

Unilever 2024 Statement to meet Canada's Bill S-211

Respect for human rights is the non-negotiable foundation of Unilever's business, underpinning everything we do. Our human rights strategy is grounded in the [United Nations Guiding Principles on Business and Human Rights](#) (UNGPs).

Our ambition is to improve the livelihoods of people throughout our global value chain. The impacts of inequality are a root cause of child labour and our livelihoods work aims to address inequality by strengthening the economic resilience of those in our value chain. This includes supporting smallholder farmers to access programmes that drive their income growth, and encouraging suppliers to sign the Living Wage Promise (a future mandatory requirement of the [Unilever Responsible Partner Policy](#) or RPP) where they agree to evaluate existing living wage gaps in their own organisations, create a plan to address gaps and to report on their progress. Further details about our Livelihoods ambition and goals can be found on [Unilever.com](#).

This statement summarises the actions we have taken to prevent, detect and respond to child labour risks and issues in our business and value chain, including our engagement in regional and commodity specific initiatives where the risk is high, such as in cocoa producing regions of Western Africa and communities growing vanilla in Madagascar.

This document serves as an addendum to our [2024 Modern Slavery Statement](#) and covers Unilever PLC and its group companies. It covers the period of 12 months ending on 31 December 2023.

"In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above."



Gary Wade
President
May 24, 2024

I have the authority to bind Unilever Canada Inc.

Commitment and governance

Our overarching principles relating to respect for human rights are set out in our [Human Rights Policy Statement](#). We have a comprehensive human rights policy framework, which supports us in realising these commitments and driving the behaviour we expect from our employees and those in our value chain.

Our [Code of Business Principles](#) and 24 related Code Policies set out how we seek to ensure compliance with laws and regulations, protect our brands and reputation, and prevent harm to people and the environment. The Code of Business Principles clearly states that 'we will not use any form of forced, compulsory, trafficked or child labour' and our Respect, Dignity and Fair Treatment Policy states that Line Managers must not 'use child labour, i.e. individuals under the age of 15 or under the local legal minimum working age or mandatory schooling age, whichever is the higher'.

Our RPP details our expectations of our partners through 17 Fundamental Principles which are organised into three interconnected pillars: Business Integrity & Ethics, Human Rights and Planet. Fundamental Principle 8 of the RPP requires that 'all workers are of an appropriate age and young workers are protected'. Fundamental Principle 8 outlines expectations that remedial measures are implemented where workers under the age of 15 are identified and the mandatory management systems that all business partners must have in place.

Unilever also expects business partners to cascade equivalent requirements within their own supply chains and to carry out their own human rights due diligence, which helps to prevent child labour from entering the supply chain.

Identifying risks and impacts

In line with the UNGPs, we strive to effectively identify and assess potential and actual impacts to people, and the root causes of these. We also work to prevent the risk from becoming an issue, while monitoring for new and emerging risks.

Our own operations

We use a risk-based approach to implement our [Business Integrity](#) programme, which brings our values to life for all employees and helps them apply our ethical standards in their day-to-day work. The programme includes robust procedures and controls to help us detect and respond to human rights risks and issues, including clear age verification processes across all our operations that are used when onboarding new employees.

We constantly seek to improve the analytics capabilities of our Business Integrity programme so that trends, hotspots and root causes of risks and issues are rapidly identified and addressed. This analysis is shared across the business and development needs are addressed through local and (where appropriate) global plans. Further information about our Business Integrity programme can be found on [Unilever.com](#).

Our value chain

Engagement with workers and other rightsholders are an integral element of our work to identify human rights risks and impacts in our value chain. This process includes Human Rights Impact Assessments (HRIA's) which are carried out at a country level by independent expert organisations on our behalf and include visits to a sample of our business operations and business partners. We also use digital tools such as [diginex](#) and [Quizrr](#) as another way to engage with workers in our supply chain to gain a better understanding of human rights risks in specific markets. For more information about this work, see pages 8 and 10 of our [2024 Modern Slavery Statement](#).

Unilever requires all high-risk business production item suppliers to undergo independent audit verification, using our preferred audit methodology - [SMETA](#). More information on our due diligence requirements for business partners can be found [here](#).

Act to prevent, mitigate and remedy

Unilever responds to identified adverse human rights risks and/or impacts with consideration given to a variety of factors, including the location of the issue (whether it be in our own operations or in our value chain), the scale of the risk and our leverage. Our work to address potential and actual human rights impacts includes training and capability building to prevent and mitigate risks and impacts, as well as remediating, including through collaboration, the impacts that have been identified.

Our own operations

All Unilever employees are expected to know our Code and Code Policies (which includes respect for human rights) and understand how to apply them in their work. Mandatory training on our Code and Code Policies is assigned to all employees, with completion tracked through our online learning platform and other tools. Our Business Integrity team and subject matter experts further support operational teams to develop additional materials tailored to meet local needs where required and seek to provide advanced guidance on specific areas covered by our Code Policies for employees in higher risk positions.

Our market-based Business Integrity Committees oversee investigations of potential breaches of our Code and Code Policies. Business Integrity Committees are responsible for ensuring the timely investigation of all alleged or suspected Code breaches by an individual employee – with a view to reaching a final determination within 60 days. Further information about this programme can be found on [Unilever.com](#).

Our value chain

Business partners are expected to create a time-bound corrective action plan to address any issues identified. Where child labour has been identified, this could include, for example, providing financial support to the child's family to cover school fees and living costs until the child reaches the end of compulsory schooling or the minimum age for work. Auditors carry out a review to verify that the issue has been satisfactorily resolved.

Unilever's [RPP Implementation Guidance](#) provides additional information on identifying risks of child labour (particularly where risks are greater such as when labour agents, subcontractors or service providers are used) and remediation steps where child labour is identified.

Through our membership of [AIM-PROGRESS](#), in 2023 we supported the development of a new initiative aiming to improve the capability of members' US-based co-manufacturers, co-packers, suppliers, labour providers and service providers to adhere to employment legislation and minimise the risk of forced labour and child labour. This programme aims to support participants to:

- Understand the indicators of forced labour and child labour and effectively report risks and potential cases
- Identify and implement systems that support their businesses in responsibly recruiting employees and carrying out age verification processes
- Understand and apply appropriate and effective remedy for identified cases of forced labour and child labour
- Identify and address the root causes of forced labour and child labour.

All participants have received supplementary reference guidance material detailing practical steps to follow in identifying, addressing and preventing forced labour and child labour.

Commodity focus: Cocoa

Cocoa is a vital ingredient for a number of our ice-cream brands, with Unilever buying around 1.5% of the global production, mainly sourced from Cote d'Ivoire and Ghana. Cultivating cocoa provides livelihoods for millions of people, but it is also associated with deforestation and human rights risks including child labour, which we want to play our part in eliminating. Through our [2025 cocoa strategy](#), we aim to have reached at least a third of the cocoa farmers in our supply chain with tailored impact programmes that have three key aims: Supporting sustainable livelihoods; Eliminating child labour; and Deforestation – free cocoa. We deliver these programmes in collaboration with industry bodies, certification schemes and implementation partners including the [International Cocoa Initiative](#) (ICI) and [Afrique Secours et Assistance](#) (ASA).

In 2023, we sourced 99% of our cocoa through certification schemes such as the [Rainforest Alliance](#) and [Fairtrade](#) which include requirements on assessing and addressing child labour. The 37 cooperatives that produce our cocoa all have Child Labour Monitoring and Remediation Systems (CLMRS) in place, covering 22,321 households, which assess and address child labour cases. In addition, by 2023, 41,936 people were reached through awareness raising sessions on CLMRS across two supplier programmes.

Where child labour cases arise in our cocoa supply chain, we support remediation interventions with our suppliers and expert partners which may include direct support to households to obtain birth certificates for children that enables them to access education and healthcare, as well as support to community-based initiatives such as Child Protection Committees and Community Service Groups. We also work with ICI, ASA, Rainforest Alliance and local government in Cote d'Ivoire to support the development of education infrastructure, such as school buildings and canteens, in cocoa-producing communities where they are lacking.

Women's economic justice is critical for child labour prevention as one of the root causes of child labour is low household income. Through our [Magnum AWA programme](#), we aim to socially and economically support 5,000 women by 2025 so that they can increase their overall family income, reducing the pressure on children to contribute financially. This programme is a collaborative partnership with our cocoa supply partners - Cargill and Barry Callebaut - and implementation partners [CARE International](#) and [100WEEKS](#) and by the end of 2023, the programme had reached 3,200 women. Further details about the programme can be found on [Magnumicecream.com](#).

We have also supported 600 women to date through direct mobile payments via the IT platform 100 Weeks, combined with an extensive training program on areas including household budgeting and setting up their own businesses.

In partnership with CARE International, we promote access to saving and credit for cocoa farming communities. By the end of 2023, this programme had supported the establishment of over 250 Village Savings and Loans Associations (VSLA) for over 6,000 members, among which over 5,000 were women. As part of this programme, we have also supported the training of local government bodies and community leaders on the social barriers faced by women in both their own homes and wider society, along with advocacy on the importance of integrating women's perspectives into decision-making processes. Further information can be

found at [Magnumicecream.com](https://magnumicecream.com). These activities aim to support women to diversify their incomes and gain more financial freedom, which reduces the need for children in the household to contribute financially.

Commodity focus: Vanilla

Unilever sources vanilla from Madagascar, where many communities rely on vanilla farming to earn a living and boost the local economy. Due to the unstable international vanilla prices and climate change making livelihoods in farming more challenging, young people are in a highly vulnerable position in their communities.

Since 2016, we have been working with [Save the Children](#), [GIZ](#) and [Symrise](#) on our [Vanilla for Change](#) programme to support children and families that are reliant on vanilla farming for their livelihoods, while building a sustainable supply of vanilla for the future. To date, we have positively impacted more than 60,000 people's lives across the region through increasing financial resilience within communities and helping to provide better opportunities for the next generation.

Through Vanilla for Change, 78 youth committees have now been set up, with 3,140 members, supporting them to become more active and integrated into their communities. We have also established 511 Intergenerational Dialogue Groups to encourage children, their parents, and grandparents to participate in conversation and learning about child rights and gender equality. Over 22,000 individuals have participated in these sessions.

The Pathways programme through Vanilla for Change has now supported 2,762 young people (age 15-24) to develop their life skills and future career prospects. The programme offers training followed by mentoring and a longer-term 'pathways plan' to help them plan their next steps. We also helped 633 young people to develop the literacy and numeracy skills they need to succeed.

Monitoring effectiveness and impact

We monitor the effectiveness of our strategy and report regularly on our progress on [Unilever.com](https://unilever.com). Data demonstrating the impact of our efforts to address child labour risks and impacts is included throughout this statement.

We are also developing an impact measurement framework to consistently report on our performance in delivering our human rights strategy. We aim to provide an update on this in our 2024 Annual Report and Accounts.

We will report our progress in delivering the goals that will help us achieve our Livelihoods ambition in our 2024 Annual Report and Accounts and we continue to focus on delivering our 2025 cocoa strategy, including working to drive collaborative systemic change across the industry that supports a sustainable and responsible future for farmers and their communities.