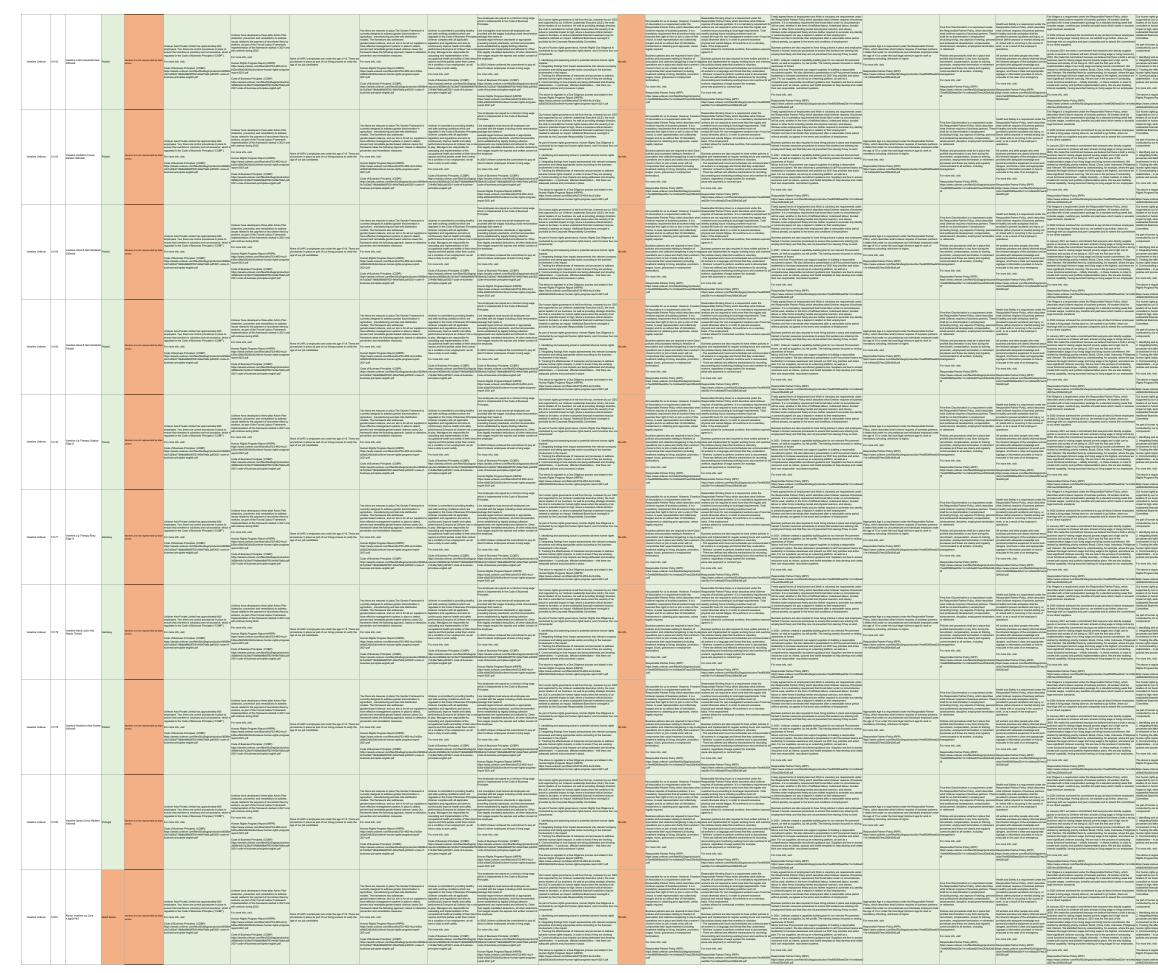
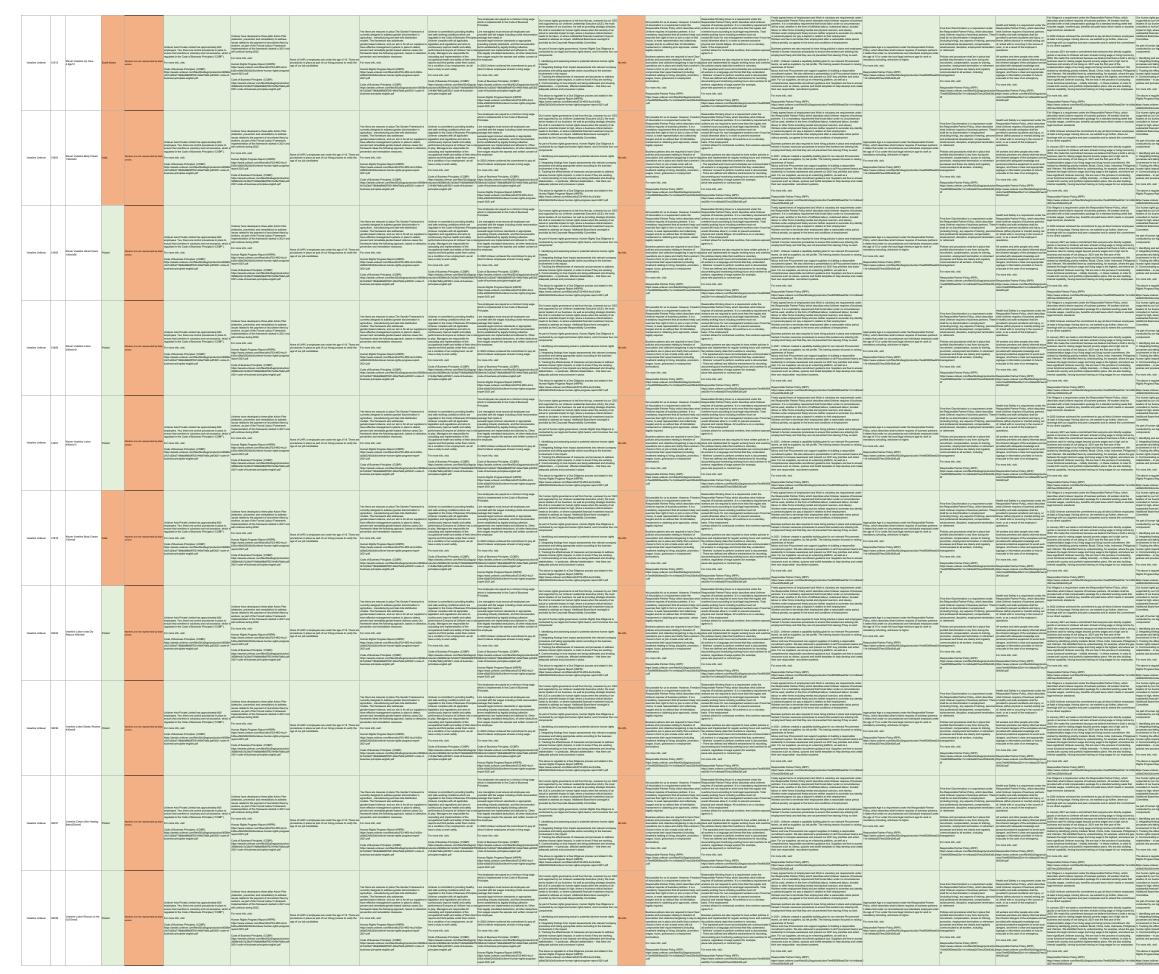
			Ris	assessment country of origin						Risk assessment of suppli	r					
Product group Material	Country of origin Freedom of association	Contract/Working hours Forced L	LaborNuman trafficking Child labor	Discrimination	Health and safety at work Wagelyamuneration	Third party verification	aw material from Freedom of association	Contractiworking hours	Forced laborhuman trafficking	Child labor	Discrimination	Health and safety at work	Wage/remuneration	Third party verification Tot	otal risk assessment of product: A	Action plan:
					Yes employees are payed as a minimum livit	og wage Our human rights governance is led from the top, overseen by our CED		Reasonable Working Hours is a requirement under the	Freely agreed terms of employment and Work is voluntary are requirements un the Responsible Pather Policy which describes what Unlever requires of busin	der ess			Fair Wages is a requirement under the Responsible Partner Policy, which describes what Unlever requires of business partners. All workers shall be	Our human rights governance is led from the top, overseen by our CEO and supported by our Unlever Leadenthip Executive (ULE), the most senior		
					Principles.	and supported by our Unlever Leadership Executive (ULE), the most senior leaders of our business. As well as providing strategic direction, the ULE is consubted on human rights issues when the savethy of an	of Association is a requirement under th Responsible Partner Policy which descr	he requires of business partners. It is a mandatory requires zbes what workers are not required to work more than the regular	partners. It is a mandatory requirement that forced labor under no circumstance ement that will be used, whether in the form of trafficked labour, indentured labour, bonded abour or other forms including mental and physical coencion, and elevers.	a	Free from Discrimination is a requirement under	Health and Safety is a requirement under to Responsible Partner Policy, which describe	he ne provided with a total compensation package for a standard working week that includes wages, overtime pay, benefits and paid leave which meets or excee leaal minimum standards.	I leaders of our business. As well as providing strategic direction, the ULE is dis consubted 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		
		Uniever	have developed a three-pillar Action Plan	currently designed to address gender discrimination in agriculture, manufacturing and last-mile distribution	unever a commercial provide harmy unever a commercial provide with fair wages including a total ren regulated in the Code of Business Principles package that meets or	a tale muneration actual or potential impact is high, where a business-critical decision needs to be taken, or where substantial financial investment may be	mandatory requirement that all workers exercise their right to form or join a unio	If the sources of the second s	1028 Workers enter employment fixely and are neither required to sumender any ide or personal pages nor pay a deposit in relation to their employment.	1007	what Unlever requires of business partners. The shall be no discrimination in employment.	re A healthy and safe workplace shall be provided to prevent accidents and injury, o	 a 2020 Unlever achieved the commitment to pay all dead Unlever employee in 2020 Unlever achieved the commitment to pay all dead Unlever employee 	substantial financial investment may be needed to address an impact.		
		jostacijos izrazen rel vorkers, z	n, prevention and remediation) to accreat listed to the payment of recruitment fees by as part of the Forced Labour Famework.	models. The framework also addresses gender-based violence, and our aim is for all our suppliers	Unlever complex with all applicable exceeds legal minimum standards or appropressing fedurary standards, and that remu	priate provided by the Corporate Responsibility Committee.	choice, to seek representation and colle bargain and do so without fear of intimic	actively would otherwise allow it, in order to prevent excessive physical and mental fatigue. All overtime is on a voluntal bank of the excelorated	any without penalty, as agreed in the terms and conditions of employment.		(including hiring), any aspects of training, person and professional development, compensation,	al liness (either physical or mental) arising or of, linked with or occurring in the course of	at the act a surg wage, reaving cone so, we wanted to go turber, share our learnings with our suppliers and peer companies and to extend this committee to our direct suppliers.	As part of human rights governance, Human Rights Due Diligence is		
		employees. Yes, there are control procedures in place to ensure that overfirms is voluntary and not eccessive, which a model of the control procedures of polytopic and the second of th	intation of this framework started in 2021 and inue during 2022.	prevent and remediate gender-based violence cases. Our framework takes the following approach, based on detecti	performance. Everyone at Unliver has a roleagreements are ingenerated and adversed on, to play, Managers are responsible for meaning and adversed by the second adverse of the s	No. Other is . Other deductions conducted by our lights governance, Human Rights Dae Diligence is conducted by our lights ream, and it involves four con components:	legally required.	contract allows for contractual overtime, then workers e agree to it.	express) bained in human resources procedures to ensure that workers are entering into employment beely and that they are not prevented from isawing if they so wish.	Policy, which describes what Unlever requires of business partner it states that under no circumstances are individuals employed und the states that under no circumstances are individuals employed und	creations and according to the property and the second sec	operations.	In January 2021 we made a commitment that everyone who directly supplex goods or services to Unitever will earn at least a living wage or living income i	conducted by our legal and human rights teams, and it involves four core components: by		
Vassine Uniever 51143 Kaver Vassine 45gs24	Poland Workers are not represented	Por more linb, visit:	e info, visit: None of UAPL's employees are under the age of 18. The procedures in place as part of our histog process to verify	te are the For more into, visit	coccupations health and safety of their cirect the employee. reports and third parties under their control.	I. Identifying and assessing actual or potential adverse human rights impacts	policies and processes relating to freed association and collective bargaining in	form of Business partners are also required to have written poli I day-to-day place and implemented for regular working hours and o	tickes in overtime in 2021, Unlever created a capability-building plan for our relevant Procurement seame, as well as surpliers by day crefile. The training session forces on relevant on the relevant on relev	mandatory schooling, whichever is higher.	prohibit discrimination in any form during the recruitment, compensation, access to training,	business premises are clearly informed ab the inherent dangers of the workplace and	2030. We made this commitment because we believe that there is both a stro business case for raising wages beyond poverty wages and a high cost to are business and exclusion of not device on. 2021 was the first user of the	ng 1. Identifying and assessing actual or potential advense human rights impacts. 2. Integrating findings from impact assessments into relevant company removas and taking anomanism action accounting to the human account of the integration of the second secon	Low risk	NA.
		Code of Business Principles: (COBP): https://www. https://assets.uniever.com/lise/G/uliesz/production/2658b4	ww.uniever.com/files/ofic/733-403-4cc3- bbS043/dic6/uniever-tumae-rights-progress	Human Rights Progress Report (HRPR): https://www.uniever.com/lies/cefod733-450-6cc3-630a-	As a condition of our employment, we all have a duty to work safely. For more into, visit. For more into, visit.	to pay all 2. Integrating findings from impact assessments into relevant company processes and taking appropriate action according to the business	operations are in place and clarify that a choice to form or join a trade union will compromise their equal treatment (inclu	a worker's the policies clearly state that overtime is voluntary. not - The expected work hours and schedules are communi- uding all workers in a language and format that they understa	nicated a swameness of forced about and how Procumment can support suppliers in building a responsible tend.	For more into, visit Responsible Pather Policy (RPP):	promotion, employment termination or retirement processes and these are clearly and regularly communicated to all workers, including	t provided with adequate knowledge and personal protective equipment to avoid suc dangers, and there is clear and appropriate	implementation stage of our living wage and living income commitment. We started by identifying priority markets: Brazil, China, Inda, Indonesia, Philippi	involvement in the impact. See 3. Tracking the effectiveness of measures and processes to address adverse		
		ciic7 x33bd715bbddibd0f7821446e71x6d pdf2021-code-of- business-principles-english.pdf Code of B	Business Principles: (COBP):	a5265242326/uniever-human-rights-progress-report- 2021 pdf	For more into, visit For more into, visit Code of Business Principles: (CPBP) Code of Principles: (CPBP)	involvement in the explicit. 3. Tracking the effectiveness of measures and processes to address adverse human rights inpacts, in order to know if they are working.	beatment relating to hiring, discipline, p wages, hours, grisvances or employme technical	eremotion, - Workers' consent to perform overtime work is docume ent - There are defined and effective mechanisms for recon documenting and modivision	antiad, indicating a special processing of the second s	https://www.uniever.com/files/92u/Segs/production/7ee804260faed 11e foltbad207eec205042d3.pdf	Communicated to all workers, including Somanagement. For more into, visit:	signage or information provided on how to evacuate in the case of an emergency.	www.vetnam. We commed them by understanding, for example, where the g between the legal minimum wage and living wage is the highest, and where w have significant Unlever sourcing. We are now in the process of conducting	 Parmen rights impacts, in order to know if they are working. Communicating on how impacts are being addressed and showing stakeholders – in particular, affected stakeholders – that there are adequate 		
		https://auto. 36588563 2021.com	aasta unilever com/ties/92u8/egriproduction/ 3c7a21bc719bbd59bc00121446671bd6.pdf de-chausies-unicoloise activities off	Code of Business Principles: (COBP): https://assets.unilever.com/files/92/uSegz/production/3658	https://asses.inflever.com/files/2026gatip/ https://asses/ai/ever.com/files/2026gatip/ b4(oduction/8658b4cic7a23bd718b8ds8b807058b4cic7a23bd7158b4ds8b807058b4cic7a23bd718b86b47b808b807058b4cic7a23bd718b80468b807058b4cic7a23bd718b80468b807058b468b78b807058b407058b468b807058b468b807058b468b807058b468b807058b468b807058b468b807058b468b807058b468b807058b468b807058b468b807058b468b807058b48b807008b48b807008b48b807008b48b807008b48b807008b48b807008b48b807008b48b807008b48b807008b48b807008b48b8070080000000000	eduction/12 add pdf/200 add p	For more into, visit:	workers, regardless of wage system (for example, piece-rate payment) or contract type.	comprehensive responsible recruitment guidance tool. Suppliers are free to acc resources such as videos, quiczes and tooks templates to help-develop and cn their can resourcella, convintent automat	ass sale	Responsible Partner Policy (RPP)	For more info, visit:	cross functional workshops - initially internally - in these markets, in order to create both country and portfolio implementation plans. We are also building internal combility, builds its anternate training on liden same for our amounts and the same for our amounts are provided as the same for our amounts of the same for our amounts and the same for our amounts our amounts of the same same same same same same same sam	policies and processes in place.		
				business-principles-english.pdf	principles english.pdf Human Rights Progress Report (HRPR):	The above is regulated in a Due Diligence process and stated in the	Responsible Partner Policy (RPP): https://www.uniever.com/files/SQu/Segz	For more info, visit:	For more info, visit:		rep://www.uniwer.com/tearvuuo-egr/product /?ee905060faed25e11e1c4bbad207eec205b42c df	b) Responsible Partner Policy (HVP): b (https://www.unilever.com/files/92u/Segz/priction/7ee902900faed25e11e104bbad207ee	odu sc2l For more info, visit	The above is regulated in a Due Diligence process and stated in the Human Rights Progress Report (HRPR):		
					https://www.unilever.com/Basicelco733-460 b38a-s5bb534b356/stimiever-human-sights- jwport-3021.pdf	13-4cc3- program- 45265243 d1c6/uniever-human-rights-program-report-2021 pdf	n/Tee602501sed25e11e1cibbad207ee .pdf	sc205b42d Responsible Partner Policy (RPP): https://www.unilever.com/files/S2ulSegs/production/7ee aed25e11e1o8bbad207eec205b42d0.pdf	e8073007 Responsible Partner Policy (RPP): https://www.unlinver.com/Tee/92/uSegs/production/7ee907300taed25e11e1c4b	bad		Sb42d3.pdf	Desnotable Dartner Dolloy (DDD)r	Ibb. https://www.unikever.com/likes/celod720-400-4oc3-b00a- dba/thbb/hil-initiation in immer initiation amount 2004 and		
					Yes employees are payed as a minimun livit	ing wage		Reasonable Working Hours is a requirement under the	Freely agreed terms of employment and Work is voluntary are requirements un	der			https://www.uniever.com/Tee/S2/LiSegt/production/Tee/S2001acd/S611eto dd2/Sec205042/db pdf Fair Wages is a requirement under the Responsible Partner Policy, which describes what Linitiver requires of business partners. All workers shall be	Our human rights governance is led from the top, overseen by our CEO and our human rights governance is led from the top, overseen by our CEO and		
					which is implemented in the Code of Busine Principles.	and supported by our Universe Leadership Executive (ULE) he nost senior isaders of our business. As well as providing strategic direction,	Not possible for us to answer. However of Association is a requirement under th Responsible Partner Policy which deep	r, Freedom Responsible Partner Policy which describes what Unlie he requires of business partners. It is a mandatory requires ribes what workers are not required to work more than the regular	ever ament the will be used, whether in the form of trafficked labour, indentured labour, bonded		Free from Discrimination is a requirement under	Health and Safety is a requirement under th Responsible Partner Policy, which describe	provided with a total compensation package for a standard working week that includes wages, overtime pay, benefits and paid leave which meets or excess	isaders of our builtees. As well as providing strategic decision, the LLE is consubed on human rights issues when the severity of an actual or potential		
		Uniever	have developed a three-pilar Action Plan	Yes there are meaures in place. The Gender Framework is currently designed to address gender discrimination in	Unlever is committed to providing healthy and take working conditions which are provided with fair wages including a total rem model in the Context of Devices of Devices of the two texts.	are that is a consisted on numan tights issues when the levelity of an actual or potential impact is high, where a business-cifical decision needs to be taken, or where substantial financial investment may be	Unlever requires of business partners, mandatory requirement that all workers	It is a overtime hours according to local legal requirements. To theely can weekly working hours including overtime must not	Total Book of other toma including meetal and physical coercion, and assergiv- Workers enter employment finely and are neither required to sumender any ide constraints or personal pages nor pay a deposit in initiation to their employment.	nity	the Responsible Partner Policy, which describes what Unilever requires of business partners. The shall be an discussion of the second second	what Unlever requires of business partner re A healthy and safe workplace shall be	agai minimum standards. In 2020 Unlever achieved the commitment to pay all dead Unlever employee	impact is high, where a business-critical obcision 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		
		(detection insues rel	n, prevention and remediation) to address statud to the payment of recruitment fees by as not of the Economi I show Termsonic	models. The framework also addresses gender-based violence, and our aim is for all our suppliers	Unliver complex with all applicable exceeds legal minimum standards or approp to legislation and regulations and aims to prevailing industry standards, and that remu	prate provided by the Corporate Responsibility Committee.	choice, to seek representation and colle bargain and do so without fear of intimic	ectively would otherwise allow it, in order to prevent excessive dation, physical and mental fatigue. All overtime is on a volunte	Autor will be a set of the toterminate their employment after a reasonable notice perior without penalty, as agreed in the terms and conditions of employment.		(including hiring), any aspects of training, person and professional development, compensation,	al liness (either physical or mental) arising co of, linked with or occurring in the course of	at least a living wage. Having done so, we wanted to go further, share our isamings with our suppliers and peer companies and to extend this committee to nor down excellent.	Committee. and As part of human rights on emanages Marson Binter Due Diligeone is		
		Unliever Asia Private Limited has approximately 600 employees. Yes, there are control procedures in place to ensure that ownline is voluntary and not excessive, which is	nization of this framework started in 2021 and inse during 2022.	have effective management systems in place to detect, prevent and remediate gender-based violence cases. Our framework takes the following approach, based on detecti	continuously improve health and safety performance. Support of the set of the	Ne Io. Other deductions conducted by our legal and human rights teams, and it involves four conductions conducted by our legal and human rights teams, and it involves four conductions conducted by our legal and human rights teams.	harasement or obtaining prior approvals legally required.	a, unless basis. If the employment contract allows for contractual overtime, then workers e agree to it.	expression devices and end of the second sec	Apropriate Age is a requirement under the Responsible Partner Policy, which describes what Unliever requires of business partner it states that under no circumstances are incluiduals employed und	advancement, discipline, employment terminatio c or retirement. er	n work, or as a result of the employer's operations.	In January 2021 we made a commitment that everyone who directly supplies	conducted by our legal and human rights teams, and it involves four core components:		
Vasaline Uniever 51144 Vasaline Spraytotion Aloe Scothe 190mladi	Dorts and Workers are not represented	regulated in the Code of Business Principles ("COBP"). For more toy labor	a info, visit: None of UAPL's employees are under the age of 18. The employees are under the age of 18. The employees in size as not of our bitter concerns to work	prevention and remediation measures.	cascading and implementation of the from wages require the express and written- occupational health and safety of their direct the employee. second and their nexter under their control	consent of 1. Identifying and assessing actual or potential adverse human rights	Business patners also are required to h policies and processes relating to feed association and collective baselinities in	tave Clear form of Business partners are also required to have written polition of the partners and on the politic section working hours and on	sticles in particus in 2021, Unlever created a capability-building plan for our relevant Procumer	the age of 15 or under the local legal minimum age for work or mandatory schooling, whichever is higher.	Policies and procedures shall be in place that prohibit discrimination in any form during the promitment, compensation, access to training	All workers and other people who enter business premises are clearly informed ab the interest departs of the workships and	2000. We made this commitment because we believe that there is both a stro business case for raising wages beyond poverty wages and a high cost to	rg 1. Identifying and assessing actual or potential advense human rights impacts. 2. Integrating findings from impact assessments into relevant company	Low title	MA
Scotte Technise	- where	Code of Business Principles: (COBP): 1200-050	egras inogeas logot (Heork) www.network.com/files/astof733-450-6cc)- boSX22dcGiuniever-turne-digte-progress	Human Rights Progress Report (HRPR)	As a condition of our employment, we all have a duty to work safely.	to pay all sage. Processes and taking appropriate action according to the business	operations are in place and clarify that a choice to form or join a trade union will a	a worker's the policies clearly state that overtime is voluntary. not The expected work hours and schedules are commun	nicated swameness of forced about and how Procurement can support suppliers in building a responsible	For more info, visit	promotion, employment termination or retirement processes and these are clearly and regularly	t provided with adequate knowledge and personal protective equipment to avoid suc	implementation stage of our living wage and living income commitment. We started by identifying priority markets: Brazil, China, Inda, Indonesia, Philippi	processes and texing appropriate action according to the duaness involvement in the impact. tes 3. Tracking the effectiveness of measures and processes to address adverse		
		cik/a32bd719b8dd880071921446a7166pdf2021-code-of- business-principles-english.pdf	021.pdf Business Principles: (COBP):	a5bb5243c5/unlever-human-rights-progress-report- 2021.pdf	For more info, visit	involvement in the impact. 3. Tracking the effectiveness of measures and processes to address adverse human rights impacts, in order to know if hey are working.	beatment relating to hiring, discipline, p wages, hours, grievances or employme	Workers' consent to perform overtime work is docume ent There are defined and effective mechanisms for record	exchatter system. We also delivered a presentation to all Procurement teams leadership to increase awareness and present our 2021 key priorities and actio adars, bin. For our supplem, we set up an e-learning platform, as well as a	and https://www.uniever.com/lise/62ulSegs/production/7ee900260/aed 11e104bbad207eec205b42d3.pdf	Semanagement.	signage or information provided on how to evacuate in the case of an emergency.	and Viatnam. We identified them by understanding, for example, where the g between the legal minimum wage and living wage is the highest, and where to have elanificant Univer sourcing. We are now in the process of conducting	 ap human rights impacts, in order to know if they are working. 6. Communicating on how impacts are being addressed and showing state/holders - in outricular, affected state/holders - that there are adequate 		
		https://au 362ab.400 2021.cob	seeta unilever com/ties/92ulSegt/production/ 3c7a12bd719bdd98dC0F021446a71abd.pdf	Code of Business Principles: (COBP): https://assets.unilever.com/files/92u36egz/production/3658	https://assets.unilever.com/files/black/ac/mil/black/ac/m	extuction/20 4. Communicating on how impacts are being addressed and showing stakeholders - is particular, affected stakeholders - that there are addressed policies and remains a form	For more into, visit:	workers, regardless of wage system (for example, piece-rate payment) or contract type.	comprehensive responsible recruitment guidance tool. Suppliers are free to acc resources such as videos, quiczes and tooks templates to help-develop and on their own resources like, own without statement.	ass Natio	Responsible Partner Policy (RPP)	For more info, visit	cross functional workshops – initially internally – in these markets, in order to create both country and portfolio implementation plans. We are also building internal combility, examples transforment training on liden same for our anyone.	policies and processes in place.		
				business-principles-english.pdf	principles english.pdf Human Rights Progress Report (HRPR):	The above is regulated in a Due Diligence process and stated in the	Responsible Partner Policy (RPP): https://www.uniever.com/files/52u/Segz	For more info, visit:	For more info, visit:		rep://www.uniwer.com/tearvuuo-egr/product /?ee905060faed25e11e1c4bbad207eec205b42c cf	of Responsible Partner Policy (HVP): 1 (https://www.uniever.com/files/92u/Segs/pn ction/7ee902200faed25e11e1clbbad207ee	adu scàl For mane info, visit	The above is regulated in a Due Diligence process and stated in the Human Strate Deserver Deserver (HDDD).		
					https://www.uniewer.com/Bealcafca733-460 b.blin-a5bb240c3c6/uniewer-human-rights- recort-2021.cdf	13-6c2- progress- abb/52423z3c6unlever-turnan-rights-progress-report-2021.pdf	n/Tee/80580tae/25e11e1c/bbad207ee pdf	x205242d Responsible Partner Policy (RPP): https://www.uniever.com/files/S2u5egz/production/Tee aed25e11e1o8bbad207eec205242d0.odf	e8073001 Responsible Partner Policy (RPP): https://www.unilever.com/files/80uSega/production/7ee807300faed25e11e1c4b	had?		Sb42d3.pdf	Responsible Partner Policy (RPP): https://www.uniever.com/lies/92u5egs/production/7ee900200faed25e11e1c	https://www.uniever.com/files/cefcd733-4603-6cc3-b30a-		
					Yes employees are payed as a minimum livin	ing wage Our human rights growmanne is last from the two		Reasonable Working Hours is a requirement under the	sveechtSokbab pdf Freely agreed terms of employment and Work is voluntary are requirements un the Responsible Pather Perior which devolution that the second	5er 403			ICAI Responsible Pather Folicy (RPP): http://www.unlever.com/lies/82ullegs/productor/7wel80000/hax026+1%e1c dt0?wee20064028 is regimented under the Responsible Pather Policy, which decollew what Unlever regiment under the Responsible Pather Policy, which decollew what Unlever regiment activation activation with the the provided with a total compensation activation for a standard working week that a provided with a total compensation activation for a standard working week that the standard metal activation of the standard for a standard working week that a the standard metal activation of the standard for a standard working week that a the standard metal activation of the standard for a standard working week that a standard metal activation of the standard for a standard working week that a standard metal activation of the standard met	soccuracitol/unlever-human-rights-progress-report-2021.pdf Our human rights governance is led from the top, overseen by our CEO and supported by our Unlever Levelenthin Exercises (1977). In the our CEO and		
					which is implemented in the Code of Busine Principles.	and supported by our Unliver Leadership Security (ULC) the most senior leaders of our business. As well as providing strategic direction, the ULC is secured.	Not possible for us to answer. However of Association is a requirement under th Responsible Partner Policy which dears	r, +reecom Responsible Partner Policy which describes what Unlies the requires of business partners. It is a mandatory requires sibes what workers are not required to work more than the remain	aver partners. It is a mandatory requirement that forced labour, indentured into will be used, whether in the form of trafficked labour, indentured labour, bonded	4	Free from Discrimination is a requirement	Health and Safety is a requirement under th Responsible Partner Policy, which dewrete	provided with a total compensation package for a standard working week that be includes wages, overtime pay, benefits and paid isave which meets or escee	leaders of our business. As well as providing strategic direction, the LLE is consulted on human rights issues when the severity of an actual or potential month business and		
		Linkeer h	have developed a free-pilit Artics Plan	Yes there are measures in place. The Gender Framework a currently designed to address gender discrimination in agriculture, manufacturing and lant-mile desite don't	Unlever is committed to providing healthy and safe working conditions which are provided with fair wages including a total ser- regulated in the Code of Business Principles backage hit makes or	e ans e una el utas in consume o numan tight isaues when the severity of an esumeration needs to be taken, or where substantial financial investment may be received of in reference of the severity of the severity of the second of the reference of the severity of the severity of the second of the reference of the severity of the severity of the second of the reference of the severity of the severity of the second of the reference of the severity of the severity of the second of the reference of the severity of the severity of the second of the reference of the severity of the second of the reference of the severity of the severity of the second of the reference of the severity of the severity of the second of the reference of the severity of the severity of the second of th	Unlever requires of business partners, mandatory requirement that all workers exercise their right to free or lot	It is a overtime hours according to local legal requirements. To theely can everly working hours including overtime must not exceed 60 hours for non-man-several evolvers.	Total Total Workers enter employment field and physical coencion, and abuser. If include the second s	nay.	the Responsible Partner Policy, which describes what Unlever requires of business partners. The shall be no discrimination in emrinorment	what Unlever requires of business partner or A healthy and safe workplace shall be provided to prevent accidents and in-	 In 2020 Unlever achieved the commitment to pay all direct Unlever employees to breach information Units 	substantial financial investment may be needed to address an impact substantial financial investment may be needed to address an impact additional Board-level oversight is provided by the Corporate Responsibility		
		(detection) limiteur dels Drivets * minut has anno 1	in, prevention and remediation) to address island to the payment of recruitment fless by as part of the Forced Labour Framework.	gender-based violence, and can view canodizion gender-based violence, and our aim is for all our suppliers base affective reserves.	Unliver complex with all applicable exceeds legal minimum standards or appropriations and area to prevailing industry standards, and that remu	priate uneration provided to address an Impact. Additional Board-level oversight is provided by the Corporate Responsibility Committee.	choice, to seek representation and cole bargain and do so without fear of intimic	ectively would otherwise allow it, in order to prevent excessive dation, physical and mental fatigue. All overtime is on a volunta is unless	monkers are the to terminate their employment after a reasonable notice perior any without penalty, as agreed in the terms and conditions of employment.	Annenotista Ana is a province state -	(including hiring), any aspects of training, person and professional development, compensation, advancement	al liness (either physical or mental) arising co of, linked with or occurring in the course of particle of all and the course of the second se	at reast a living wage. Having done so, we wanted to go further, share our learnings with our suppliers and peer companies and to extend this committee to our direct suppliers.	As part of human rights governance, Human Rights Due Dilicence is		
		employees. Yes, there are control procedures in place to ensure that overtime is voluntary and not eccessive, which is	intelion of this framework started in 2021 and inue during 2022.	prevent and remediate gender-based violence cases. Our framework takes the following approach, based on detecti	performance Surgicional Unitative that a consideration of the second sec	to. Other deductions conducted by our legal and human rights teams, and it involves four con concounters.	harasement or obtaining prior approvals legally required.	contract allows for contractual overtime, then workers e agree to it.	expressly trained in human resources procedures to ensure that workers are entering into enterine the second secon	Policy, which describes what Unliever requires of business partner it states that under no circumstances are individuals employed und	c or retirement.	operations.	²⁰ learnings with our suppliers and peer companies and to extend this commitm to our direct suppliers. In January 2021 we make a commitment that everyone who directly suppliers could be exercised to University if each at least a living value or living income in	conducted by our legal and human rights teams, and it involves four core components: by		
Vaseline Unlever 51145 Vaseline Spray Essential	Portugal Workers are not represented	regulated in the Code of Business Principles ('COBP'). For more For more into, visit:	e Info, viait: None of UAPL's employees are under the age of 18. The Rotas Progress Report (HBPR): procedures in place as part of our histog process to verifi	te are the For more into, visit:	cascarag and implementation of the from wages require the express and written occupational health and safety of their clinest line employee. reports and third parties under their control.	consets or 1. Identifying and assessing actual or potential adverse human rights impacts.	Business patners also are required to h policies and processes relating to freed association and collective bargaining in	tave casar form of Business partners are also required to have written poli day-to-day place and implemented for regular working hours and o	Rices In overtime overtime trans. as well as supplier to do write. The second procurement overtime	the age of 15 or under the local legal minimum age for work or mandatory schooling, whichever is higher.	Process and procedures shall be in place that prohibit discrimination in any form during the recruitment, compensation, access to training.	At workers and other people who enter business premises are clearly informed ab the inherent dangers of the workplace and	2020. We made this commitment because we believe that there is both a stro business case for raising wages beyond poverty wages and a high cost to business and pociety of no ² device as . 0121 way	ng 1. Identifying and assessing actual or potential adverse human rights impacts. 2. Integrating Endings from impact assessments into relevant company processes and taking approvide action accords. The human rights impacts.	Low risk	NA
Pressing (accord)		Code of Business Principies: (COBP) https://www. https://assets.unilever.com/files/\$2/u5egz/oroduction/365804	ww.unitever.com/files/cetod733-4803-6cc3- bb53242dicliuniever.human-lighte-progress	Human Rights Progress Report (HRPR) https://www.unilever.com/files/cefcd723-400-4cc%-https:	As a constant of our employment, we all have a duty to work safely. direct Unlever employees at least a living w	to pay all 2. Integrating findings from impact assessments into relevant company processes and taking appropriate action according to the business	operations are in place and clarify that a choice to form or join a trade union will compromise their equal treatment fork	a women's the policies clearly state that overtime is voluntary. not - The expected work hours and schedules are communi- uding all workers in a language and format that they invientes	nicated to boor and how Procurement can support suppliers in building a responsible and	For more into, visit and Responsible Partner Policy (RPP):	promotion, employment termination or retirement processes and these are clearly and regularly communicated to all workers. including	provided with adequate knowledge and personal protective equipment to avoid suc dangers, and there is clear and approvide	Implementation stage of our living wage and living income commitment. We started by identifying priority markets: Brazil, China, Inda, Indonesia, Philippi and Valmen Wa identify meriters.	involvement in the impact. In the effective of the effec		
		ciic7a33bd715bbbd68bd0f7621446e7fa6d.pdf2021-code-of- business-principles-english.pdf Code of B	Business Principles: (COBP):	a5bb5242d3c5/unlever-human-rights-progress-report- 2021.pdf	Pare a day to work assey. Direct Unaver employees at wait a twing w For more info, visit. For more info, visit. Code of Business Directoles: ICOBD: Code of Business Directoles: ICOBD:	Avotesement in the impact. 3. Tracking the effectiveness of measures and processes to address adverse human rights impacts, in order to know if they are working.	beatment relating to hiring, discipline, p wages, hours, grievances or employme	eromotion, ent - Workers' consent to perform overtime work is docume and effective mechanisms for recon- documention and most most most most most most most most	antad, adding, back of the system we also desivered a presentation to all Procisement barrs index by all provides and present our 2021 key priorities and action in a for all all prior our suppliers, we set up an e-isaming platform, as well as a	https://www.uniever.com/files/92u/Segalproduction/7ee/00200faed 11e foltbad007ee/202042d0.pdf	Semanagement.	signage or information provided on how to evacuate in the case of an emergency.	www.em. We identified them by understanding, for example, where the p between the legal minimum wage and living wage is the highest, and where v have significant Unlever sourcing. We are now in the process of conducting	 revenues - syste impacts, in order to know if they are working. e. 6. Communicating on how impacts are bailing addressed and showing stakeholders - in particular, affected stakeholders - that there are adequate 		
		https://aa. 36585463 2021-cod	anna umwer com Bea Rozange production Sc7a 20e 71 teleforsko CH 21 + 46 a 71 stol og att Sc7a 20e 71 teleforsko stol CH 21 + 46 a 71 stol og att	Code of Business Principles: (COBP): https://assets.unilever.com/files/92u5egz/production/3658 (x?3v1/bv??)Budesblatt?	https://assets.unliever.com/files/SLuSegrip/ https://assets.unliever.com/files/SLuSegrip/ Model.com/SLOSA.com/files/SLuSegrip/ https://assets.unliever.com/files/SLUSegrip/ Model.com/files/SLUSegrip/ SLuSeStrated.com/files/SLUSegrip/ SLuSeStrated.com/files/SLUSegrip/	extuction(2) 4. Communicating on how impacts are being addressed and showing alid pdf/202 adequate policies and processes in place.	For more into, visit:	workers, regardiess of wage system (for example, piece-rate payment) or contract type.	comprehensive responsible recruitment guidance tool. Suppliers are then to acc resources such as videos, quizzes and tookst templates to help develop and on their own responsible recruitment systems.	aaa	Responsible Partner Policy (RPP)	For more into, visit	cross functional workshops – initially internality – in these markets, in order to create both country and portfolio implementation plans. We are also building internal capability, having isunched training on living wages for our employee	policies and processes in place. 6. For more info, visit:		
				business-principles-english.pdf	principles english pdf Human Rights Progress Report (HRPR):	The above is regulated in a Due Diligence process and stated in the Human Robbs Programs Devot NUDCO-	Responsible Partner Policy (RPP): https://www.uniever.com/tiles/92u/Secz	For more info, visit: njproductio	For more info, visit		7 ee9055601aed25e11e1c4bbad207eec205b42c df	Chippennesse - Settiner Poscy (RPP); b (https://www.unilever.com/files/92/uSegt/pn ction/7ee/902/90/tae/2/5e11e1c4bbad/927ee	ofu ical For more into, visit	The above is regulated in a Due Diligence process and stated in the Human Richts Process Report (HPCP)		
					https://www.uniewsr.com/like/cdf/32-462 b36a-a5bb336256/uniewer-human-rights- regori-0221.pdf	14. Taking the following this integration assumed in the integration processing of the landsmark in the integration of the landsmark integration of the landsm	n/Tee60560teed25e11e1c6bbad207ee pdf	sczube2d(Responsible Partner Policy (RPP): https://www.unliever.com/Res/92/uSegs/production/Res aed25e11e1o6bbad2/07eec205b42d0.pdf	e8073607 https://www.unilever.com/files/92uSega/production/7ee8073607aed25e11e1c4b	bad)		se42d3.pdf	Responsible Partner Policy (RPP): https://www.unlever.com/files/S2uSegs/production/7ee900260faed25e11e1c-	http://www.uniever.com/line/celod720-400-4cc3-020a-		
					Yes employees are payed as a minimum livit	ing wage Our human rights governance is led from the too, overnaeer human for		Researable Working Hours is a requirement under the	Presily agreed terms of employment and Work is voluntary are requirements un the Responsible Partner Policy which describes what Unlever proving of husin	der ess			Fair Wages is a requirement under the Responsible Partner Policy, which describes what Unlever requires of business partners. All workers shall be	Our human rights governance is led from the top, overseen by our CEO and supported by our Unlever Leadenthip Executive (ULE), the most service		
					which is implemented in the Code of Busine Principles.	and supported by our Unlinear Leadership Executive (ULES) the most senior leaders of our business. As well as providing strategic direction, the ULE is rough the	Not possible for us to answer. However, of Association is a requirement under th Responsible Partner Policy which dears	, remeant responsible Pather Policy which describes what Unlier requires of business partners. It is a mandatory requires sibes what workers are not required to work more than the remean	ement the partners. It is a mandatory requirement that forced labor under no circumstance and be used, whether in the form of trafficked labour, indentured labour, bonded and be used of the partners in the form of trafficked labour, indentured labour, bonded the partners of the transition of the partners of the pa	4	Free from Discrimination is a requirement	Health and Safety is a requirement under th Responsible Partner Policy, which de-web	provided with a total compensation package for a standard working week that includes wages, overtime pay, benefits and paid leave which meets or eacee avail microward advantage.	leaders of our business. As well as providing strategic detection, the LLE is a consulted on human rights issues when the severity of an actual or potential inner is high where a human factor is the severity of an actual or potential inner is high where a human severity of an actual or potential inner is high where a human severity of an actual or potential inner is high where a human severity of an actual or potential inner is high where a human severity of an actual or potential inner is high where a human severity of an actual or potential inner is high where a human severity of an actual or potential inner is high severity of an actual inner is high severity of a severity of an actual inner is high severity of an actual inner is high severity of a severity of an actual inner is high severity of a severity of an actual inner is high severity of a severity of an actual inner is high severity of a severity of		
		Unineer	have developed a three-pillar Action Plan	Yes there are measures in place. The Gender Framework a currently designed to address gender discrimination in agriculture, manufacturing and last-mile distribution	Unlever is committed to providing healthy and alse working conditions which are regulated in the Code of Business Principles package that meets or Unlever complexe with all applicable secrets and an or secret leagt minimum standards or approp	a are actual or potential impact is high where a businese-critical decision needs to be taken, or where substantial financial investment may be	Unlever requires of business partners, mandatory requirement that all workers exercise their right to form or inin a unin	It is a overtime hours according to local legal requirements. To weekly working hours including overtime must not exceed 60 hours for non-management working even if it	Total Workers entre employment theat and physical coencon, and statesty. If iocal taw intervention of the second seco	nity	the Responsible Partner Policy, which deactbes what Unlever requires of business partners. The shall be no discrimination in employment	what Unlever requires of business partner or A healthy and safe workplace shall be provided to prevent accidents and Prices of	In 2020 Unlever achieved the commitment to pay all direct Unlever employee	exectantial financial investment musical ORCIGED Responses to be taken, or where execution and financial investment musical be readed to a defense an impact. Additional Reard-level oversight is provided by the Corporate Responsibility forwards.		
		Utilityer Asia Prinzia i initiari has account 400	er, persenser and refinedation) to address lained to the payment of recruitment files by an part of the Forced Labour Framework.	models. The framework also addresses gender-based violence, and our aim is for all our suppliers have effective represented under	Unlever complex with all applicable esceeds legal minimum standards or appropriotization and regulations and aims to prevailing industry standards, and that remu	priate veeded to accreate an impact. Additional Board-level oversight is provided by the Corporate Responsibility Committee.	choice, to seek representation and cole bargain and do so without fear of intimic	ectively would otherwise allow it, in order to prevent excessive dation, physical and mental fatigue. All overtime is on a volunta is, unless basis. If the environment	www.err are tree to terminate their amployment after a reasonable notice perior tary without penalty, as agreed in the terms and conditions of employment.	Appropriate App is a providenced under the Descendence	(including hiring), any aspects of training, person and professional development, compensation, advancement, development, compensation,	all liness (either physical or mental) arising co of, linked with or occurring in the course of n work, or as a peak of the	at weeks a twing wage. Having cone so, we wanted to go further, share our learnings with our suppliers and peer companies and to extend this committe to our direct suppliers.	ant As part of human rights governance, Human Rights Due Diligence is		
		employees. Yes, there are control procedures in place to ensure that overtime is voluntary and not excessive, which is will contin	manon of this fhamework started in 2021 and must during 2022.	prevent and remediate gender-based violence cases. Our framework takes the following approach, based on detection remediate and executivity	performance.Sverycne at Universe has a noiseastead by logary banding collection, to pay. Managers are responsible for manufacture of the second secon	to. Other deductions conducted by our legal and human rights teams, and it involves four con components.	legally required.	contract allows for contractual overtime, then workers e agree to it.	expressly skaliness partners are also required to have thing policies in place and employ trained in human resources procedures to ensure that workers are entering into employment thelp and that they are not orevented from leading if there units.	Policy, which describes what Unliever requires of business partner it states that under no circumstances are individuals employed under the states that under no circumstances are individuals employed under the states that under no circumstances are individuals employed under the states that under no circumstances are individuals employed under the states that under no circumstances are individuals employed under the states that under no circumstances are individuals employed under the states that under no circumstances are individuals employed under the states that under no circumstances are individuals employed under the states that under no circumstances are individuals employed under the states that under no circumstances are individuals employed under the states that under no circumstances are individuals employed under the states that under no circumstances are individuals employed under the states that under no circumstances are individuals employed under the states that under no circumstances are individuals employed under the states that under no circumstances are individuals employed under the states that under no circumstances are individuals employed under the states the states the states are individuals employed under the states are individuals employed unde	c or relitement. an Delition and exception	operations.	In January 2021 we made a commitment that everyone who directly supplies goods or services to Unlever will earn at least a living wage or living increase.	conductied by our legal and human rights teams, and it involves four core components: by		
Vasaline Uniever 51145 Vasaline Spraytotion Adv Reg	epair Portugal Workers are not represented	Toy labor Por more info, visit:	a Info, viait: None of UAPL's employees are under the age of 18. The Rights Progress Report (HRPR): procedures in place as part of our hiding process to verify	prevention and remediation measures. 9 are the For more into, visit:	removing and impermentation or the Tool wages require the express and written- occupational heath and safety of that clinest the employee. reports and third parties under their control.	1. identifying and assessing actual or potential adverse human rights product.	io info washing a collective bargaining in	tom of Business partners are also required to have written poli day-to-day piece and implemented for regular working hours and o	sides in overtime bann, as well as suppliers by risk orbits the winner assess for the suppliers.	the age of 15 or under the local legal minimum age for work or mandatory schooling, whichever is higher. For more into, visit:	prohibit discrimination in any form during the prohibit discrimination in any form during the recruitment, compensation, access to training.	business premises are clearly informed ab the inherent dangers of the workplace and	2030. We made this commitment because we believe that there is both a sto business case for raising wages beyond poverty wages and a high cost to are business and society of not doing so. 2021 way the first use of the	ng 1. Identifying and assessing actual or potential adverse human rights impacts. 2. Integrating findings from impact assessments into milvant company processes and taking appropriate action according to the human	Low risk	NA
		Code of Business Principies: (COBP): https://assets.unikever.com/like/82/uSegs/production/3658b4	ww.unitever.com/files/ostod733-4803-6ccb- bb529242dtollunitever-human-rights-progresse 001.odf	Human Rights Progress Report (HRPR): https://www.unilever.com/lias/cefcd723-402-6cc3-b30a-	have a duty to work safely. In 2020 Unlever achieved the commitment to have a duty to work safely.	2. Integrating findings from impact assessments into relevant company processes and taking appropriate action according to the business into view of the process of the	operations are in place and clarify that a choice to form or join a trade union will compromise their equal treatment linds	 maxwe is the possion cearry state that overfime is voluntary, not The expected work hours and schedules are communi- uding all workers in a language and format that they understa 	ricated to bibour and how Procurement can support suppliers in building a responsible recultment events. We size defined a responsible	Responsible Partner Policy (RPP):	providion, employment lemination or retiremen processes and these are clearly and regularly communicated to all workers, including	provided with adequate knowledge and personal protective equipment to avoid suc dangers, and there is clear and appropriate	implementation stage of our living wage and living income commitment. We started by identifying priority markets: Brazil, China, India, Indonesia, Philippi and Vistant. We identified Place No. indexted	involvement in the impact. Tracking the effectiveness of measures and processes to address adverse to numan rights impacts, in opier to invest if they are invested.		
		clic7.x23bd719b8dds8dc07f821446a7ta6d.pdf2021-code-of- business-principles-english.pdf Code of B	Business Principles: (CCBP):	a6bb5H3d3d5/unlever-human-rights-progress-report- 2021.pdf	Por more info, visit Code of Business Principles: (COBP) Code of Business Principles: (********	 Tracking the effectiveness of measures and processes to address adverse human rights impacts, in order to know if they are working. 	beatment relating to hiring, discipline, p wages, hours, grievances or employme termination).	eromotion, - Illiorkern' consent to perform overtime work is docume ant - There are defined and effective mechanisms for recon- documenting and monitoring working hours, and question	and and, indextrip to increase swareness and presentation to an information plan. For our suppliers, we set up an e-isaming planform, as well as a plan. For our suppliers, we set up an e-isaming planform, as well as a	https://www.unilever.com/lies/52ulSegr/production/Tee900260faed 11e1o(bbad207eec2050+3d0.pdf	For more into, visit:	signage or information provided on how to evocuate in the case of an emergency.	between the legal minimum wage and living wage is the highest, and where the generation of the second secon	 4. Communicating on how impacts are being addressed and showing stateholders – in particular, affected stateholders – that there are adequate 		
		https://aai 3658b4c3 2021-code	de-of-business-principles english.pdf	Code of Business Principles: (COBP): https://assets.unilever.com/files/92/uSegs/production/3658 9c7a33bd?19b8dd98bd079216464v78uSevet20155	https://assets.unlever.com/files/82u/Segstpr be/objecton/86884667433847188688888701686866719588666743384718686888477154686788 21446873884 pdf/221-ocide-obusiness.code-ob-primess.code-ad-prim	extuction/of Communicating on how impacts are being addressed and showing add pdf/2021 advectors in particular, affected stakeholders – that there are adequate policies and processes in place.	For more into, visit:	workers, regardless of wage system (for example, piece-rate payment) or contract type.	un-pertonance responses recruitment guidance tool. Suppliers are free to acc resources such as videou, quickes and toolkit templates to help-develop and cn their own responsible recruitment systems.	and a	Responsible Partner Policy (RPP).	For more into, visit: or Responsible Partner Policy (DDD)	create both country and portfolio implementation plans. We are also building internal capability, having launched training on living wages for our employee	policies and processes in place. a. For more info, visit:		
				business-principles-english.pdf	principles english.pdf Human Rights Progress Report (HRPR):	The above is regulated in a Due Diligence process and stated in the Human Rights Progress Report (HRPR):	Responsible Partner Policy (RPP): https://www.uniever.com/Res/SouSegr	For more info, visit: styroductio ar/3/56/J/MC Desnoverbie Destrer Deliny (DDD)	For more info, visit:		17ee90556/faed25e11e1c4bbad207eec205b42c df	Chittps://www.uniever.com/files/92/uSego.pn cton/Tee/90/2003acd25e11e1c/bbad207ee Sed.bit.ord	odu "Por more into, visit	The above is regulated in a Due Diligence process and stated in the Human Rights Progress Report (HRPR):		
					programwe unevent commenicatio/213-460 bd/de-abd/34/cd/clumiever-human-righte- report-3021.pdf	progress- a5b53432b56uniever-turnan-tighte-progress-report-2021.pdf	pdf	https://www.uniever.com/files/22uSegs/production/fee aed25e11e104bbad207eec205b42d0.pdf	e8072607 Responsible Patter Policy (RPP): https://www.unitever.com/files/82uSegs/production/7ee807360faed25e11e1c4b 07ee202504208 pdf	bad!			Responsible Partner Policy (RPP): https://www.uniever.com/lies/S2ulSegs/production/7ee805200faed25e11e1c- d207eec205042/db.pdf	100 https://www.uniever.com/lissice/od723-402-6cc3-030a- a5065243350/uniever.human-richts.org/was-prov6.0004.org		
					Yes employees are payed as a minimum live which is immediated in the Party of During	ing wage Our human rights governance is led from the top, overseen by our CED	Not possible for us to sense of the	Reasonable Working Hours is a requirement under the	Freely agreed terms of employment and Work is voluntary are requirements un the Responsible Partner Policy which describes what Unlever requires of busin	der 443			Fair Wages is a requirement under the Responsible Partner Policy, which describes what Unliever requires of business partners. All workers shall be	Our human rights governance is led from the top, overneen by our CEO and supported by our Unlever Leadenthip Executive (ULE), the most serior		
				Yes there are may not a store a	Principles.	and supported by our Unliever 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	of Association is a requirement under th Responsible Partner Policy which descr	the requires of business partners. It is a mandatory requires ribes what workers are not required to work more than the regular is a mandatory required to work more than the regular is a mandatory of the second secon	ement the partners. It is a mandatory requirement that forced labor under no circumstance will be used, whether in the form of trafficked labour, inderhaned labour, bonded labour or other forms including mental and physical coercion, and alware		Free from Discrimination is a requirement under	Health and Safety is a requirement under th Responsible Partner Policy, which describe whet I have	the provided with a total compensation package for a standard working week that includes wages, overtime pay, benefits and paid leave which meets or excee- legal minimum standards.	pagents of our business. As well as providing strategic direction, the ULE is consulted on human rights issues when the seventry of an actual or potential impact is high, where a business-critical decision needs to be taken. or where		
		Unineer t	have developed a three-pilar Action Plan n. prevention and remediation) to address	we there are meaures in place. The Gender Framework a currently designed to address gender discrimitation in agriculture, manufacturing and last-mile distribution	and safe working conditions which are negulated in the Code of Business Principles package that meets or	muneration needs to be taken, or where substantial financial investment may be needs to be taken, or where substantial financial investment may be	mandatory requirement that all workers exercise their right to form or join a unio	the provide the second gradient of the second gradient of the second gradient of the second gradient for non-management workers even if it is second gradient of the second gradie	Workers enter employment finely and are neither required to summitier any ide of personal papers nor pay a doposit in relation to their employment. Workers are the to technical and an employment.	1	whet Uniever requires of business partners. The shall be no discrimination in employment	er an utherver requires of business partner or A healthy and sale workplace shall be provided to prevent accidents and injury, o	The provided with a total compensation paralige for a staticated working week they includes wayes, covertine pays, benefits and paid leave which ments or excee and ininimum standards.	substantial financial investment may be needed to address an impact Additional Board-level oversight is provided by the Corporate Responsibility Committee.		
		Uniever Asia Private Limited has approximately 600	eland to the payment of recruitment fees by as part of the Forced Labour Framework.	models. The framework also addresses gender-based violence, and our aim is for all our suppliers have effective management systems in place to detect.	runever complies with all applicable exceeds legal minimum standards or appropriate or approximations and aims to continuously improve health and safety terms established by legally binding collective.	provided by the Corporate Responsibility Committee.	choice, to seek representation and colle bargain and do so without fear of intimic harassment or obtaining prior approvals	ectively would otherwise allow it, in order to prevent excessive dation, physical and mental fatigue. All overtime is on a volunta is, unless basis. If the employment	any without penalty, as agreed in the terms and conditions of employment. Business pathers are plan serviced in here by	Appropriate Age is a requirement under the Responsible Partner	incuding hiring), any aspects of training, person and professional development, compensation, advancement, discipline, employment termination	animesis (either physical or mental) arising or of, linked with or occurring in the course of n work, or as a result of the employer's	learnings with our suppliers and peer companies and to extend this committee to our direct suppliers.	ant As part of human rights governance, Human Rights Due Diligence is conducted by our legal and human rights teams		
		employees. Yes, there are control procedures in place to ensure that overtime is voluntary and not eccessive, which is regulated in the Code of Business Principles (*COBP').	inue during 2022.	prevent and remediate gender-based violence cases. Our framework takes the following approach, based on detecti prevention and remediation measures.	percomance Everyces at Unlever has a role agreements are implemented and adhered to n. to pay. Managers are responsible for cascading and implementation of the from segars require the excess we awhere	to. Uther deductions conducted by our legal and human rights teams, and it involves four con consent of	legally required. Qualmess pathers also are required to b	contract allows for contractual overtime, then workers e agree to it.	expressly trained in human resources procedures to ensure that workers are entering into employment feely and that they are not prevented from leaving if they so wish.	Horey, which describes what Unliever requires of business partner it states that under no circumstances are individually employed und the age of 15 or under the local legal minimum age for work or	r or reliensent. Policies and procedures shall be in place that	operations. All workers and other people who enter	In January 2021 we made a commitment that everyone who directly supplies goods or services to Universe will earn at least a living wage or living income 1 2010. We made this commitment that are set of the se	components:		
Vasaline Linkever 51547 Vasaline Hudiotion Alos Soci 400mbd	Poland Workers are not represented	by later For more into, visit: Human R	Rights Progress Report (HRPR) Rights Progress Report (HRPR)	te are the For more into, visit:	occupational health and safety of their direct fine employee. reports and third parties under their control. As a condition of our employment was in the 9000 line	1. identifying and assessing actual or potential adverse human rights to pay all impacts.	policies and processes relating to free de association and collective barganing in covariante ana covariante ana c	tion of Business partners are also required to have written poli day-to-day piace and implemented for regular working hours and o a worker's the policies clearly attactive that or others is used.	licies in overtime teams, as well as suppliers, by risk profile. The training assion focused on raise	a mandatory schooling, whichever is higher.	prohibit discrimination in any form during the recruitment, compensation, access to training, promotion, employment leaves	business premises are clearly informed ab the inherent dangers of the workplace and provided with prevents by	out business case for raising wages beyond poverty wages and a high cost to 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	 www.ttying and assessing actual or potential adverse human rights impacts. Integrating findings from impact assessments into mievant company processes and taking appropriate action according to the business 	Low risk	NIA.
		Code of Business Principles: (COBP): https://assets.unilever.com/lise/20u5eg2/production/2658b4 csc/s22bd7198bdcg8w/ms1uusatartedy	www.unserver.com/like/cat/cd733-4603-4003- bb55242406iuniever-human-righte-progress 02.5.pdf	Human Rights Progress Report (HRPR) https://www.unilever.com/lias/cefcd723-402-6c2-b30a- a026024303.06/primers/news/cefcd723-402-6c2-b30a-	At a conduct of our employment, we all in 2020 Unlever achieved the commitment to have a duty to work safely. For more info, visit For more info, visit	xige. 2: Integrating findings from impact assessments into relevant company processes and taking appropriate action according to the business involvement in the impact.	choice to form or join a trade union will compromise their equal treatment (inclu material salation of salations)	not - The expected work hours and achedules are communi all workers in a language and format that they understa comption Workers' convent in reform	nicated to assessment of social about and how Procurement can support suppliers in building a responsible socialment system. We also delivered a presentation to all Procurement teams writed.	and Responsible Partner Policy (RPP); https://www.unikeer.com/lian/Division	processes and these are clearly and regularly communicated to all workers, including Idenancement.	personal protective equipment to avoid suc dangers, and there is clear and appropriate signage or information nor find appropriate	Impermentation stage of our living wage and living income commitment. We started by identifying priority markets: Snazil, China, India, Indonesia, Philippi and Vietnam. We identified them by undenstanding, for example, where the output of the started by indenstanding for example.	prvorvement in the impact. Tracking the effectiveness of measures and processes to address adverse ap numan rights impacts, in order to know if they are working.		
		business-principles-english.pdf	Business Principies: (CCBP): sets unlever.com/Bes/92uEegs/production/	2021 pdf	Code of Business Principles: (COBP): Code of Business Principles: (COBP):	adverse human rights impacts, in order to know if they are working.	wages, hours, grievances or employme termination).	There are defined and effective mechanisms for record documenting and monitoring working hours and overtime	ading, plan. For our suppliers, we set up an e-learning platform, as well as a comprehensive suppreservice set up an e-learning platform, as well as a comprehensive supportible recombinent outdance tool. Succellary we have to ev-	n 11e 104bbad207eec205b42d0.pdf	For more into, visit:	evacuate in the case of an emergency.	between the legal minimum wage and living wage is the highest, and where is have significant Unlever sourcing. We are now in the process of conducting cross functional workshops - initially internally - in these markets in order to	ee 4. Communicating on how impacts are being addressed and showing stalaholders - in particular, affected stalaholders - that there are adequate policies and processes in place.		
		2021-cod	Sic7a.236.d71688.ds86.dc71031446a71x8d.pdf de-d-business-principies-english.pdf	 Lobe or tausmess Principles: (DOBP): https://assets.uniever.com/files/92ul5egz/production/3658 (sc?ad3bd?18b8bd98bd07821466e7fa6d.pdf2021-code-of 	ymps - vassets unever commerci/Sulfagetign https://asiatis.unitever.com/lise/Sulfagetign de/oduction/Solfade/car/au/add/19/Biolade/Sulfagetign 21468b71a8d pdf/2021-code-of-business- code-of-business-principles-english.pdf	alid policies and processes in place.	For more into, visit:	workers, regardless of wage system (for example, piece-rate payment) or contract type.	resources such as videos, quizzes and tookit templates to help-develop and co their own responsible recruitment systems.	nate	Responsible Partner Policy (RPP) https://www.uniever.com/likes92ulSegriproduct	For more info, visit: on Responsible Partner Policy (RPP):		s. For more info, visit:		
				ousiness-principies-english.pdf	Principele english pdf Human Rights Progress Report (HRPR): https://www.unitever.com/teaclor/cd713-etc/	bodiestang ¹ 4, Schönbezeiter gester migste sin steregi besieste der ein berung bester sin steregister sin steregis	Responsible Partner Policy (RPP): https://www.unilever.com/files/SQu/Segn n/Tee/60560faec05s1161c6bbsd207ee	For more info, visit: s/productio ac205b42xtl Responsible Pattner Policy (RPP):	For more into, visit: 		rree901060faed25e11e1c4bbad207eec205b42c df	c prepir. News unlever.com/tex/62u/Segt/pri ction/Tex/602001aed25e11e1c4bbad207ee Sb43d3.pdf	odu sc2l For more into, visit: Responsible Partner Policy (RPP):	The above is regulated in a Due Diligence process and stated in the Human Rights Progress Report (HRPR):		
					båla-a5bb53402dboluniever-human-rights- report-3021 pdf	-program. a526.5243 d3c6/unitever-human-rights-programs-report-2021.pdf	pd	https://www.unliever.com/files/82/uSegs/production/Tee aed25e11e1c4bbad207eec205b43d0.pdf	e80/3601 times investigation comfiles (SULSegatproduction/Tee80/3601aed25e11e1c4b 07eec2050x5ab pdf	bad!			https://www.uniever.com/like/62ulSegalproduction/7ee8002001aed25e11e1o d207ee2005b0x0.pdf	Ibb https://www.uniever.com/lieu/cetod733-403-4cc3-b38a- a5bb5243d3c6/uniever-tuman-rights-progress-report-2021.pdf		
					Yes employees are payed as a minimum livit which is implemented in the Code of Busine	Ing wage our human rights governance is led from the top, overseen by our CED and supported by our Uniting I and endership Case-stars III E - the same	Not possible for us to answer. However	Reasonable Working Hours is a requirement under the r, Freedom Responsible Patter Policy which describes what Unle	Presily agreed terms of employment and Work is voluntary are requirements un the Responsible Partner Policy which describes what Unlever requires of busin policy of the second secon	6ar 403 6			Fair Wages is a requirement under the Responsible Partner Policy, which describes what Unlinver requires of business partners. All workers shall be provided with a total compensation perkeen for a structured and	Our human rights governance is led from the top, overseen by our CEO and supported by our Unlever Leadenthip Executive (ULE), the most senior leaders of our business. As well as provides established clearlos, the 15 T >		
				Yes there are measures in place. The Gender Framework a	Principles. Unlever is committed to providing healthy Line managhers must ensure all employees	senior leaders of our business. As well as providing strategic disclon, the ULE is consubed on human rights issues when the savetty of an actual or coloristical impact is high where a business of bird	or Association is a requirement under the Responsible Partner Policy which descriptions partners. Unitever requires of business partners.	 requese or business partners. It is a mandatory requirer zibes what it is a overtime hours according to local legal requirements. To 	r and blocur or other forms including mental and physical caexion, and alavery. Workers enter enclosement thereby york on automation and alavery.	101	Free from Discrimination is a requirement under the Responsible Partner Policy, which describes	Responsible Partner Policy, which describe what Unlever requires of business partner	includes wages, overtime pay, benefits and paid leave which meets or excee legal minimum standards.	ds 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 be needed.		
		Uniever h (detection	have developed a three-pillar Action Plan or, prevention and remodation) to address isolated to the quarment of recurring the term	agriculture, manufacturing and last-mile distribution models. The transecrit also addresses	recursive winting conditions where are provided with fair wages including a total ser regulated in the Code of Business Principles Unliver complex with all applicable exceeds logal minimum standards or accross	needs to be taken, or where substantial financial investment may be needed to address an impact. Additional Board-level oversight is provided by the Common Board-level oversight is	mandatory requirement that all workers exercise their right to form or join a unio choice, to seek representation and colle	energy same weekly working hours including overtime must not on of theil exceed 60 hours for non-management workers even if i actively would otherwise allow it, in order to prevent excessive	f local law flocal law Workers are then to terminate their employment after a reasonable notice perior without exhibits an append in the same and under a reasonable notice perior	1	when unserver requires of business partners. The shall be no discrimination in employment (including hiring), any aspects of training, person	provided to prevent accidents and injury, o all lineas (either physical or mental) arising or	In 2020 Unlever achieved the commitment to pay all deed Unlever employee at least a living wage. Having done so, we wanted to go further, share our learnings with our suppliers and over companies and to extend this commitme	Additional Board-level oversight is provided by the Corporate Responsibility Committee.		
		Unilever Asia Private Limited has approximately 600 employees. Yes, there are control procedures in place to	as part of the Forced Labour Framework, instation of this framework stanted in 2021 and	gender-based violence, and our aim is for all our suppliers have effective management systems in place to detect, prevent and remediate gender-based violence mean Our	to regulations and regulations and aims to prevailing industry standards, and that news continuously improve health and safety performance. Surgious at Universities a industries and industries and aims and aims and and aims and and and aims and and aims and and aims and and aims	As part of human rights governance, Human Rights Dae Diligence is 30. Other	bargain and do so without fear of intimi- harassment or obtaining prior approvals legally required.	atton, is unless basis. If the employment contract allows for contractual overtime, then workers e	any expressly Excises partners are also required to have hiring policies in place and employ	Appropriate Age is a requirement under the Responsible Partner Policy, which describes what Liniever requires of business partner	and professional development, compensation, advancement, discipline, employment termination or retirement.	or, linked with or occurring in the course of work, or as a result of the employer's operations.	to our direct suppliers.	As part of human rights governance, Human Rights Due Diligence is conducted by our legal and human rights teams, and it involves four core		
		ensure that overtime is voluntary and not excessive, which is regulated in the Code of Business Principles (*COBP*). For more	n men var og 2022. In info, visit: Nogg of 11420 's americanan som onder for som at 10 Years	framework takes the following approach, based on detecti prevention and remediation measures.	on, to play. Managers are responsible for than legally mandated deductions, all other or cascading and implementation of the form wages require the express and written occusational heath and addre of their (per the analysis).	deductions consucted by our weal and human rights teams, and it involves four con- consent of components:	Business patners also are required to h policies with reveases relative to form	agree to it. save Clear form of Business partners are also serviced to have	stands in numan resources procedures to ensure that workers are entering also employment theely and that they are not prevented from leaving if they so wish. dides in	It states that under no circumstances are individuals employed und the age of 15 or under the local legal minimum age for work or mandatory schooling, whichever is Nohar	Policies and procedures shall be in place that prohibit discrimination in new form during the	All workers and other people who enter business premises are clearly informed and	goods or services to Unlever will earn at least a living wage or living income goods or services to Unlever will earn at least a living wage or living income 2000. We made this commitment because we believe that there is both a stro out	bunguhititis: by ng 1. Identifying and assessing actual or potential advense human rights impacts.		
Vasaline Linlever 51148 Vasaline Lotion Essential Here	Poland Workers are not represented unions.	Por more into, viait: Human R	Rights Progress Report (HRPR): www.shever.com/files(atd/33_4004-6cc)- age of our job candidates.	the For more into, visit:	reports and third parties under their control. As a condition of our employment, we all house a circle to save radio	1. Identifying and assessing actual or potential adverse human rights propaga impacts. to pay all integrating findings from impact assessments into relevant commence	io info association and collective bargaining in operations are in place and clarify that a	day-to-day piace and implemented for regular working hours and o a worker's the policies clearly state that overtime is voluntary.	overtime, in xxU1. Unlever created a capability-building plan for our relevant Procummer same, as well as suppliers, by risk profile. The training session focused on rais primate to assesses of focus	a manazory schooling, whichever a higher.	recruitment, compensation, access to training, promotion, employment termination or retirement processes and	the inherent dangers of the workplace and provided with adequate knowledge and percent notes	are 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 commbrane We	 Integrating Endings from impact assessments into relevant company processes and taking appropriate action according to the business involvement in the impact. 	Low risk	NA
		https://asattu.unitever.com/files/22/JSeg2/production/265804 citic7a32bd719b8cd88b007621446e7ta6d.pdf2021-code-of- separ-202	2012 Abduluniewer-human-sighte-progresse 021 p.df	Amain regras r-ograss report (HPR) https://www.uniewer.com/lias/cefc0733-403-4cc3-b30a- a02b5240305/uniever-human-rights-prograss-report-	For more info, visit For more info, visit	processes and taking appropriate action according to the business involvement in the impact. 3. Tracking the effectiveness of maximum and removants to	choice to torm or join a trade union will compromise their equal treatment (indu treatment relating to hiring, discipline, p	all workers in a language and format that they understa promotion, - Workers' consent to perform overlime work is docume	and, social address of the second state of the	and Responsible Partner Policy (RPP): https://www.unikever.com/files/62ul/Segs/production/7ee800260faed	communicated to all workers, including Stemanagement.	dangers, and there is clear and appropriate signage or information provided on how to	Istarted by identifying priority markets: Brazil, China, India, Indonesia, Philippi and Vietnam. We identified them by undentanding, for example, where the g between the legal minimum wage and livin wave is the hidean	test 3. Tracking the effectiveness of measures and processes to address adverse ap human rights impacts, in order to know if they are working. ep. 4. Communicating on how impacts are heling addressed and should -		
		-usness-principes-english.pdf Code of B https://aaa	Business Principles: (CCBP): sets unlever com/Set#Sulfagr/production/ 3/2320/21986/806/002191446-71466 otf	Code of Business Principles: (COBP):	Code of Business Principles: (COBP): https://assets.unlever.com/files/82uSegzipr https://assets.unlever.com/files/82uSegzipr	adverse human rights impacts, in order to know if they are unofing advectional 4. Communicating on how impacts are being addressed and showing statisticiders - in particular, glaring attributions - that the	wages, hours, grievances or employme termination).	 there are defined and effective mechanisms for recondocumenting and monitoring working hours and overtim workers, regardless of wage system (for example, 	plan. For our suppliers, we set up an e-learning platform, as well as a comprehensive responsible recruitment guidance tool. Suppliers are free to acc resources such as videos, outgrage and violate komplians in bain.	+++ 10155ac/urreecus5242d3.pdf	For more into, visit:	For more into, visit	have significant Unlever 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 nines. We are	staksholders - in particular, affected staksholders - that there are adequate policies and processes in place.		
		2021-cod	de-of-business-principies englah.pdf	https://assets.unilever.com/Nex/92u5egz/production/3558 9c7a33bd719b8dd998d0/7821446e7ta6d.pdf2021-code-of business-principles-english.pdf	ex-concursor undited circl 24/28d 718/84/84/84/01/10/86/84/84/21448/718/84/84/84/84/84/84/84/84/84/84/84/84/84	see percent adequate policies and processes in place.	For more info, visit: Responsible Partner Policy (RPP+	piece-rate payment) or contract type. For more info, visit:	heir own responsible recruitment systems. For more into, visit:		Hesponable Partner Policy (RPP): https://www.uniever.com/lies/92uSepriproduct /?eel00500faed25e11e1c4bbad207eec2074a3v	on Responsible Partner Policy (RPP): D (https://www.unilever.com/lias/52u/5e	create both country and porticle implementation pains. We are also building internal capability, having launched training on living wages for our employee ods For more info, visit:	s. For more into, visit: The shows is remainted in a Pro-Difference on the state		
					Human Rights Progress Report (HRPR): https://www.unlever.com/Basicod/13-etcl bd/ge.sbc5/stdc2fc/unlever.html	Human Rights Progress Report (HRPR): progress: the That Progress Report (HRPR): https://www.unikewic.com/files/celcs/733-403-4cc3-b30a-	https://www.unilever.com/files/92u/Segr n/Tee902501aed25e11e1o4bbd207ee pdf	aproductio sc205642d Responsible Patter Policy (RPP): https://www.uniever.com/lise/92u/Seg2/prof-r5vv/7ee	e80/2007 Responsible Partner Policy (SPP)		a	chon/Tee9002001aed25e11e1o4bbad207ee Sb42d3.pdf	Responsible Partner Policy (RPP):	Rights Progress Report (HRPR)		
					report-2021 pdf	acet site takes unaiver human rights progress report 2021 pet		aed25e11e1o6bbad207eec205b42d0.pdf	- Inpatrower american Configuration State (State State St	der .			reps.news.unever.com/les/92u5egs/productor/7ee90200faed25e11e1c d207eec005b42x0.pd Fair Wages is a requirement under the Demonship Derivar DVI	adobs24333300 commission0373-400-4023-300e adobs2433330 unlever-human-rights-progress-report-3021 pdf Our human rights povernance is led from the two memory and 700 cmd		
					Yes employees are payed as a minimum live which is implemented in the Code of Busine Principies.	Ing wage and supported by our Uniever Leadership Executive (ULE), the most series indexes of a supported by our Uniever Leadership Executive (ULE), the most series indexes of an universe. At we also a providing strategic checkon, the ULE is consulted on human rights issues when the severity of an immentation, and or presential ingress in high, where a business-critical decision intervention.	Not possible for us to answer. However, of Association is a requirement -wrise #	r, Freedom Responsible Patter Policy which describes what Unlie he requires of business partners, it is a mandatory reminer	and the set of an analysis of analysis and the analysis of an analysis of analysis and the analysis of analysis of an analysis of analysis of an analysis of	455 4		Health and Safety is a requirement under a	describes what Unlever requires of business partners. All workers shall be provided with a total compensation package for a standard working week that provided with a state compensation package for a standard working week that	supported by our Unlever Leadenthip Executive (ULE), the most senior leaders of our business. As well as providing strategic detection, the LLE is cross-like to human older		
				Yes there are measures in place. The Gender Framework is currently designed to address gender discrimination in	Unlever is committed to providing healthy and safe working conditions which are provided with fair wages including a total rem	a are the ULE is consulted on human right issues when the service of an exumation actual or potential impact is high, where a business-critical decision	Responsible Partner Policy which deac Unlever requires of business partners, mandatory requirement that all workers	zoes what workers are not required to work more than the regular it is a overtime hours according to local legal requirements. To freely can weekly working hours including overtime must not	e and Boour or other forms including mental and physical coencion, bonded Workers enter employment fixedy and are neither required to sumender any ide	niky	 ree from Discrimination is a requirement under the Responsible Partner Policy, which describes what Unlever requires of business partners. The 	reesponsible Partner Policy, which describe what Unliever requires of business partner re A healthy and safe workplace shall be	Biggi minimum standards.	impact is high, where a business-critical decision needs to be taken, or where substantial financial investment may be needed to address an impact.		
		Univer h (detection)asses net	n, prevention and remediation to address situated to the payment of recruitment flees by means of site for forced interest Preventions	agriculture, manufacturing and last-mile distribution models. The transwork also addresses gender-based violence, and our aim is for all or manufacture	regulated in the Code of Business Principles package that meets or Unlever complex with all applicable legislation and regulations and aims to	priate provided by the Corporate Responsibility Committee.	exercise their right to form or join a unio choice, to seek representation and colle bargain and do so without ferr of interior	on of thei exceed 60 hours for non-management workers even if it actively would otherwise allow it, in order to prevent excessive dation, physical and mental fatious. All overtime is on a whether	Flocal law of previous pages so page a depose in reasols to their employment. Take the second secon		shall be no discrimination in employment including hiring), any aspects of training, person and professional development, compression	provided to prevent accidents and injury, o al lineas (either physical or mental) arising co of, linked with or occurring in the course of	at least a living wage. Having done so, we wanted to go further, share our least as living wage. Having done so, we wanted to go further, share our leastings with our suppliers and peer companies and to extend this committee to an extend works.	Committee.		
		Unilever Asia Private Limited has approximately 600 employees. Yes, there are control procedures in place to ensure that overtime is unknown and not	in parts we ruled Labout Family of Anno 1997. Intation of this family work started in 2021 and fuse during 2022.	have effective management systems in place to detect, prevent and remediate gender-based violence cases. Our framework takes the following provide the system.	continuously improve health and safety ferms established by legally binding collectiv performance. Surgoon at Univer has a noisagreements are implemented and adheed to in to bits. Manoest are recompliant to	Ne 10. Other deductions conducted by our ligal and human rights teams, and it involves four con- deductions	harasement or obtaining prior approvals legally required.	is, unless basis. If the employment contract allows for contractual overtime, then workers e acres to 8.	expressive partners are also required to have hiring policies in place and employ trained in human resources procedures to ensure that workers are entering into	Appropriate Age is a requirement under the Responsible Partner Policy, which describes what Unliever requires of business partner is states that under no -investmentences are	advancement, discipline, employment terminatio cr retirement.	n work, or as a result of the employer's operations.	In January 2021 we made a commitment that everyone who directly supplies	PA year or human rights governance, Human Rights Due Diligence is conducted by our legal and human rights teams, and it involves four core components:		
Vasalina Unissar	Workers are not represented	ensure that overtime is voluntary and not excessive, which is regulated in the Code of Business Principles (*COBP*). For more For more info, visit:	a info, visit: None of UAPL's employees are under the age of 18. The	framework takes the following approach, based on detecti prevention and remediation measures. the are from more info, visit:	Handback and standard and stand	consent of components: 1. Identifying and assessing actual or optential adverse human opten	Business patners also are required to h policies and processes relating to fixed	tave Clear Som of Business partners are also required to have written poli	Methods Sector 2011 <	the age of 15 or under the local legal minimum age for work or mandatory schooling, whichever is higher.	Policies and procedures shall be in place that prohibit discrimination in any form during the	All workers and other people who enter business premises are clearly informed ab	spoots or services to Unliever will earn at least a living wage or living income 1 2000. We made this commitment because we believe that there is both a stro- business case for raising wages beyond poverty wages and a trith over to	y g 1. Identifying and assessing actual or potential adverse human rights impacte 2. Integrating findings from impact assessments into relevant compre-	1000	NA
	union.	http://www.inter.com	Rights Progress Report (HRPR): www.unkew.com/files/abd/3-480-460-5 b529242160/unkew-human-dgites-progress	Human Rights Progress Report (HRPR)	As a condition of our employment, we all have a duty to work safely.	to pay all impacts. 2. Integrating findings from impact assessments into relevant company processes and taking appropriate action according to the behavior	association and collective bargaining in operations are in place and clarify that a choice to form or join a trade union will	a worker's the policies clearly state that overtime is voluntary, not - The expected work hours and schedules are communi-	biams, as well as suppliers, by risk profile. The training assesson focused on risk awareness of focused biology and how Procurement can support suppliers in building a	Ing For more into, visit	promotion, employment termination or retirement processes and these are clearly and regularly	provided with adequate knowledge and provided with adequate knowledge and personal protective equipment to avoid suc	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 markets: Brazil. China. Indo. Indonesis Chilorof	processes and taking appropriate action according to the business involvement in the impact. Tracking the effectiveness of measures and processes to address whereas	LOW Flex	NA
		c8c7x32bd715b88dd88d007621446a7fa6d.pdf2021-code-of- business-principles-english.pdf	ab504243cluiuniever-kuman-righte-progress- 031.pdf Business Principles: (DCBP):	a5bb5243d3a5kmilever-human-rights-progress-report- 2021.pdf	For more into, visit	Involvement in the impact. 3. Tracking the effectiveness of measures and processes to address adverse human rights impacts. In order to know if they are used	beatment relating to hiring, discipline, p wages, hours, grievances or employme	However is a seguige and tomat that they understa promotion, - Workers' consent to perform overtime work is docume and - There are defined and effective mechanisms for recon-	nertiad, indextription of the second second and the second	And https://www.unikever.com/Ties/50/Jidego/productice/7ee900260faed 11e1042bad207eec205243d3.pdf	Semanagement.	signage or information provided on how to evacuate in the case of an emergency.	and Vietnam. We identified them by understanding, for example, where the g between the legal minimum wage and living wage is the highest, and where to have significant Unlever sourcing. We are not in the remove of productions	ap human rights impacts, in order to know if they are working, e.e. 4. Communicating on how impacts are being addressed and showing stakeholders – in particular, affected stakeholdery – that there are adapted.		
		https://au 2058b.409	Business Principles: (ICORP): seeks univer com/Bar492-blagsziproduction sic/hz3bc2718bds98bc070123466a7bd6 ptd die-d-business-principles english.ptd	Code of Business Principles: (COBP): https://assets.unilever.com/files/92u5ectriorpductive/9658	Tode of Basiless Principles (COBP). Code of Basiless Principles (COBP): https://assets.unlever.com/files/82/u5egt/pr https://assets.unlever.com/files/82/u5egt/pr b4(oduction/865864ckr/3030d716/data/8600105686c673630bd716/4436794	roduction/of adapticities - in particular, affected stakeholders - that there are descriptions	For more info, visit:	documenting and monitoring working hours and overtim workers, regardless of wage system (for example, piece-rate payment) or contract hose.	me tor as comprehensive responsible recruitment guidance tool. Suppliers are thes to acc resources such as videos, quizzes and toolkt templates to help develop and on their own serverselas.	ana nabe	Por more info, viait: Responsible Partner Policy (RPP):	For more into, visit:	cross functional workshops - initially internally - in these markets, in order to create both county and portfolio implementation plans. We are also building internal countilly, hasing -	policies and processes in place.		
		2021-cod		wc7x33bd719b8dd8lkd0f7921466a7ta6d.pdf2021-code-of business-principles-english.pdf	214ese/fald pdf 2021-code-of-business- principles-english.pdf Human Rights Progress Report HRPR:	The above is regulated in a Que Dispence process and stated in the Monan Dinhs Bornears Borney and and a stated in the	Responsible Partner Policy (RPP): https://www.unilever.com/files/92u/Seco	alproductio	For more info, viait		repit://www.unilever.com/files/92/25egz/product /7ee9005050faed25e11e1c/bbad207eec205b42c cf	on xeeponaible Partner Policy (RPP): 0 (https://www.unilever.com/lieu/92u/Segs.pn ction/7ee90/2001aed25e11e1o/bbad207ee	odu For more into, visit:	The above is regulated in a Due Diligence process and stated in the Human Solutio Devenues Deport (H200)		
					https://www.uniewer.com/Bissicalca733-403 b38a-a5bb34k/3556/uniewer-human-rights- resort-3024 ord	13-6c2- -progress- abb/5243/zlc/unleven-tuman-rights-progress-report-2021.pdf	n/7ee/60560taec25e11e1c4bbad207ee pdf	x205542d Responsible Partner Policy (RPP): https://www.uniever.com/like/22u5egz/production/?ee aed25e11e1o6bad2/17aac/10541341.vd	e8072607 Responsible Partner Policy (RPP); https://www.unilever.com/Tee/82uSegs/production/Tee/8072601aed25e11e1ceb	bad!		50-4243.pdf	Responsible Partner Policy (RPP): https://www.uniever.com/like/S2uSegr/production/7eeS002001aed25e11e1o	Ibb/rtipe l/www.uniever.com/files/cetto/733-463-6cc3-636a-		
					Yes employees are payed as a minimum livin	ing wage Our human rights growmann is last from the two		Researable Working Hours is a requirement under the	Presily agreed terms of employment and Work is voluntary are requirements on Presily agreed terms of employment and Work is voluntary are requirements on the Responsible Patriar Policy which describes what Unliver requires of busin entry terms in a mandatory sequement that forced labor under a culcumations the provide terms of an employment that force labor under the culcumations the second	5er 455			Fair Wages is a requirement under the Responsible Partner Policy, which describes what Unlever opinions of humans a minimum All under the Responsible Partner Policy, which	Our human rights governance is led from the top, overseen by our CEO and supported by our Uniever Levelenthin Even state (177). The second		
					Principies.	senior leaders of our business. As well as remiding strategic direction	Not possible for us to answer. However of Association is a requirement under th Responsible Partner Policy which deac	r, +reecom Responsible Partner Policy which describes what Unlie the requires of business partners. It is a mandatory requires ribes what workers are not required to work more than the require	partners. It is a mandatory requirement that forced labor under no circumstance ensent that will be used, whether in the form of trafficied labour, indentured labour, bonded	4	Free from Discrimination is a requirement under	Health and Safety is a requirement under th Responsible Partner Policy, which describe	provided with a total compensation package for a standard working week that be according to the compensation package for a standard working week that are includes wages, overtime pay, benefits and paid leave which meets or escee and includes wages.	Additional control on program control on progr		
		Unineer	have developed a tree-pilar Action Plan	Yes there are measures in place. The Gender Framework is currently designed to address gender discrimination in agriculture, manufacturing and test-mile desided or	Unlever is committed to providing healthy and safe working conditions which are provided with the wages including a total re- plantate in the conditions which are plantates on the conditions and are to applications of any applications continuously improve health and safety continuously improve health and safety methods. Mean and any the plantates on departicipation and are to continuously improve health and safety methods. Means are associated in the plantates of applications of agents the continuously improve health and safety methods. Means are associated in the plantates of applications of agents the plantates of applications of agents the plantates of applications of agents of the plantates of applications of agents of the plantates of applications of agents of the plantates of applications of agents of the plantates of the plantates of the plantates of the plantates of the plantates of the plantates of the plantates of the plantates of the plantates of the plantates of the plantates of the	a any muneration actual or potential impact is high, where a business-critical decision needs to be taken, or where substantial financial investment may be	Unlever requires of business partners, mandatory requirement that all workers exercise their right to form or informa-	It is a overtime hours according to local legal requirements. To theely can everify working hours including overtime must not exceed 60 hours for non-man-sement evolvers.	abour or other forms including mental and physical coercion, and slavery. Workers enter employment finely and are neither required to sumender any ide or personal papers nor pay a deposit in mission to their employment.	nity	The Responsible Partner Policy, which describes what Unlever requires of business partners. The shall be no discrimination is emolocement	what Unlever requires of business partner ex A healthy and sale workplace shall be provided to prevent accidents and in-	In 2020 Unliever achieved the commitment to pay all direct Unliever employee	substantial financial investment may be needed to address an impact substantial financial investment may be needed to address an impact additional Board-level oversight is provided by the Corporate Responsibility		
		(detection) Interest fails Private * Initial Announced Finances (initial announced Finances)	Take developed a troke-pair Actor Hall n, prevention and resemblarion (to address filand as the payment of recordinant likes by a gas of the Take Sector Balance Research, instance of this tamework stated in 2021 and the using 2022.	models. The framework also addresses gender-based violence, and our aim is for all our suppliers have affective reserved.	Unlever complex with all applicable exceeds logal minimum standards or appropriations and area to prevailing industry standards, and that remu	priate provided to address an impact. Additional Board-level oversight is provided by the Corporate Responsibility Committee.	choice, to seek representation and cole bargain and do so without fear of intime	ectively would otherwise allow it, in order to prevent excessive distion, physical and mental fatigue. All overtime is on a volunta basis if the a	Workers are free to terminate their employment after a reasonable notice perior stary without penalty, as agreed in the terms and conditions of employment.	Annenotista Ana is a province state -	(including hiring), any aspects of training, person and professional development, compensation, advancement	al liness (either physical or mental) arising co of, linked with or occurring in the course of a work, or as a	at seast a living wage. Having done so, we wanted to go further, share our learnings with our suppliers and peer companies and to extend this committe to our direct suppliers.	Lommetee. As part of human rights governance, Human Rights Due Diligence is		
		employees. Yes, there are control procedures in place to ensure that overtime is voluntary and not excessive, which is will contin	intelion of this framework started in 2021 and inue during 2022.	prevent and remediate gender-based violence cases. Our framework takes the following approach, based on detect	performance Composed and a servery amma established by logally binding collection participation and a server	to. Other deductions conducted by our legal and human rights teams, and it involves four con presented of the second seco	harasement or obtaining prior approvals legally required.	contract allows for contractual overtime, then workers e agree to it.	expressly trained in human resources procedures to ensure that workers are entering into employment theley and that they are not orevented from leading of these units.	Policy, which describes what Unlever requires of business partner it states that under no circumstances are individuals employed under	c or retirement.	operations.	In 5000 bibliever achieved the commitment to pay all direct Universe employee at least at living uses, invincing does in, we waterist to go all-thark, other would be another and the second second second second the commitme to an direct applies. An appliest and per comparises and to extend this commit- tion of micro appliest. In January 2021 we made a commitment that everyone who directly supplies pools or ansocies to Universe with each at laiving wage or living income in	conducted by our legal and human rights teams, and it involves four core components: by		
Vasaline Unlever 51150 Vasaline Original burk 100mbx12	Poland Workers are not represented		a info, visit: Nose of UAPL's employees are under the age of 18. The procedures in place as part of our hidro process to verify age of our job candidates.	te are the For more into, visit:	converse and means and write the circuit the express and writen occupational health and safety of their circuit the employee. reports and third parties under their control.	1. Identifying and assessing actual or potential adverse human rights	io info execution and collective bargaining in	tom of Business partners are also required to have written poli day-to-day piece and implemented for regular working hours and o	dicies in overtime mann, as well as supplier he do yourds.	manufactory schooling, whichever is higher.	prohibit discrimination in any form during the recruitment, compensation, access to training.	business premises are clearly informed ab the inherent dangers of the workplace and	2030. We made this commitment because we believe that there is both a stor business case for raising wages beyond poverty wages and a high cost to ave business and society of no ⁴ driver as 0014 way.	ng 1. Identifying and assessing actual or potential advense human rights impacts. 2. Integrating Endings from impact assessments into relevant company processes and taking approvide action accords. The human	Low risk	NA
TUURICKY	anare.		ww.uniever.com/lites/celd/32-400-4cc3- bb55242dioluniever.human-lighte-progress	Human Rights Progress Report (HRPR) https://www.unilever.com/files/cefcd733-400-4cc3-b30a-	As a condition of our employment, we all have a duty to work safely.	 Concentration of the analysis of the transmit of	operations are in place and clarify that a choice to form or join a trade union will compromise their equal treatment (indu	a worker's the policies clearly state that overtime is voluntary. not The expected work hours and schedules are communi- uding all workers in a language and format that they understa	Here and States parameters are also impacted to have herein paradiants in such as the parameters of the such herein parameters in therein parameters in t	For more into, visit Responsible Partner Policy (RPP):	promotion, employment termination or retirement processes and these are clearly and regularly communicated to all workers, including	t provided with adequate knowledge and personal protective equipment to avoid suc dangers, and there is clear and appropriate	Implementation stage of our living wage and living income commitment. We started by identifying priority markets: Brazil, China, Inda, Indonesia, Philippi and United by identifying priority markets: Brazil, China, Inda, Indonesia, Philippi	consistent of an organization of particular distribution of the second sec		
			wy uniteren com/Teles/ant/2733-463-6625- Regi to Gal para lances. Balances Principles: (CCBP): Business Principles: (CCBP):	af2b5242d3c5/unlever-tuman-rights-progress-report- 2021.pdf	For more info, visit For more info, visit Code of Business Principies: (COBP) Mpc Tassets unlever.com/files/BL/Eggz/pr /mpc./tassets.unlever.com/files/BL/Eggz/pr	Involvement in the impact. 3. Tracking the effectiveness of measures and processes to address advense human rights impacts, in order to know if they are working.	treatment relating to hiring, discipline, p wages, hours, grievances or employme	eremotion, - Workers' consent to perform overfirme work is docume ent - There are defined and effective mechanisms for recor- documenting and modificial and effective mechanisms.	nented. Incruitment system. We also delivered a presentation to all Procurement teams leadership to increase awareness and present our 2021 key priorities and actio plan. For our supplers, we set up an e-learning platform, as well as a	and https://www.uniever.com/Tee/82/u5egs/production/7ee/802/80/tee/ 11e1olbbac/307ee/205043d0.pdf	Semanagement.	signage or information provided on how to evacuate in the case of an emergency.	and veltram. We identified them by understanding, for example, where the g between the legal minimum wage and living wage is the highest, and where w have significant Unlever sourcing. We are now in the process of conducting	ap numan rights impacts, in order to know if they are working, e 4. Communicating on how impacts are being addressed and showing stakeholders – in particular, affected stakeholders – that there are adeouste		
		https://aa. 30586-403	Business Principles: (ICCBP): seeks univers comBes/Bulgespinoduction/ do-of-business-principles english.pdf	Code of Business Principles: (COBP): https://assets.unilever.com/Nes/S2uSegz/production/2658	https://assets.uniever.com/files/25J2625/pipe/basic_incom/file	eduction/24 Communicating on how impacts are being addressed and showing stakeholders - in particular, affected stakeholders - that there are adequate policies and processes in obace	wages, hours, grievances or employme semination). For more info, visit:	workers, regardless of wage system (for example, piece-rate payment) or contract type.	comprehensive responsible recruitment guidance tool. Suppliers are free to acc resources such as videos, quizzes and toolkt templates to help develop and cn their own responsible recruitment sustains.	aaa	Responsible Partner Policy (RPP)	For more into, visit	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 worker for nor	policies and processes in place.		
		10,700		wkusta mesaneauris21446a7ta6d.pdf2021-code-of business-principles-english.pdf	principles english pdf Human Rights Progress Report (HRPR):	The above is regulated in a Due Diligence process and stated in the Human Rights Process Record Audion-	Responsible Partner Policy (RPP): https://www.unitever.com/files/92u/Segr	niproductio			reps. mean unerver.com/lies/92u5egz/product /7ee90/560/tee025e11e1c4bbad207eec205b42c of	ConveyConsider Partner Policy (RPP): 0 (https://www.unitever.com/files/92/LiSegt/priction/Tee/92/20/tee/22/611e1012bbac207ee	odu For more into, visit	The above is regulated in a Due Diligence process and stated in the Human Richts Progress Report (HRPR)		
					https://www.uniewer.com/like/cd/33-460 bdfa-a5bb5362dcdcfuniewer-turnan-rights- wpor-3221.pd	Indicating & Community of holy impacts are bring addresses and thoman and patients of the second second second second second second second tablecities in the second second second second second second second second haven Rights Program Report (PDR); Director Second Second Second Second Second Second Second Second Second Second Second Second Second Second Second Second Second Second Second Sec	n/Tee60560teed25e11e1c6bbad207ee pdf	scrute+2dl Responsible Partner Policy (RPP): https://www.unliever.com/files/92/uSeg2/production/7ee asd25e11e1ofbbad207eec205b43d0.pdf	e8013607 https://www.uniever.com/files/SDuSegs/production/Tee807360faed25e11e1c4b SPeed20504Q30.pdf	had?		toq.CbCkoc	Responsible Partner Policy (RPP): https://www.unlever.com/lies/S2uSegs/production/7ee8002001aed25e11e1o d207eec0004010.pdf	In the outper sector se		
					Yes employees are payed as a minimum livin	ing wage Our human rights operations is list from the top measure in use of the		Researable Working Hours is a requirement under the	their www.univer.commencuosesspeeduction/veektrastheadsentiet.com e0%ecit(SSAG80.pdf Freely agreed terms of employment and Work is voluntary are requirements un the Responsible Patter Policy which describes what Unliver requires of busin	5er 465			Fair Wages is a requirement under the Responsible Partner Policy, which describes what Unlever requires of hydrogen partners. All works which has a second partners with the second partners of the second partners and the second partners and the second partners and the second partners and the second partners are second partners.	Our human rights governance is led from the top, overseen by our CEO and supported by our Uniever Leadenthip Eventue (IIII E). the root of the		
					which is implemented in the Code of Busine Principles.	Og usg or human (p)de generational is do hom the og, noveraam by poor COS and the operation of the operat	Not possible for us to answer. However of Association is a requirement under th Responsible Partner Policy which deac	r, +reecom Responsible Partner Policy which describes what Unlie the requires of business partners. It is a mandatory requires ribes what workers are not required to work more than the require	aver partners. It is a mandatory request manual was to the end of the second back and	4	Free from Discrimination is a requirement under	Health and Safety is a requirement under th Responsible Partner Policy, which describe	provided with a total compensation package for a standard working week that be includes wages, overfine pay, benefits and paid leave which meets or escee and includes wages.	leaders of our business. As well as providing strategic direction, the LLE is consulted on human rights issues when the severity of an actual or potential innext is thin where a human multi-severity and the severity of an actual or potential innext is thin where a human strategic direction.		
		Linkeer h	have developed a financialitar Action Plan	Yes there are meaures in place. The Gender Framework a currently designed to address gender discrimination in agriculture, manufacturing and last-mile desity don't	Unlever is committed to providing healthy and safe working conditions which are provided with fair wages including a total rem regulated in the Code of Business Principles backage hit maker or	a an actual or potential impact is highly, where a business-official disclosion needs to be takin, or where substantial financial investment may be seed to be takin.	Unlever requires of business partners, mandatory requirement that all workers exercise their right to free or lot	It is a overtime hours according to local legal requirements. To theely can everly working hours including overtime must not on of theil exceed 60 hours for non-many-several evolvers.	Total Workers enter employment final and physical coencon, and allower. Workers enter employment finally and are nearbother nogulied to surrander any ide or personal pages nor pay a deposit in relation to their employment.	nay.	the Responsible Partner Policy, which describes what Unlever requires of business partners. The shall be no discrimination in emrirorment	what Unlever requires of business partner or A healthy and safe workplace shall be provided to prevent accidents and in-	In 2020 Unlayer achieved the commitment to pay all direct Unlayer employee	substantial financial investment may be needed to address an impact aubstantial financial investment may be needed to address an impact an Additional Board-level overnight is provided by the Corporate Responsibility		
		Unliver Asia Printe Linker has approximately 00 employees. Yes, here are control procedures in plane to manue that control in electronic and of an exasters, and well control required in the Code of Business Principles (*COEP).	 pervension and remediation) to address lained to the payment of recruitment fields by as part of the Forced Labour Framework. 	models. The framework also addresses gender-based violence, and our aim is for all our suppliers have affective recommendant	biliteri is contribito la provideg hashing. Len managene musice provides which was provided with his ways including a total the magulated in the Cost of Builense Principles package from masks or provided with his ways including a total masks of paper strain and the strain and the strain and the strain and the control and the strain and the strain and the strain and the strain particular control and the strain and the strain and the strain and the particular control and the strain and the strain and the strain and the strain particular control and the strain and the strain and the strain and the strain particular control and the strain and the strain and the strain and the strain term strain and the strain and the strain and the strain and the strain has begin manager strain the strain and the strain and the strain has begin manager strain the strain and the strain and the strain term strain and the strain and the strain and the strain and the strain has begin manager strain the strain and the strain and the strain term strain and the strain and the strain and the strain and the strain term strain and the strain and the strain and the strain and the strain term strain and the strain and the strain and the strain and the strain term strain and the strain term strain and the strain term strain and the strain	prate provided by the Corporate Responsibility Committee.	choice, to seek representation and cole bargain and do so without fear of intime bargain and so so without fear of intime	ectively would otherwise allow it, in order to prevent eccessive dation, physical and mental fatigue. All overtime is on a volunta is unless	Total an "Dickers are fire to is wrinner that employment after a reasonable notice perior. We have been been and the second of the second and the second an	Annenotata Ana in a manifestructurator da Decembra -	(including hiring), any aspects of training, person and professional development, compensation, advancement, discipling	al liness (ether physical or mental) arising co of, linked with or occurring in the course of a work, or as a result.	a west a rong wage. Having done so, we wanted to go further, share our learnings with our suppliers and peer companies and to extend this committe to our direct suppliers.	ent As part of human rights governance, Human Rights Due Diligence is		
		employees. Yes, there are control procedures in place to ensure that owntime is voluntary and not eccessive, which is implement	vitation of this framework started in 2021 and inue during 2022.	prevent and remediate gender-based violence cases. Our framework takes the following approach, based on detecti researching and accounting approach, based on detecti	performance consistent and statesy permit exhibiting objection on the performance of performance and advanced to n, to piny. Managers are responsible for caracteristic and molecularity of the performance of the performan	Ne and the second secon	harasement or obtaining prior approvals legally required.	contract allows for contractual overtime, then workers e agree to it.	express) Business partners are also required to have hiring policies in place and employ trained in human resources procedures to ensure that workers are entering into employment freely and that they are not prevented from leasing if they an wish	Pairs of the second	consideration, and parts, employment termination or retrement.	operations.	In January 2021 we made a commitment that everyone who directly supplies goods or services to Unlever will earn at least a living wage or living income	conducted by our legal and human rights teams, and it involves four core components: by		
Vaseline Linlever 51151 Vaseline Lotion Advance Rep 200mbd	Poland Workers are not represented	regulated in the Code of Business Principles (*COBP*). For more For more into, visit: Human R	a info, visit: None of UAPL's employees are under the age of 18. The procedures in place as part of our hising process to verify	prevention and remediation measures. the For more into, visit:	converse and means and write the circuit the express and writen occupational health and safety of their circuit the employee. reports and third parties under their control.	1. Identifying and assessing actual or potential adverse human rights	Business pathents allociare required to h policies and processes relating to feed association and collective barganing in operations are in place and carlly that choice to form or join a trade union will components make equal barganine (joint)			manual of 15 or under the local legal minimum age for work or mandatory schooling, whichever is higher.	prohibit discrimination in any form during the recruitment, compensation, access to training.	business and other people who enter business premises are clearly informed ab- the inherent dangers of the workplace and	2020. We made this commitment because we believe that there is both a stro business case for raising wages beyond poverty wages and a high cost to business and society of not drive an . 0121 was	ng 1. Identifying and assessing actual or potential adverse human rights impacts. 2. Integrating Endings from impact assessments into relevant company processes and taking approvide action accords - to the human rights.	Low risk	NA
200006		Code of Business Principles: (COBP): https://www.	ww.unitever.com/files/celod733_e803_e6c3- bb55243d56Juniever-human-dights-progress	Human Rights Progress Report (HRPR) https://www.uniever.com/fissicatod?23-403-6/-1->16.	As a coldition of our employment, we all have a duty to work safely.	to pay all sage. 2. Integrating findings from impact assessments into relevant company processes and taking appropriate action according to the business	operations are in place and clarify that a choice to form or join a trade union will compromise their equal beatwerk finds	a worker's the policies clearly state that overtime is voluntary, not The expected work hours and schedules are communi- uding all workers in a language and format that the university	overtime teams, as well as suppliers, by risk profile. The training assains focused on rails related to the second	 p-or more into, visit Responsible Partner Policy (RPP): 	promotion, employment termination or retrement processes and these are clearly and regularly communicated to all workers. Including	provided with adequate knowledge and personal protective equipment to avoid suc dangers, and there is clear and according	Implementation stage of our living wage and living income commitment. We started by identifying priority markets: Brazil, China, India, Indonesia, Philippi and University We identifying priority markets: Brazil, China, India, Indonesia, Philippi	involvement in the impact. Tracking the effectiveness of measures and processes to address adverse to make the effectiveness of measures and processes to address adverse		
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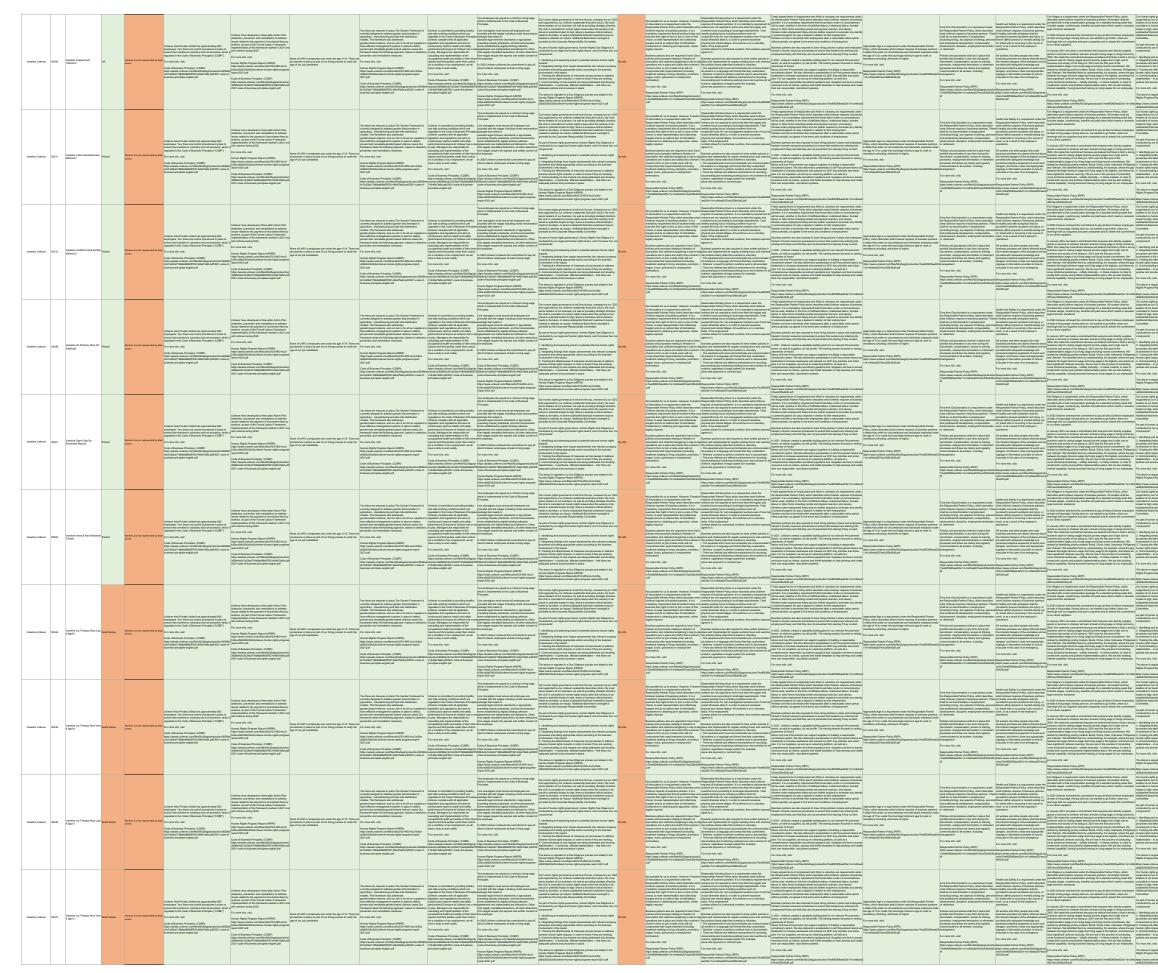
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