and processes to address adverse human rights impacts. In order to know if they are working. 4. Communicating how impacts are being addressed and showing stakeholders – in particular, affected stakeholders – that there are adequate policies and processes in place. The above is regarded in a Due Diligence process and stated in the Human Rights Progress Report (HRPR) https://www.unilever.com/files/92ro2ugm4zw9oex/3d38b4e7e7b28a0718b6d8b6f87f21e6/Table-pdf2021-human-rights-progress-report-2021.pdf	No info	Not possible for us to answer. However, Freedom of Association is a requirement under the Responsible Partner Policy which describes what Unilever requires of business partners. It is a mandatory requirement that forced labor under no circumstances will be used, whether in the form of trafficked labour, indentured labour, bonded labour or other forms including marital and physical coercion, and slavery. Unilever requires their suppliers to form or join a union of their choice, to seek representation and collectively bargain and do so without fear of intimidation, harassment or retaliation by other groups, unless legally required. Business partners are also required to have policies and processes relating to freedom of association and collective bargaining in day-to-day operations as a place and clarify that a workers choice to form or join a trade union will not compromise their employment (including treatment relating to hiring, discipline, promotion, wages, hours, grievances or employment termination). For more info, visit: Responsible Partner Policy (RPP): https://www.unilever.com/files/92ro2ugm4zw9oex/7ee9f0f06ee25ef1e1c4bbad237ee2b59d2d0d2.pdf?ts=1636ad237ee2b59d2d0d2	Reasonable Working Hours is a requirement under the Responsible Partner Policy which describes what Unilever requires of business partners. It is a mandatory requirement that Unilever suppliers and their business partners are not required to work more than the regular and overtime hours according to local legal requirements. Total weekly working hours including overtime must not exceed 60 hours for non-management workers even if local law would otherwise allow it, in order to prevent excessive, physical and mental fatigue. All overtime is on a voluntary basis. Employment contract allows for contractual overtime, then workers expressly agree to it. Business partners are also required to have written policies in place and implemented for regular working hours and overtime, including maximum hours and schedules are communicated in advance in a language and format they understand. Workers' consent to perform overtime work is documented. Business partners are also required to have policies for documenting and monitoring working hours and overtime for workers, regardless of wage system (for example, piece-rate payment) or contract type. For more info, visit: Responsible Partner Policy (RPP): https://www.unilever.com/files/92ro2ugm4zw9oex/7ee9f0f06ee25ef1e1c4bbad237ee2b59d2d0d2.pdf?ts=1636ad237ee2b59d2d0d2	Freely agreed terms of employment and Work is voluntary are requirements under the Responsible Partner Policy which describes what Unilever requires of business partners. 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For more info, visit: Responsible Partner Policy (RPP): https://www.unilever.com/files/92ro2ugm4zw9oex/7ee9f0f06ee25ef1e1c4bbad237ee2b59d2d0d2.pdf?ts=1636ad237ee2b59d2d0d2	Appropriate Age is a requirement under the Responsible Partner Policy which describes what Unilever requires of business partners. It states that under no circumstances are individuals employed under the age of 15 or under the local legal minimum age for work or mandatory schooling, whichever is higher. For more info, visit: Responsible Partner Policy (RPP): https://www.unilever.com/files/92ro2ugm4zw9oex/7ee9f0f06ee25ef1e1c4bbad237ee2b59d2d0d2.pdf?ts=1636ad237ee2b59d2d0d2	Free from Discrimination is a requirement under the Responsible Partner Policy, which describes what Unilever requires of business partners. There shall be no discrimination in employment (including hiring), any exports of training, personal and professional development, compensation, access to training, promotion, employment termination or retirement. Policies and procedures shall be in place that prohibit discrimination in any form during the recruitment, compensation, access to training, promotion, employment termination or retirement and these are clearly and regularly communicated to all workers, including management. For more info, visit: Responsible Partner Policy (RPP): https://www.unilever.com/files/92ro2ugm4zw9oex/7ee9f0f06ee25ef1e1c4bbad237ee2b59d2d0d2.pdf?ts=1636ad237ee2b59d2d0d2	Health and Safety is a requirement under the Responsible Partner Policy, which describes what Unilever requires of business partners. It states that business partners must provide a safe and healthy workplace environment to prevent accidents and injury, or illness (either physical or mental) arising out of, linked with or occurring in the course of, work, or as a result of the employer's operations. All workers and other people who enter business premises are clearly informed about the inherent dangers of the workplace and are provided with adequate knowledge and personal protective equipment to avoid such risks. Business premises are clearly signage or information provided on how to evacuate in the case of an emergency. For more info, visit: Responsible Partner Policy (RPP): https://www.unilever.com/files/92ro2ugm4zw9oex/7ee9f0f06ee25ef1e1c4bbad237ee2b59d2d0d2.pdf?ts=1636ad237ee2b59d2d0d2	Fair Wages is a requirement under the Responsible Partner Policy, which describes what Unilever requires of business partners. All workers shall be provided with a total compensation package for a standard working week that includes wages, overtime pay, benefits and paid leave which meets or exceeds legal minimum standards. In 2020 Unilever achieved the commitment to pay all direct Unilever employees at least a living wage, having done so, we started to go further, share our learnings with our suppliers and peer companies and to extend this commitment to our direct suppliers. In January 2021 we made a commitment that everyone who directly supplies goods or services to Unilever will earn at least a living wage or living income by 2030. We made this commitment because we believe that there is both a strong business case for raising wages beyond poverty wages and a high cost to business and society of not doing so. 2021 was the first year of the implementation stage of our living wage and living income commitment. We started by identifying priority countries, in which we will focus our efforts to ensure that workers are paid fairly by understanding, for example, where the gap between the legal minimum wage and living wage is the highest, and where we have significant Unilever sourcing. We are now in the process of conducting cross functional workshops – initially internally – in these markets, in order to create both country and portfolio implementation plans. We are also building internal capability, having launched training on living wages for our employees. For more info, visit: Responsible Partner Policy (RPP): https://www.unilever.com/files/92ro2ugm4zw9oex/7ee9f0f06ee25ef1e1c4bbad237ee2b59d2d0d2.pdf?ts=1636ad237ee2b59d2d0d2	Our human rights governance is led from the top, overseen by our CEO and supported by our Unilever Leadership Executive (ULE), the most senior leaders of our business. 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Vaseline Unilever	21146	Vaseline Sprayption Aloe Repair 100ml	Portugal	Workers are not represented by labor unions.	Unilever Asia Private Limited has approximately 600 employees. Yes, there are contract procedures in place to ensure that overtime is voluntary and not excessive, which is regulated in the Code of Business Principles (COBP). For more info, visit: Code of Business Principles: (COBP) https://assets.unilever.com/files/92ro2ugm4zw9oex/3d38b4e7e7b28a0718b6d8b6f87f21e6/Table_pdf2021-code-of-business-

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Vaseline Unilever	G2J11	Vaseline Lotion Essential Heal 400ml/x12	Poland	Workers are not represented by labo unions.	Unilever Asia Private Limited has approximately 600 employees. Yes, there are control procedures in place to ensure that overtime is voluntary and not excessive, which is regulated in the Code of Business Principles ("CoBP"). For more info, visit: Code of Business Principles (CoBP): https://assets.unilever.com/files/92ro2ego/production/3658b4e7e23b2a77b8d8d8d0f7921e9ef7b6a7a6.pdf/2021-code-of-business-principles-english.pdf	Unilever have developed a three-pillar Action Plan (detection, prevention and remediation) to address issues related to the payment of recruitment fees by workers, as part of the Forced Labour Framework. Implementation of this framework started in 2021 and will continue during 2022. For more info, visit: Human Rights Progress Report (HRPR): https://www.unilever.com/files/origin/2f2f4f83-4cc3-b3be-a5b4d32e0c8c/unilever-human-rights-progress-report-2021.pdf Code of Business Principles (COBP): https://assets.unilever.com/files/92ro2ego/production/3658b4e7e23b2a77b8d8d8d0f7921e9ef7b6a7a6.pdf/2021-code-of-business-principles-english.pdf	None of UAR's employees are under the age of 16. There are procedures in place as part of our hiring process to verify the age of our job candidates.	Yes there are measures in place The Gender Framework is currently designed to address gender discrimination in agriculture, manufacturing and last-mile distribution models. The framework also addresses gender-based violence, and our aim is for all our suppliers to have effective management systems in place to detect, prevent and remediate gender-based violence cases.Our framework takes the following approach, based on detection, prevention and remediation measures. For more info, visit: Human Rights Progress Report (HRPR): https://www.unilever.com/files/origin/2f2f4f83-4cc3-b3be-a5b4d32e0c8c/unilever-human-rights-progress-report-2021.pdf Code of Business Principles (COBP): https://assets.unilever.com/files/92ro2ego/production/3658b4e7e23b2a77b8d8d8d0f7921e9ef7b6a7a6.pdf/2021-code-of-business-principles-english.pdf	Unilever is committed to providing healthy and safe working conditions which are regulated in the Code of Business Principles. Unilever complies with all applicable legislation and regulations and aims to continuously improve health and safety performance.Everyone at Unilever has a role to play. Managers are responsible for cascading and implementation of the occupational health and safety of their direct reports and third parties under their control. As a condition of our employment, we all have a duty to work safely. 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For more info, visit: Code of Business Principles (COBP): https://assets.unilever.com/files/92ro2ego/production/3658b4e7e23b2a77b8d8d8d0f7921e9ef7b6a7a6.pdf/2021-code-of-business-principles-english.pdf	Our human rights governance is led from the top, overseen by our CEO and supported by our Unilever Leadership Executive (ULE), the most senior leaders of our business. As well as providing strategic direction, the ULE is consulted on human rights issues when the severity of an actual or potential impact is high, where a business-critical decision needs to be taken, or where substantial financial investment may be needed to address an impact. Additional Board-level oversight is provided by the Corporate Responsibility Committee. As part of human rights governance, Human Rights Due Diligence is conducted by our legal and human rights teams, and it involves four core components: 1. Identifying and assessing actual or potential adverse human rights impacts 2. 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Business partners are also required to have hiring policies in place and employees trained in human resources processes to ensure that workers are entering into employment freely and that they are not prevented from leaving if they so wish. In 2021, Unilever created a capability-building plan for our relevant Procurement teams, as well as suppliers, by risk profile. The training session focused on raising awareness of forced Unilever's commitment can support suppliers in building a responsible recruitment system. We also delivered a presentation to all Procurement teams and suppliers on modern slavery, including the risks of forced labour and human trafficking in our supplies, and set up an e-learning platform, as well as a comprehensive recruitment guidance tool. Suppliers are free to access resources such as videos, quizzes and lesson templates to help develop and create their own responsible recruitment systems. 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We identified them by understanding, for example, where the gap between the legal minimum wage and living wage is the highest, and where we have significant Unilever sourcing. We are now in the process of conducting cross functional workshops – initially internally – in these markets, in order to create both country and portfolio implementation plans. We are also building internal capability, having launched training on living wages for our employees. For more info, visit: Responsible Partner Policy (RPP): https://www.unilever.com/files/92ro2ego/production/7ee90f35fbee25e11e1c4bba023ee2f28d3d1.pdf	Health and Safety is a requirement under the Responsible Partner Policy, which describes what Unilever requires of business partners. 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Vaseline Unilever	G2J12	Vaseline Hudiction Aloe Soothe 400ml/x12	Poland	Workers are not represented by labo unions.	Unilever Asia Private Limited has approximately 600 employees. Yes, there are control procedures in place to ensure that overtime is voluntary and not excessive, which is regulated in the Code of Business Principles ("CoBP"). For more info, visit: Code of Business Principles (CoBP): https://assets.unilever.com/files/92ro2ego/production/3658b4e7e23b2a77b8d8d8d0f7921e9ef7b6a7a6.pdf/2021-code-of-business-principles-english.pdf	Unilever have developed a three-pillar Action Plan (detection, prevention and remediation) to address issues related to the payment of recruitment fees by workers, as part of the Forced Labour Framework. Implementation of this framework started in 2021 and will continue during 2022. 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Vaseline Unilever	G2J49	Vaseline Fx All Body Gloss On Cellulite	Poland	Workers are not represented by labo unions.	Unilever Asia Private Limited has approximately 600 employees. Yes, there are control procedures in place to ensure that overtime is voluntary and not excessive, which is regulated in the Code of Business Principles ("CoBP"). For more info, visit: Code of Business Principles (CoBP): https://assets.unilever.com/files/92ro2ego/production/3658b4e7e23b2a77b8d8d8d0f7921e9ef7b6a7a6.pdf/2021-code-of-business-principles-english.pdf	Unilever have developed a three-pillar Action Plan (detection, prevention and remediation) to address issues related to the payment of recruitment fees by workers, as part of the Forced Labour Framework. Implementation of this framework started in 2021 and will continue during 2022. 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