



**UNILEVER
NIGERIA 2021
SUSTAINABILITY
REPORT:
PEOPLE, PLANET
AND SOCIETY**



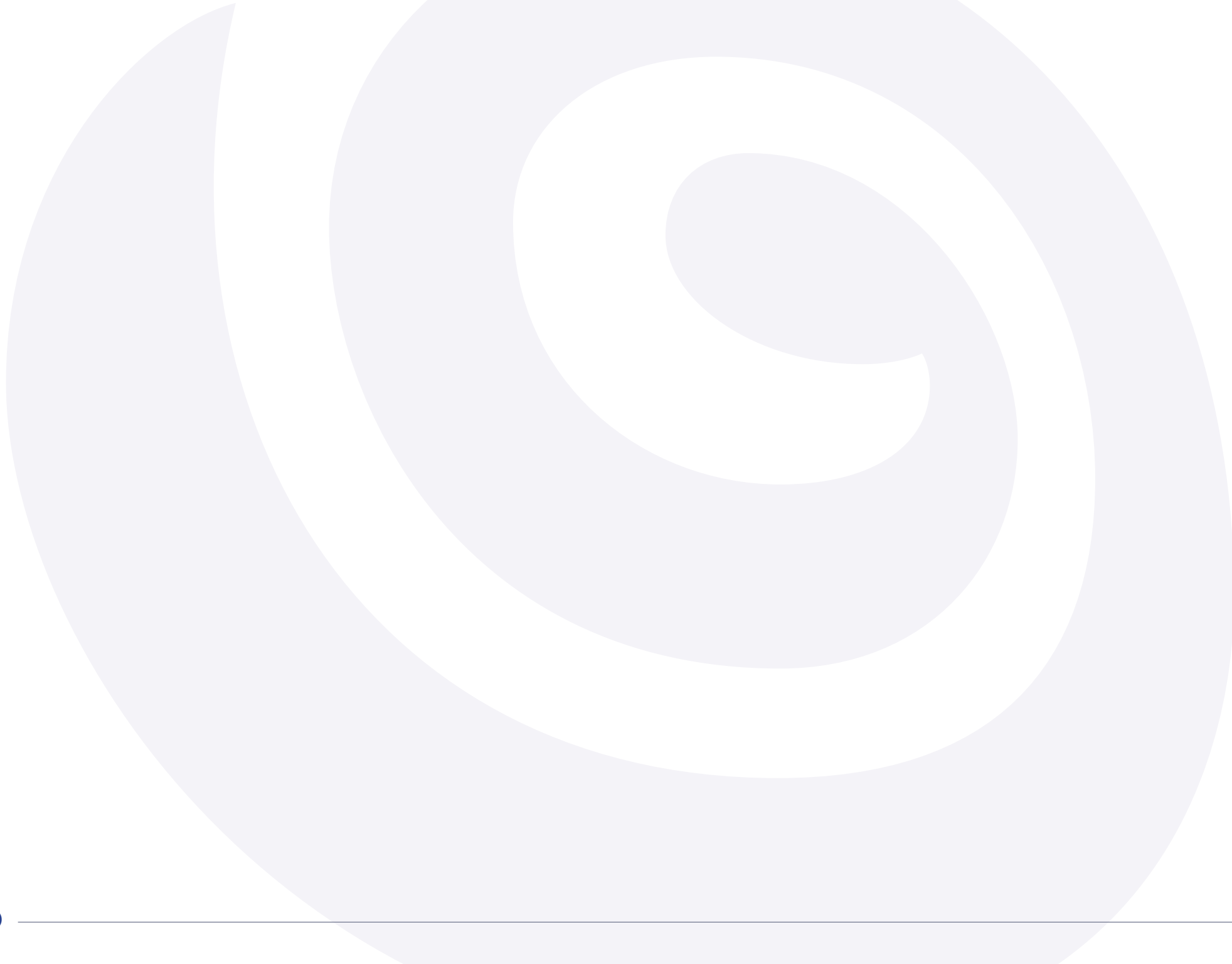


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Chairman And CEO Statement



**"We believe that through
our operations we can help
tackle social inequities in
our society."**



His Majesty, Nnaemeka A. Achebe
CFR, MNI
Chairman



Mr. Carl Cruz
Managing Director
West Africa

Chairman and CEO Statement

We continued to experience the unprecedented impact of the coronavirus in 2021 while at the same time grappling with other development issues such as a challenging socioeconomic environment, vulnerable health systems, and adverse effects of climate change. These development challenges have made the issues of environmental, societal, and governance stewardship even more pertinent. Therefore, in 2021 our resolve to create sustainable value and harness resources to enhance our ESG contributions and financial outputs remained undiminished.

The Unilever Compass corporate strategy puts serving our stakeholders at the heart of everything we do and outlines how we intend to make that ambition a reality. It sets out ambitious commitments to tackle the most critical issues of our time; harnessing the full scale of our brands and going further and faster through stretching and time-bound targets that drive positive change.

We believe that through our operations we can help tackle social inequities in our society. We continue to take action to create social and economic inclusion by providing opportunities for women and women-owned businesses through our procurement and sales value chain. In like manner, we are committed to creating a culture of inclusion for people with disabilities through deliberate employment into our workforce, providing support systems, and making our sites physically and digitally accessible.

We play our part in improving the health of the planet and we have set out a range of ambitious actions to fight climate change and protect the environment. In line with our net-zero commitment, we continue to install renewable energy sources, invest in energy and thermal efficiency improvements in our operations and have begun the process of reporting the environmental performance and footprints of our products.

In addition, we are working to keep waste in the economy and out of the environment, thereby, helping to create a waste-free future. We are cutting down on our plastic waste by using less plastic and calling for a transition to a circular economy. We are in partnership with recycling organisations to ensure that we collect and recycle more plastics from the environment than we sell to consumers. This will also reduce our dependence on new plastic materials and by so doing, we can reduce emissions from the production and use of new plastic materials.

Strategic partnerships lie at the heart of our efforts to drive transformational change in society. We are collaborating with other organisations to tackle critical social and environmental issues through various social initiatives and programs as well as through our operations. Through our Unilever Scholarship Scheme, for example, 98 wards of our blue-collar employees were inducted in 2021 to receive free education through their

**“More than ever before,
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6 years of secondary school education. Also, we collaborated with Lafarge Africa to donate a furnished, 80-bed isolation facility to Ogun State, Nigeria. You will read about these and other initiatives in the rest of the report.

More than ever before, we are resolute in our belief that we cannot separate the role of business from the social issues of our time. There is a clear need for businesses to make positive social impact on the communities they operate in, whilst making financial returns to shareholders. At Unilever, we are committed to scaling up our commitments towards making real, positive, and lasting impact on the planet and society. Our board, management and sustainability committees ensure that sustainability is prioritised in our decision-making process and is embedded in how we do business to achieve our broader sustainability agenda, targets, and commitments. Our achievements, progress, and performance in 2021 are demonstrated in the rest of this report.

His Majesty, Nnaemeka A. Achebe
CFR, MNI
Chairman

Mr. Carl Cruz
Managing Director
West Africa



About The Report

About the report

Unilever is inspired by the purpose to make sustainable living commonplace. This purpose drives our operations and strategic choices and inspires our performance towards excellence. We understand the environmental and social challenges faced by the world and the communities in which we operate as well as the impact of our operations, and we aim to reduce the harm as well as do good for planet and society. Our newly integrated corporate strategy integrates our business priorities, plans, targets, and sustainability commitments over the full spectrum of our business ecosystem over the next 15 with the year 2021 being the first year of our operations as guided by this strategy. This report, therefore, provides a balanced view of Unilever Nigeria's sustainability performance, commitments and targets as well as our activities and initiatives in line with our Compass strategy between January 1, 2021 to December 31, 2021.

The report has been prepared in accordance with the GRI Standards: Core Option, and the GRI content index is available on page XX. In disclosing our impact and footprints, we have applied the GRI Standards: Core Option reporting principles, the Principles of the United Nations Global Compact, the Nigerian Stock Exchange Sustainability Disclosure Guidelines and the Securities and Exchange Commission's Sustainable Financial Principles for the Nigerian Capital Market in defining the report content and quality.

The information contained in this report covers only our Nigerian operations.



Purpose to action

Over the years, we have demonstrated that caring for society and the environment are core to our strategic objectives at Unilever Nigeria. Operating in an emerging economy, we understand the enormity of the challenge of building a fairer and more inclusive society and caring for the environment. As a business, our purpose has fuelled our long-term commitment to corporate sustainability. We are a company of brands and people with purpose, and we remain committed to using our assets to make sustainable living commonplace.

2021 was not devoid of some of the challenges we witnessed in 2020. The business community and larger society still had to maneuver hurdles of the coronavirus pandemic such as supply chain disruptions, remote working, observance of COVID-19 related safety protocols and other constraints. Yet, much progress was made between 2020 and 2021 since the release of the COVID-19 vaccines. As an organization, we were proactive with encouraging and supporting our employees to get vaccinated, and at the end of 2021 we achieved 58% vaccination rates for at least the first dose of the COVID-19 vaccine across our Nigerian operations.

2021 also saw the transition of our sustainability strategy from the Unilever Sustainable Living Plan (USLP) to the Unilever Compass. The USLP which served as our guide between 2010 and 2020 has been significantly successful in helping us to achieve our vision of making sustainable living commonplace. Globally, and at the local market levels, we took action, and supported communities in the areas of enhancing health and wellbeing, preserving the environment, and creating livelihoods. We are proud of what we have been able to achieve in Nigeria through various initiatives such as the Vaseline Healing Project; Pepsodent Brush Day and Night Nigeria; Knorr Force for Good; Lifebuoy Help a Child Reach 5; Recycle Exchange Programme; and the Sunlight Shakti Women Empowerment initiative.



With an ambition to push our impact further, we launched the Unilever Compass in 2022. The Compass is our global strategy for creating transformational impact in the market and in society. Through the Compass, our vision is to continue to be the global leader in sustainable business. We will also demonstrate how our purpose-led, future-fit business model drives superior performance, consistently delivering financial results in the top third of our industry. The Unilever Compass integrates the financial, environmental, social and governance dimensions of our business. The Compass forms the basis of our strategic choices in the coming years. The Compass is underpinned by existing business fundamentals of our operations, such as business integrity; safety at work; employee wellbeing; product safety and quality; responsible innovation; responsible advertising and marketing; safeguarding data; engaging with stakeholders; being responsible taxpayer; and our commitment to transparency.

We have made stretching sustainable development commitments through the Compass. Our commitments are built around 10 core areas: take Climate action; Protect and Regenerate Nature; create a Waste-Free World; Positive nutrition; Health and wellbeing; Equity, diversity, and inclusion; Raise Living standards; Investing in the Future of work; Respect for Human Rights; and being Responsible Business. These points of action account for our direct actions towards 11 of the Sustainable

Development Goals of the United Nations namely goals 1, 2, 3, 5, 6, 8, 12, 13, 15, 16 and 17 – and indirectly towards all 17.

We have done the extra work at Unilever Nigeria to localise our commitments in a way that is required in our operating context. We continue to engage with our internal and external stakeholders to create mutual understanding and input into our strategy and plans of bringing our purpose to life.

In line with our aim to create far reaching impact for our stakeholders, business partners and vendors, society, and the planet, we will initiate the implementation of our commitments from 2022. In line with SDG 17, we also continue to look forward to working with industry peers and other partners to create innovative portfolios and high impact initiatives that can change the world.

As we disclose our performance and impact in this report, we hope to do more with our stakeholders in the years to come.

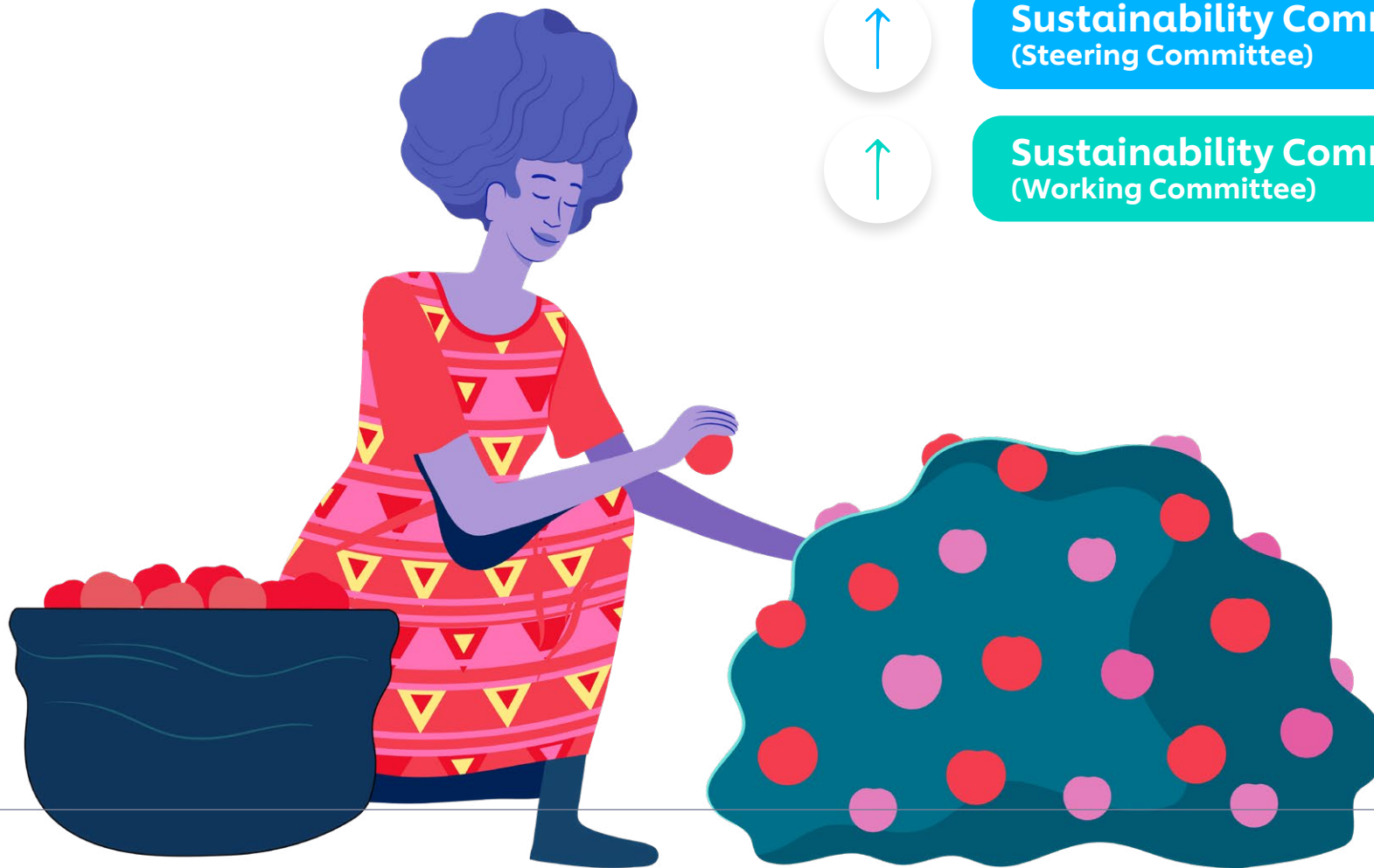
Soromidayo George
**Corporate Affairs and Sustainable Business
 Director, Unilever West Africa**





Sustainability Governance at Unilever

In 2021, we maintained our governance structure for delivering value through our sustainable business ambition. Sustainability remains a strategic issue at the highest level of our organisation and our governance structure for sustainable business is integrated into our organisational framework as depicted and described below.



Sustainability Steering Committee

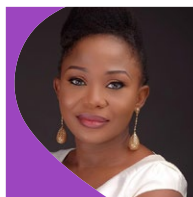
The Steering Committee has responsibility for developing the sustainability agenda for our business and overseeing the attainment and progress of the Compass Strategy across our Nigerian operations.

The Steering Committee consist of the members of the Working Committee and select members of the Leadership team. The members of the Leadership Team who were members of the Steering Committee in 2021 are listed below.

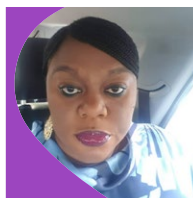
Members



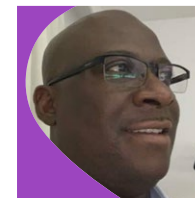
Soromidayo George
Corporate Affairs and
Sustainable Business Director,
West and Central Africa



Oiza Gyang
Marketing Director, Beauty
and Personal Care, Nigeria



Bolanle Kehinde-Lawal
Marketing Director, Foods,
West Africa



Ola Ehinmoro
Human Resources Director,
West Africa



Obinna Emenyonu
Procurement Director,
West Africa



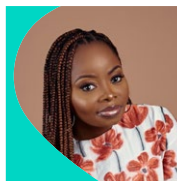
Adeleye Adeniji
Customer Development Director,
Nigeria

Sustainability Working Committee

The Sustainability Working Committee plays a central role in our governance structure. The Committee comprises a dedicated team of employees who are responsible for coordinating and implementing the sustainability initiatives in Nigeria. The team is charged with integrating sustainability into our operations and engaging our diverse stakeholder groups with the aim of creating sustainable value for our business and society.

The Sustainability Working Committee in 2021 was constituted as follows:

Members



Princess Nnaji
Category Manager,
Home Care



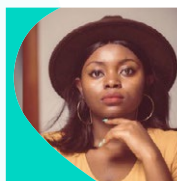
Damilola Dania
Category Manager
Foods and Refresh



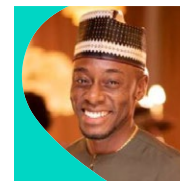
Osamienwenfan Edokpolo
UFLP Marketing



Bukola Akinpelu
Consumer Marketing Insights
Performance Manager



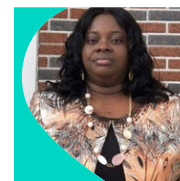
Eva Ogudu
Category Manager Oral Care



Ibidare Adegunle
Customer Development &
Business to Business Lead



Kehinde Oyafajo
R&D BPC Packaging Manager,
West Africa



Rachael Ezembakwe
Safety, Health and
Environment Manager,
Ghana, and Nigeria



Godwin Bamsa
External Affairs and Sustainable
Business Lead

Stakeholder Engagement and Management

At Unilever Nigeria Plc, we are committed to making sustainable living commonplace through our operations and business activities. We can achieve these by prioritising sustainable value for our internal and external stakeholders who directly and indirectly affect or are affected by our operations. These stakeholders include our employees, consumers, shareholders, investors, business partners, suppliers, regulators, government, and the communities where we operate.

We continuously engage and cooperate with our stakeholders to understand what matters most and how we can respond appropriately. In the year under review, we maintained continuous engagement with these stakeholders on ways to adapt our operations to the new ways of conducting our business efficiently and sustainably.

The table below shows a summary of how we engaged with, and the issues raised by our stakeholders during our engagement.



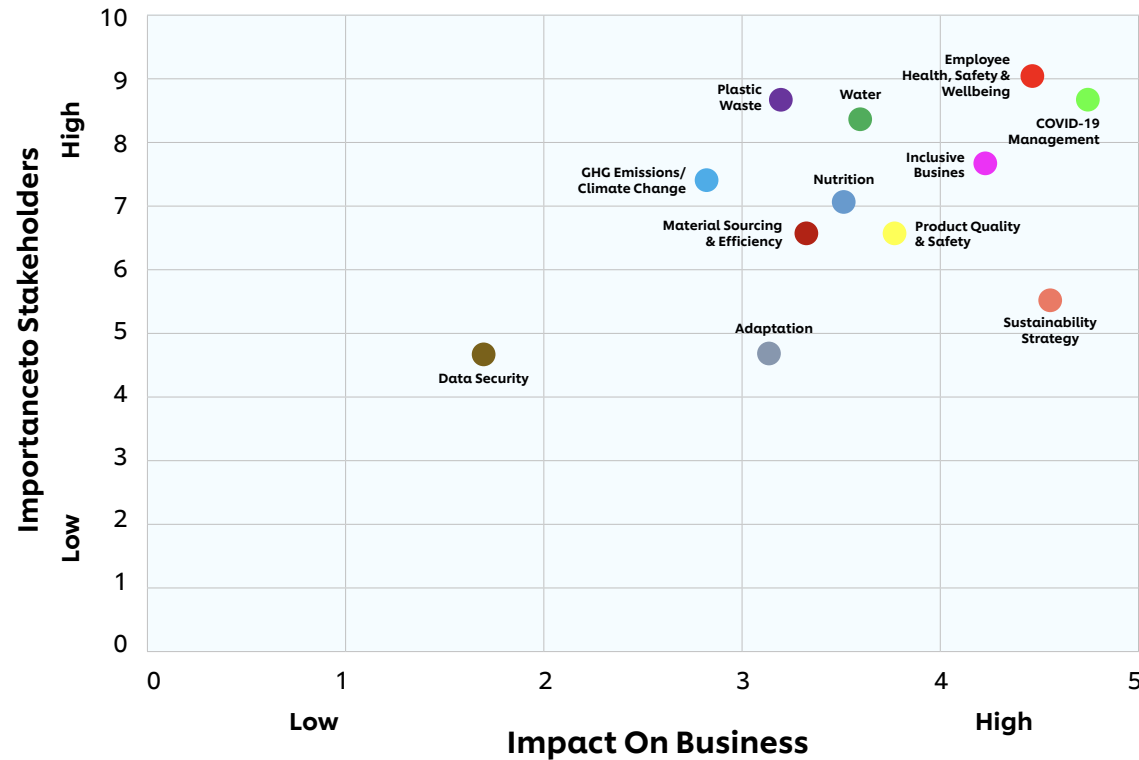
Stakeholder Group	How We Engaged	Issues Raised
Government & Trade associations	<ul style="list-style-type: none"> • Formal engagements on key policy or regulatory issues 	<ul style="list-style-type: none"> • Regulatory compliance • Proactiveness in ensuring business continuity • Adaptability to the evolving business environment through trade facilitation and the promotion of ease of doing business • Adoption of preventive measures and requirements for COVID-19 • Industry support of vaccination efforts • Support for primary/state healthcare systems
Suppliers	<ul style="list-style-type: none"> • Informal one on one engagement sessions • Project planning • Training of suppliers • Virtual meetings 	<ul style="list-style-type: none"> • Adherence to COVID-19 protocols in the supply chain operations • Enhancement of supply chain resilience • Strengthen business continuity for the supply chain by maintaining and reviewing existing contracts • Prompt payment for goods/services rendered
Customers	<ul style="list-style-type: none"> • One-on-one visits to the sales partners to identify areas for improving operations 	<ul style="list-style-type: none"> • Adaptability to the evolving business environment • Adherence to COVID-19 protocols • Production of quality products • Effective customer support services • Strengthening of e-commerce and B2B channels
Consumers	<ul style="list-style-type: none"> • Consumer immersion activities • Consumer quality reviews • Brand communications and campaigns 	<ul style="list-style-type: none"> • Adequate education of consumers on the proper use of company's products
Shareholders	<ul style="list-style-type: none"> • One on one engagements with Shareholders via the Registrars and the Company Secretary's office • Annual General Meeting 	<ul style="list-style-type: none"> • Increased profitability • Unclaimed dividends • Update of shareholder records • E-mandates to allow for e-dividend payments • Transparency and communication
Employees	<ul style="list-style-type: none"> • Quarterly business town halls • Functional engagements with employees for the Leadership team • Focus group discussions • Employee surveys • Safety, Health, and Environment (SHE) talks • 'ASK the LT' Series • Virtual meetings 	<ul style="list-style-type: none"> • Financial security • Adaptability to the new working conditions • Effective employee engagement • Adoption of preventive measures and requirements for COVID-19 • Safety, health, and wellbeing of workers at the factory • Working from home and hybrid work • Upskilling and reskilling • Employee support and accommodation for flexible working • Compensation and benefits • Security

Unilever Nigeria 2021 Materiality Assessment Process

For Unilever Nigeria and its stakeholders, materiality assessment and mapping allow us to appropriately prioritise and channel adequate attention and resources to ESG issues with the most impact. We determined our material sustainability issues for 2021 by combining several analyses. These include a desk research, review of responses from stakeholder engagement sessions as well as the Unilever global materiality assessment.

We maintained our practice of ranking issues on two scales: ‘Importance to Stakeholders’ and ‘Business Impacts’ and ranked the issues by relevance from 1 – 10 on both scales; where “1” represents ‘least relevant’ issues, and “10” represents ‘most relevant’ issues on both scales. Furthermore, we ranked issues that were scored between 1 and 4 as “Moderate”; 5 and 8 as “High”; and 9 and 10 as “Very high”.

The outcomes of this process are discussed in the figure below.



Unilever Nigeria’s 2021 Materiality Matrix

- | | |
|----------------------------------|---------------------------------------|
| ● Data Security and privacy | ● Water |
| ● Adaptation | ● Inclusive Business |
| ● Material Sourcing & Efficiency | ● Product Quality & Safety |
| ● GHG Emissions/Climate Change | ● COVID-19 Management |
| ● Nutrition | ● Employee Health, Safety & Wellbeing |
| ● Plastic Waste | |



People

Employee health, safety & wellbeing

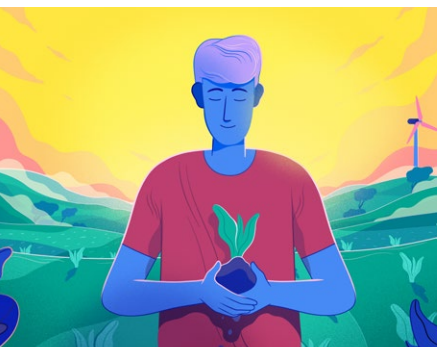
Improving the health and wellbeing of our employees across the business, and reduce the incidence of injuries and accidents, especially on our manufacturing sites

- Improvement of physical and mental wellbeing at work and while working from home
- Continued observance of COVID-19 protocols
- Provision of COVID-19 personal protective equipment

Nutrition

Helping people achieve healthier diets by developing products with a balanced nutritional profile

- Access and affordability
- Healthy diets and positive lifestyle
- Iron fortification
- Support in food security



Planet

Greenhouse Gases (GHG) Emissions and Climate change

Decreasing GHG emissions in our operations and across our value chain.

- Support initiatives that reduce GHG in the environment e.g., plastics recycling
- Adopting climate friendly technologies in our operations
- Plan to localise targets

Plastics & other waste

Reducing the environmental impact of waste from plastics and other materials at different levels of our operations.

- Plastics use reduction, waste collection and recycling
- Recyclable packaging and recycled plastic in packaging
- Support plastics management initiatives

Water

Reducing water consumption at different levels of our operations.

- Access to potable water supply
- Wastewater and effluent treatment
- Reduction in water consumption

Material sourcing & efficiency

Sourcing raw materials sustainably and promoting same in our supply chain.

- Awareness creation and compliance with environmental and social issues in our supply chain
- Engagement on business continuity during lockdown
- Compliance with COVID-19 protocols
- Support for women-owned businesses

2021 Unilever Nigeria Materiality Issues



Society

Sustainability strategy

Improving our sustainability impact by deploing our new sustainability strategy – Unilever Compass

- Localisation of the Unilever Compass
- Operationalisation of the Unilever Compass
- Updated sustainability plans and scorecard

Product quality and safety

Adhering to global best practices guiding manufacturing, distribution of our products, while advocating for safe consumption of our products.

- Quality management systems at our plants and operations
- Communication on safe use of products
- Product labelling

Data security

Preventing and mitigating data and cyber security risks which may lead to economic and reputational damages.

- Continuous training of staff on data handling, storage, and privacy for both internal and external stakeholders

Inclusive business

Enabling different categories of stakeholders especially those in the disadvantaged, neglected and/or vulnerable demographic such as women, disable, local vendors etc.

- Engagement of women-owned businesses
- Support of women-owned businesses
- Disability inclusion

COVID-19 management

Adhering to generic and manufacturing specific local and international COVID-19 guidelines.

- Creation of awareness on COVID-19 vaccine
- Support of employees in getting vaccinated
- Provision of hygiene materials to employees
- Continuous support of employees COVID-19 affected by the coronavirus
- Lead industry wide support for vaccination

Adaptation

Institutionalising the new work approach across the different segments of our operations.

- Adaptation to new working systems and approach
- Re-establishment of seamless working process with vendors and other stakeholders



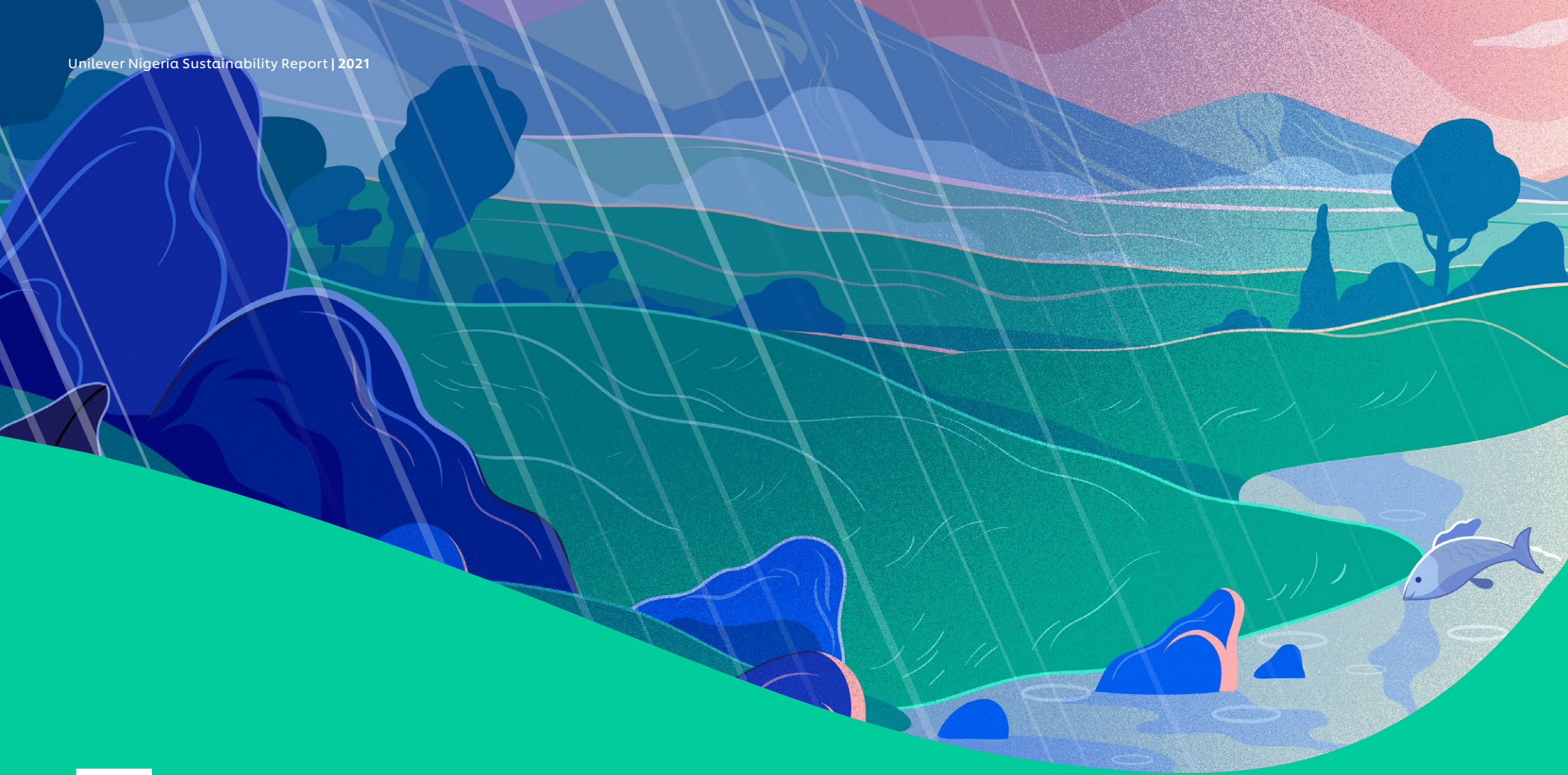


The Compass and the Unilever Nigeria Plc Sustainability Framework

The Compass and The Unilever Nigeria Plc Sustainability Framework

The Compass is the strategy for the Unilever group to be a force for good through purpose and innovation. This strategy reinforces our ongoing commitment to make Sustainable Living Commonplace for the more than 8 billion people of the world and for the earth we live on. The Compass is founded on the pillars that Brands with Purpose Grow; People with Purpose Thrive; and Companies with Purpose Last and at Unilever Nigeria, we are fully aligned to this strategy and to the corporate vision. We have reflected deeply on the implication of this strategy to our local contexts and have initiated actions to localise and operationalise the strategy as the Unilever Nigeria Sustainability Framework depicted below.





Sustainability Initiatives – 2021 In Review



As a responsible organisation, we understand that we play a critical role in the economic, environmental, and social development of our communities. For example, our products are important to the health and wellbeing of our stakeholders, therefore, we remain firmly committed to enhancing the quality of our products and our positive impacts, while seeking measures to reducing our negative impacts. Following the pandemic which disrupted the business landscape in 2020 not only in Nigeria but on the global arena, the year 2021 saw many businesses restructure their operational models in a bid to adapt to new ways of doing business. Likewise, this necessitated a drive to improve performance, maintain consistent, competitive, and responsible growth and profitability for our business. Additionally, we tried to tackle emerging sustainability issues and tailor our initiatives to meet the needs of our stakeholders.

In 2021, Unilever developed and conducted various social development initiatives to address the issues that matters most to our communities.



People

We are guided by the fact that our long-term success is largely dependent on the quality of our people and the value we create for our employees. This principle is reflected in our policies and practices and in the way we relate with our people. We aim to achieve an equitable and inclusive culture by eliminating any bias and discrimination in our practices and policies. In this respect, we have set ourselves the target of building a gender-balanced organisation, focusing on our management and we aim to be recognised as the number one employer of choice for people with disabilities.



Employee Health and Wellbeing

As part of our determination and efforts to ensure employee wellbeing and their productivity, we enhanced several initiatives and activities in 2021. We conducted 12 Health and Wellness Learning Sessions through our weekly Safety Health and Environment presentations on a range of topics ranging from breast cancer to Covid 19 safety. To mark World Mental Health Day, we held a week-long campaign to enlighten employees about the tools in place and skills required to maintain their mental health. To celebrate World Aids Day, we held a week-long voluntary HIV testing and counselling for employees and to celebrate World Diabetes Day, we conducted free diabetes screening for employees for a week. Likewise, we celebrated International Women's Day with an "Unmute" campaign to end the silence on Domestic Violence which had increased significantly around the world during the lockdown period of the Covid-19 pandemic.

Furthermore, we deployed activities to encourage uptake of mental health services including Local, HMO and workplace options through our mental Health and Employee Assistance Program.





Human Capacity Development



Our people are crucial not only to achieving our strategic vision and objectives, but also, to maintaining our competitive edge in the marketplace. We prioritise talent development and the continuous training of our employees.

At Unilever, we maintain a training platform through which employees from any part of the world can work on projects and with teams in other parts of the world, thereby, acquiring new skills, testing out roles they may be interested in transitioning into, or providing spare capacity to teams that require it. In 2021, 36.3% of our employees took advantage of this platform.

Our global mobility program ensures that our people can gain experience and exposure in other Unilever subsidiaries and put their experience and expertise to use in other markets. Through this program, 103 employees have taken on assignments in other countries since 2015. Currently, 8 employees are on assignments outside of Nigeria.



The Unilever Scholarship Scheme



Through the Unilever Nigeria Plc Scholarship Scheme, the company pays for the secondary school education of eligible children and wards of its blue-collar employees. These children and wards undertake an aptitude examination conducted by the West African Examination Council (WAEC) to qualify for the scheme which ensures that their fees are paid through their 6 years of secondary school education. The scheme, which was affected in 2020 by the pandemic, was implemented in 2021, thereby increasing the cohort of candidates admitted. A total of 98 students were inducted into the scheme in 2021.

We recognise that education improves the quality of citizen participation and productivity of individuals in a nation, affecting general well-being positively and providing a fairer and equitable chance to access good living standards. We are proud to contribute towards that for our employees.



Total beneficiaries in 2021:

98 Beneficiaries

More than 1,000 beneficiaries since inception



Our COVID-19 Response



The coronavirus disease is still prevalent around the world and in Nigeria. Although the number of cases has fluctuated from time to time, the high daily tally of COVID-19 infections in Nigeria is still of serious concern to the business community and to the government. Unilever Nigeria has continued to implement effective COVID-19 management practices in its operations such as the distribution of preventive-care kits, communicating up to date information and caring for employees and encouraging employee vaccination.

In 2021, we facilitated eight onsite COVID-19 vaccinations for employees and actively encouraged employees to take advantage of government established vaccination centres. At the end of 2021, 58% of our employees had received at least the first dose of Covid vaccinations. Additionally, we conduct periodic, random rapid antigen testing on employees on all our sites.

Our approach to supporting our employees to protect themselves and their families against the coronavirus has been to provide frequent, relevant and competent information; encourage them to take the vaccinations by showing examples of colleagues who have done so; and help to facilitate access to the vaccines by organizing on-site vaccination or providing time off from work. We recognize that with respect to vaccination uptake, however, that each employee must arrive at a decision to receive the vaccine privately after considering the evidence they are presented with and, in some cases, after consultation with their doctor. Where employees choose not to get vaccinated however, we put measures in place to prevent risk to other employees. These measures include a regimen of more frequent testing by unvaccinated employees as well as requiring them to adhere to stricter protection measures. We continue to work with our employees internally to educate people on the advantages of vaccination to reduce the hesitancy associated with it.

At the end of 2021, we had the following Covid-19 response outcomes.

	Nigeria	Unilever
Total # of Infected Persons	240,374	256
Total # of Deaths	3,028	0
Total # of Recoveries	213,491	230
Total # of Tests	3,823,309	11,060
Total Active Cases	23,855	26
% of + Cases to Mortality	1.25	0
Total Employees Back to Work	N/A	230

Planet



Our Climate Action Commitments



Through the Unilever Sustainable Living Plan (USLP), we had committed to halving the environmental footprint of the production and consumer use of our products as we grew our business. Following the development and adoption of our Compass strategy in 2020 which builds on the USLP, we extended these commitments even further by:

- Taking a stand on Climate Action, including commitments to net zero emissions in our operations, which is backed by our Climate Transition Action Plan
- Taking a stand to Protect and Regenerate Nature, including meeting our zero-deforestation goal
- Taking a stand for a Waste-free World, including playing our part in creating circular business models by rethinking how we design our products and packaging.

Project: Electric Motor Optimisation



Energy Saving:
352124.129kWh



CO2 Reduction:
760.589tco2



Cost Saving:
₦13,187,752.89



In 2021, we achieved:
9% ↓ co2
11% reduction in Energy usage vs. previous year



Waste Collection and Recycling

Unilever Plc has been supporting the efforts of social enterprise, Wecyclers, to collect and recycle waste since 2014. In 2019, we signed a 3-year partnership to collect and recycle plastic waste from the environment that was the equivalent in volume to what we produce and sell using community kiosk models. We have since extended our collaboration with Wecyclers, with support from TRANSFORM, to create plastic collection and recycling franchises around the country. These partnerships created 159 jobs in 2021 and the subscribers to our community kiosks collection model are earning more than the national minimum wage monthly from exchanging their plastics waste.



Total recyclables as at 2021:

1,772.51 tons

904.03 from Kiosk collection

8648.48 from Franchise collection



2021 Employee driven Plastic Collection Campaign

Unilever partnered with Wecyclers and the Food and Beverage Recycling Alliance (FBRA) to collect and recycle plastic waste in the Ijora community of Lagos state in October 2021. This initiative was also aimed at increasing the consciousness of the community regarding the harmful environmental impacts of plastic waste. More than 60 individuals from all three organisations were at the event and several members of the community mobilised to support the clean-up.

We maintained our COVID-19 protocols during the volunteering exercise. These included distancing during the activities as well as the mandatory wearing of nose masks and the use of alcohol-based sanitizers.

The non-recyclable component of the waste collected during the event was properly disposed by LAWMA and Wecyclers recycled the recyclable component of the waste. Throughout 2022, we will be running a 'Healthy Planet Ideabank' to crowdsource ideas from employees for how we innovate to tackle plastic waste sustainably through our brands and operations.



A Waste-Free December!

**PLASTIC
WASTE
EMPLOYEE
COLLECTION
DRIVE**

**Saturday 11th
December 2021**
Free Transportation

Unilever | wecyclers | FOOD AND BEVERAGE RecyclingAlliance

Join us as we partner with **Wecyclers** and the **Food and Beverage Recycling Alliance** as we collect and recycle plastic waste in our communities.

Join us to create a
Waste-Free December!

You can even come with your friends & family!

LOCATION:

IJORA

Food, drinks and music will be available



Fill the form or send an email to Eri-Ifeoluwa.Banjo@unilever.com to register for a location.



Society



Donation of an 80-bed Isolation Centre

As part of our commitment to making sustainable living commonplace, Unilever Nigeria Plc collaborated with Lafarge Africa to donate an 80-bed isolation facility to Ogun State, Nigeria. The isolation facility was commissioned by the Governor of Ogun State, represented by the Deputy Governor; Engr. Noimot Salako-Oyedele. This isolation centre is a purpose-built and equipped medical facility with basic medical supplies, resuscitative machines, x-ray machine, anaesthetic machines and other associated relevant medical infrastructure.



80 Bed Isolation Facility



The Shakti Rural Women Empowerment Initiative



The Shakti program, which was introduced in 2014, is a women empowerment initiative which adopts a door-to-door sales model that employs local women, or 'Shakti ladies' to sell Unilever products within their community as a way of improving their livelihood. In 2021, the program recorded significant growth in the numbers of new Shakti women and met the below key metrics.



Total number of Shakti women entrepreneurs:

5,000



25% Growth

Organic growth
representing 1,000 women



16 States

In Nigeria



Organic sales growth of:

10%
vs 2020



Pepsodent World Oral Health Day (WOHD) Activation



In the reporting year, Pepsodent celebrated WOHD. The celebration took place in strict compliance with the COVID-19 restrictions. We had a closed circle press conference with 15 people including dental professionals as well as parents to discuss the role of parents in the oral health hygiene of their children. Statistics show that 70% of children are less likely to brush twice daily when their parents do not brush. Hence, parents are one of the most critical influencers of good oral hygiene in children.

During the event, Pepsodent products were distributed across several primary and secondary schools in Nigeria and students were educated on the importance of brushing day and night.



Total beneficiaries in 2021:

500,000 Children
Were Reached



Partnerships for Development



Unilever Nigeria understands that partnerships are crucial for the attainment of a sustainable society and a key agenda for the achievement of the Sustainable Development Goals of the United Nations.

In July 2021, Unilever, along with UNICEF and other private, public and development partners, launched the “Generation Unlimited” project in Nigeria. This public-private, multi-sector partnership platform, is designed to equip young Nigerians, aged 10 to 30, with skills and opportunities for economic empowerment and social impact on an unprecedented scale by 2030 in Nigeria.

In addition, Unilever Nigeria was part of the founding of the “Unstereotype Alliance” chapter for Nigeria in 2021. The Alliance is a coalition committed to ending harmful stereotypes in media advertising. The Unstereotype Alliance will be a thought and action platform that will harness the influence of the advertising, media, and marketing community as a force for transformative change in Nigeria.

In the same year, we sponsored the UN Global Compact Network Nigeria Women ESG Investment Workshop. The goal of the workshop was to achieve greater business inclusion via female-led MSME support through training and investor-participant linkages.





— Outlook For 2022



As we go into 2022, we are mindful that the social and environmental challenges we face have not disappeared from our society. Covid 19, for example, is still with us, as are issues relating to the environment, economic empowerment, gender, diversity and inclusion, nutrition, health, and hygiene. While these may seem daunting, we are steadfast in our belief that all hands must be on deck in resolving these issues. Therefore, we remain committed to our purpose of making sustainable living commonplace.

We realise that a strategy for long term economic prosperity is closely linked with one that cares for people, society, and the planet. As we navigate our business landscape to deliver profitable returns to our shareholders, we will do this while creating positive value for people, and planet and the society.



Independent Assurance

Unilever Nigeria's Compass performance is a subset of Unilever PLC's reported Compass performance. Selected indicators of Unilever PLC's aggregated Group Compass and Environmental and Occupational Safety performance were subject to external limited independent assurance by PricewaterhouseCoopers LLP; details of which are provided online at:

<https://www.unilever.com/planet-and-society/sustainability-reporting-centre/independent-assurance>

SEC Reporting Template On Sustainable Financial Principles For The Nigerian Capital Market ESG REPORT

Principle 1:

Environmental, Social and Governance (ESG) Considerations

#	Indicators	Completed	In progress	Yet to start	Not applicable	Brief description of action(s) taken towards implementation
1	Entities should develop appropriate policies to integrate ESG considerations into decision-making processes and enterprise risk management framework.	✓				We operate a fully integrated approach to sustainability issues which takes into consideration all the ESG requirements. We also have a business wide risk management process which captures all risk areas within the business.
2	Entities should also develop robust and transparent procedures, which entail clear governance structures, limits of authority, standards and codes of conduct, to support implementation of their policies and the principles.	✓				We have an in-house governance structure for managing sustainability and ESG issues at Unilever Nigeria. The Sustainability Committee oversees all sustainable business issues at Unilever Nigeria. We have put in place standard operating procedures and several other functional policies to ensure the effective implementation of ESG.
3	Entities should put in place programmes for managing their environmental and social footprints. The programmes should reduce greenhouse gas emissions, promote efficient use of water and energy, and improve waste and construction management.	✓				We have several environmental and social programs that are aimed at supporting society and promoting environmental stewardship. Please see the following sections: Waste Collection and Recycling; 2021 Employee-driven Plastic Collection Campaign; Donation of an 80-bed Isolation Centre; The Shakti Rural Women Empowerment Initiative.

#	Indicators	Completed	In progress	Yet to start	Not applicable	Brief description of action(s) taken towards implementation
4	Entities should outline the minimum labour and social standards they will apply in managing their operations consistent with good practice, such as the United Nations Declaration of Human Rights and the International Labour Organisation Charter.	✓				We are guided by the labour standards of the Nigeria Labour Act, the United Nations Guiding Principles on Business and Human Rights, the United Nations Declaration of Human Rights, and the International Labour Organisation Charter.
5	Entities should develop and promote investment in community projects and initiatives with the aim of contributing to the sustainable development of their host communities.	✓				Annually, we contribute to our host communities through various social initiatives. Some of these include - Donation of an 80-bed Isolation Centre and the Shakti Rural Women Empowerment Initiative.
6	Entities should articulate, in their sustainable finance policies and procedures, ESG procurement standards for suppliers, contractors, and other third-party service providers	✓				We have a Responsible Sourcing Policy (RSP) that embodies our commitment to conduct business with integrity, openness and respect for universal human rights and core labour principles.
7	Entities should monitor their service providers to ensure compliance with the ESG standards.	✓				As a part of our Responsible Sourcing Policy (RSP), we use a 'risk-based approach', where we evaluate the risk a supplier poses with regard to the key elements of the RSP. The risk evaluation considers what countries they operate in and what goods or services they supply. Where the supplier represents a high risk, we use industry-leading audit protocols to address concerns.
8	Entities should regularly conduct internal reviews of the integrity and quality of ESG practices and procedures for continuous improvement. External audit of ESG practices and procedures may also be undertaken.	✓				We periodically audit our internal processes to determine where gaps exist. The audit process covers the ESG practices and procedures of our business. This is done through the governance meeting – where issues of environment etc are looked into by the leadership team and regular audits cross functionally. External audits take place through our assurance process.
9	Entities should set criteria for reporting their ESG risk assessment processes on their business operations and activities.	✓				We use the GRI Standards, the Principles of the United Nations Global Compact, the Nigerian Stock Exchange Sustainability Disclosure Guidelines and the Securities and Exchange Commission's Sustainable Financial Principles for the Nigerian Capital Market to report the risk on our business operations and activities.

Principle 2: Collaborative Partnership and Capacity Building

#	Indicators	Completed	In progress	Yet to start	Not applicable	Brief description of action(s) taken towards implementation
1	Develop an ESG policy e.g., sustainable policy – to serve as a tool and strategic framework to guide and support the entities in the delivery of its sustainable agenda.	✓				We have a publicly available sustainability framework known as the Unilever Compass . The elaborated framework is also captured under the Planet and Society section of our website.
2	Dedicated Environmental Sustainable Office (ESO) to work assiduously in enshrining in the organization the workings of its sustainable policies.	✓				We have a Sustainable Business unit that manages all sustainability related affairs for Unilever Nigeria.
3	Develop structural mechanisms to guide the implementation of the structural policies and guidelines.	✓				Sustainability/ESG is managed at the highest level of our organisation and our management structure for sustainable business flows up from the Sustainability Working Committee to the Sustainability Steering Committee, to the Leadership Team, and into the Board of Directors.
4	Have an internal capacity to support the implementation of sustainable policies and guidelines.	✓				The Sustainability Steering and Working Committees through the Sustainable Business Unit and the various functions and project owners across Unilever Nigeria implement our sustainability policies and guidelines.
5	Engage and create the buy in of key stakeholders to support the implementation of the policies.	✓				All sustainability-related policies and initiatives are communicated to our internal and external stakeholders through our website, Annual Report and Financial Statements, Sustainability Reports, and other communication channels.
6	Develop and implement the entity's sustainable strategy.	✓				We have a localised sustainability framework that comes from the Unilever Group sustainability strategy – The Unilever Compass. Implementation of the framework is dynamic and continuous

Principle 3:**Financing of Priority Sectors of the Economy**

#	Indicators	Completed	In progress	Yet to start	Not applicable	Brief description of action(s) taken towards implementation
1	Entities should on the basis of verifiable business plans/feasibility reports identify priority sector(s) in which they operate by way of providing financing/carrying out investments.				✓	
2	Entities should disclose products and services designed to facilitate financing of priority sectors of the economy.				✓	
3	Entities should report the monetary value of actual investments undertaken in/products and services invested in financing of priority sectors of the economy.				✓	
4	<p>Entities should record and report total monetary value of assistance received from government(s) for financing/investing in priority sectors of the economy. This should cover items such as:</p> <ul style="list-style-type: none"> • Subsidies • Tax reliefs and tax credits • Financial incentives • Royalty holidays • Export promotion grants 				✓	No assistance received from government(s) for financing priority sectors of the economy.

Principle 4:**Human Rights, Women's Economic Empowerment, Job Creation and Financial Inclusion**

#	Indicators	Completed	In progress	Yet to start	Not applicable	Brief description of action(s) taken towards implementation
1	Entities should balance the ratio of employment between men and women and bridge the gap in favour of women.		✓			Due to the effect of attrition and ongoing hiring, the gender ratio of our employees currently tilts in favour of men at 45.9% of female employees in management levels. However, we have a Diversity and Inclusion Policy aimed at consistently evening out the gender gap in our employment.
2	Entities should encourage policies that better the lots of women, for e.g., building crèche; increasing the current maternity leave from 3 months to 6 months; setting up of standing committees and by-laws to protect sexual harassment in offices; improving on toilet facilities to cover sanitary requirements;	✓				We have support groups for women to drive policy changes. Some of these groups include Super Moms Network, CD Women Inspiration Network, and the Maternity and Paternity Support System. Our BI policy addresses issues of sexual harassment with zero tolerance to harassment or bullying in the office. Campaigns to sensitize and educate employees about these policies and the procedures of complaints and redress are in place. We also have robust support on domestic violence and a process of sharing this policy with other companies if so required.
3	Equal opportunities with respect to positions and capacity building;	✓				We are an equal opportunity employer. Our stance on non-discrimination is reflected across recruitment, promotion, and capacity building.
4	Quarterly seminars/sessions on economic savings and empowerment;				✓	NA
5	Entities should collaborate on how to design programs/projects that will encourage macro small medium enterprises to be active in the financial market.	✓				Our Shakti program is an economic empowerment initiative that employs rural women, to sell Unilever products within their community ultimately impacting their earnings/livelihood and communities positively. Please see more information on The Shakti Rural Women Empowerment Initiative .

Principle 5: Reporting and Disclosures

#	Indicators	Completed	In progress	Yet to start	Not applicable	Brief description of action(s) taken towards implementation
1	Entity should report ESG issues annually either on a stand-alone basis or as an integral part of its annual report to stakeholders. The timing of the reporting should be the same as the financial performance report of the organization.	✓				Unilever Nigeria has an annual reporting cycle which corresponds with our financial reporting timeline.
2	Entities should articulate clear goals, targets, and measurement indicators for each Principle.		✓			At the global level, we have set targets and indicators across our focus areas. In 2021 we were in the process off-setting targets and measurement indicators across all focus areas.
3	Entity should develop a reporting template that is incorporated into its management information system. Reports should demonstrate progress against the indicators set for each Principle.		✓			In 2021 we were in the process of setting up a score-card which will be incorporated into the management information system and will capture progress against target.
4	Entity should define the scope of its activities and identify stakeholders in its ESG report	✓				The report covers our Nigerian operations, and it is for the reporting year, 2021.
5	Entity's ESG performance should be reported in relation to local or global expectations its ESG report	✓				We currently report our performance and footprints based on local or global guidelines from the GRI, UNGC, SDGs, NSE-SDGs, and the SEC.
6	Entity should concentrate on aspects of operations that have significant ESG impacts that may influence the decisions of stakeholders in its ESG report	✓				We conduct a materiality process annually to determine our significant ESG impacts. Our materiality process influences our strategy, initiatives, and reporting.
7	ESG Reporting should be transparent and comprehensive covering both positive and negative aspects of performance	✓				Our report covers both our positive and negative footprints.
8	Information in ESG report should be presented in a consistent manner to allow for comparison over a period of time.			✓		We currently report our ESG performance annually, but we will transition towards historical variance reporting in the future.
9	In ESG reporting, ambiguity should be avoided. Information is to be presented in clear and understandable manner.	✓				Our ESG reports are unambiguous.
10	All information used to prepare the performance report should be gathered, recorded, compiled, analysed, and disclosed in such a manner as to allow for independent examination to establish the quality and materiality of the information. Entities should adopt the GRI or any other internationally recognized reporting standard in preparing their report.	✓				We currently adopt the GRI Standards for our ESG reporting and the reported data are contained in the GRI Index at the end of the report.



GRI Content Index

This report has been prepared in accordance with the Global Reporting Initiative Standards, having satisfied the following criteria:

1. Including the statement 'in accordance with' in the report.

2. Aligning with report content and quality as defined by GRI. In defining the report content, engagements with internal and external stakeholders contributed to the identification of material areas where impacts occur and the potential threats to the operations of entities in Unilever. Additionally, data in the report has been compared with previous years, and this should enable stakeholders assess change in performance to ensure comparability and timeliness. The report has attempted to present the activities of Unilever Nigeria in the wider context of sustainability whilst completely covering material topics that specifically describe impact on the economy, environment, and society.

3. We have used GRI 103: Management Approach to report the management approach and the topic Boundary for all material topics and provided omissions as well as reasons if any.

4. We have used the topic specific GRI Standards (series 200, 300, 400) to report on material topics providing response to core disclosures and indicating reasons for omissions or non-applicability.

5. Other documents which are not hyperlinked can be retrieved from the Sustainable Business Team at Unilever Nigeria. Please see contacts page.

Furthermore, this index also highlights where we align with the Ten Principles of the United Nations Global Compact (UNGC) through our most material topics.

Key:

SR - Sustainably Report 2021

ARFS - Annual Report and Financial Statements 2020 - <https://www.unilevernigeria.com/investor-relations/financial-resultsandreports/unilever-nigeria-plc-2019-annual-report.html>

E - Information found elsewhere on Unilever websites

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Topic	GRI Standard	Section	Page	NGX-SDGs	UNGC
GRI 101					
Organisation					
102-1	Name of the organisation	Unilever Nigeria Plc			
102-2	Primary brands, products, and/or services	2021 ARFS: Our Brands; Corporate Profile			
102-3	Location of organisation's headquarters	2021 ARFS			
102-4	Location of operations	2021 ARFS: Report of Directors			
102-5	Nature of ownership and legal form	2021 ARFS: Report of Directors			
102-6	Markets served	2021 ARFS: Notes to Financial Statements			
102-7	Scale of the reporting organisation	2021 ARFS: Report of Directors			
102-8	Information on employees and other workers	a) Total number of employees in 2021: 1,303 b) Total number of operations/factory workers: 488 c) Total number of contract employees: 557 d) Total number of management employees: 258 e) Male to female ratio of management employees at Unilever Nigeria: 1.35:1			
102-9	Supply Chain	O: Our Responsible Sourcing Policy (RSP)			
102-10	Significant changes to the organisation and its supply chain	None			
102-11	Precautionary Principle or approach	ARFS: Directors' Report on Safety, Health and Environmental			P7

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Topic	GRI Standard	Section	Page	NGX-SDGs	UNGC
102-12	External Initiatives	We're a founding signatory to the UN Global Compact, Global Compact Lead and the UNGC's Business for Peace Initiative. We helped to shape, and are committed to achieving the UN Sustainable Development Goals We contribute to and participate in many external initiatives to help bring about transformational change Individual initiatives are discussed in the relevant sections of the SR			
102-13	Membership of associations	MAN: Manufacturers' Association of Nigeria NECA: Nigeria Employers' Consultative Association AFBTE: Association of Food, Beverage and Tobacco Employers NACCIMA: Nigerian Association of Chambers of Commerce, Industry, Mines and Agriculture Abuja Chamber of Commerce and Industry Lagos Chamber of Commerce and Industry PSAG: Private Sector Advisory Group NESG: The Nigeria Economic Summit Group			
Strategy					
102-14	Statement from the most senior decision-maker of the organisation	SR: CEO & Chairman's Statement			
102-15	Key impacts, risks and opportunities	Not Applicable			
Ethics and Integrity					
102-16	Values, principles standards, and norms of behavior	2021 ARFS			
102-17	Mechanisms for advice and concerns about ethics	2021 ARFS			
Governance					
102-18	Governance Structure	2021 ARFS			

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Topic	GRI Standard	Section	Page	NGX-SDGs	UNGC
Stakeholder Engagement					
102-40	List of Stakeholder groups	SR: Our Stakeholder Engagement and Management			
102-41	Collective bargaining agreements	65.42% (488 Employees)			
102-42	Identifying and selecting stakeholders				
102-43	Approach to stakeholder engagement	SR: Stakeholder Engagement and Management			
102-44	Key topics and concerns raised				
Reporting Practice					
102-45	Entities included in the consolidated financial statements	2021 ARFS: Notes to Financial Statements - Related Party relationship			
102-46	Defining report content and topic boundaries	SR: Unilever Nigeria 2021 Materiality Assessment Process			
102-47	List of material topics				
102-48	Restatements of information				
102-49	Changes in reporting				
102-50	Reporting period	SR: About this Report			
102-51	Date of most recent report				
102-52	Reporting cycle				

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Topic	GRI Standard	Section	Page	NGX-SDGs	UNGC
102-53	Contact point for questions regarding the report	SR: Contact Us			
102-54	Claims of reporting in accordance with the GRI Standards	SR: About this Report			
102-55	GRI content index	GRI Content Index			
102-56	External Assurance	SR: Independent Assurance			

Economic Performance

Management Approach

103-1	Explanation of the material topic and its Boundary	<p>Description: As part of our approach to integrating Sustainability in our decisions, we also consider economic performance as an important material topic</p> <p>Boundary: Internal – Company, Employees; External: Shareholders, Society (citizens, NGOs, governments), Consumers, Customers (retailers) and Suppliers</p>
103-2	The management approach and its components	2021 ARFS: Results
103-3	Evaluation of the management approach	2021 ARFS: A business with a purpose - Our strategy for sustainable business
201-1	Direct economic value generated and distributed	2021 ARFS: Statement of Profit or Loss for the year ended 31 December and Value-Added Statement
201-3	Defined benefit plan obligations and other retirement plans	2021 ARFS: Employee Benefits and Retirement Service Obligation

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Topic	GRI Standard	Section	Page	NGX-SDGs	UNGC
Indirect Economic impacts					
Management Approach					
103-1	Explanation of the material topic and its Boundary	Description: As part of our approach to integrating Sustainability in our decisions, we also consider economic impacts that we make in society.			
103-2	The management approach and its components	Boundary: Internal – Company, Employees; External: Shareholders, Society (citizens, NGOs, governments), Consumers, Customers (retailers) and Suppliers			
103-3	Evaluation of the management approach				
203-1	Infrastructure investments and services supported	SR: Donation of an 80-bed Isolation Centre			
203-2	Significant indirect economic impacts				

Procurement Practices

9

P1/2/4

Management Approach

103-1	Explanation of the material topic and its Boundary	Description: As part of our approach to integrating Sustainability in our decisions, we also consider economic impacts that we make in society. Boundary: Internal – Company; External – Investors, Society (citizens, NGOs, governments), Consumers, Customers (retailers), Suppliers and Employees			
103-2	The management approach and its components	O: Our Responsible Sourcing Policy (RSP)			
103-3	Evaluation of the management approach				
203-1	Proportion of spending on local suppliers	60 percent sourced from local suppliers			

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Unilever 2021 Sustainability Report

Topic	GRI Standard	Section	Page	NGX-SDGs	UNGC
Materials					
Management Approach					
103-1	Explanation of the material topic and its Boundary	Description: Reducing the environmental impact of packaging and waste, including the protection of marine environments Boundary: Internal – Company, Employees; External: Shareholders, Society (citizens, NGOs, governments), Consumers, Customers (retailers) and Suppliers			
103-2	The management approach and its components	SR: Unilever Nigeria 2021 Materiality Assessment Process; Our Climate Action Targets and Achievements			
103-3	Evaluation of the management approach				
301-1	Total weight or volume of materials used to produce and package the Unilever's primary products in 2021, by: i) Non-renewable materials used ii) Renewable materials used	i) 1840 MT ii) 2760 MT			
301-2	Total weight of recycled input material used in 2021 packaging (e.g., recycled plastics for packaging)	0Kg			

Energy

Management Approach

103-1	Explanation of the material topic and its Boundary	Description: Reducing energy consumption across all our sites and offices Boundary: Internal – Company, Employees; External: Shareholders, Society (citizens, NGOs, governments), Consumers, Customers (retailers) and Suppliers			
103-2	The management approach and its components	SR: Unilever Nigeria 2021 Materiality Assessment Process			
103-3	Evaluation of the management approach				
302-4	Evaluation of the management approach	Project: Electric motor optimisation Energy saving – 352124.129kWh Cost saving – 13,187,752.89 NG			

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Unilever 2021 Sustainability Report					
Topic	GRI Standard	Section	Page	NGX-SDGs	UNGC
Water					P7/8/9
Management Approach					
103-1	Explanation of the material topic and its Boundary	<p>Description: Improving access to water and managing water use and abstraction sustainably across our value chain</p> <p>Boundary: Internal – Company, Employees; External: Shareholders, Society (citizens, NGOs, governments), Consumers, Customers (retailers) and Suppliers</p>			
103-2	The management approach and its components	See GRI 303-2			
103-3	Evaluation of the management approach				
303-1	Interactions with water as a shared resource	Ground water: Borehole (2 Nos)			
303-2	Management of water discharge related impacts	<p>Wastewater quality maintained below NESREA limits for wastewater parameters, internally weekly samples of influent and effluent water analysed in-house where we have an onsite effluent treatment plant (Oregun) and monthly verified by external analysis by an accredited laboratory.</p> <p>Where we discharged wastewater into a municipal effluent treatment plant (Agbara), internally we sample wastewater from each discharge points within the factory and the composite ex-factory sample analysed weekly by an accredited laboratory. No stream/river body near the facility</p>			
303-3	Water withdrawal	(a) 184,995.00 cubic metre (b) Direct flow metre measurement			
303-4	Water discharge	22,354.00 cubic meter (Estimated Calculation)			
303-5	Water consumption	(a) 166,049.00 cubic metre (b) Direct flow metre measurement			

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Unilever 2021 Sustainability Report					
Topic	GRI Standard	Section	Page	NGX-SDGs	UNGC
Emissions					
Management Approach					
103-1	Explanation of the material topic and its Boundary	Description: Reducing emissions across all our sites, offices and products Boundary: Internal – Company, Employees; External: Shareholders, Society (citizens, NGOs, governments), Consumers, Customers (retailers) and Suppliers			
103-2	The management approach and its components	SR: Unilever Nigeria 2021 Materiality Assessment Process			
103-3	Evaluation of the management approach				
305-5	Reduction of GHG Emissions	Project: Electric motor optimisation CO2 reduction – 760.589tco2			
Effluents and Waste					
Management Approach					
103-1	Explanation of the material topic and its Boundary	Description: Improving access to water and managing water use and abstraction sustainably across our value chain Boundary: Internal – Company; External: Shareholders, Society (citizens, NGOs, governments), Consumers, Customers (retailers), Suppliers and Employees			
103-2	The management approach and its components	SR: Unilever Nigeria 2021 Materiality Assessment Process			
103-3	Evaluation of the management approach				
306-2	a. Report the total weight of hazardous and non-hazardous waste, by the following disposal methods: Reuse, Recycling, Composting, Recovery, including energy recovery, Incineration (mass burn), Deep well injection, Landfill, On-site storage, Other (to be specified by the organisation) b. Report how the waste disposal method has been determined	a) Reuse = 932372.0Kg; Recycling = 714553.0Kg; Composting = Zero; Recovery = Zero; Incineration = Zero; Deep well injection = Zero; Landfill = 35340.0 kg; On-site Storage = Zero b) Total waste determined by weighing			

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Unilever 2021 Sustainability Report					
Topic	GRI Standard	Section	Page	NGX-SDGs	UNGC
Environmental Compliance				1	P7/9
Management Approach					
103-1	Explanation of the material topic and its Boundary	ARFS: Directors' Report on Safety, Health and Environmental Care			
103-2	The management approach and its components				
103-3	Evaluation of the management approach				
307-1	Non-compliance with environmental laws and regulations	a) No significant fines were paid by Unilever in 2021 b) No sanctions were imposed on Unilever in 2021			
Employment				2	P1
Management Approach					
103-1	Explanation of the material topic and its Boundary	Description: Protecting and promoting the physical and mental well-being of employees Boundary: Company; Employee			
103-2	The management approach and its components	2021 ARFS			
103-3	Evaluation of the management approach				
401-1	Evaluation of the management approach	Employee Turnover for 2021-9.06 %; 59 new hires in 2021			

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Unilever 2021 Sustainability Report					
Topic	GRI Standard	Section	Page	NGX-SDGs	UNGC
Employee Health, Safety and Wellbeing				8	P1
Management Approach					
103-1	Explanation of the material topic and its Boundary	Description: Protecting and promoting the physical and mental well-being of employees Boundary: Company; Employee			
103-2	The management approach and its components	O: OHSP 01 Occupational health & safety policy			
103-3	Evaluation of the management approach	SR: Employee Health and Wellbeing			
403-1	Occupational health and safety management system	O: OHSP 01 Occupational health & safety policy			
403-2	Hazard identification, risk assessment, and incident investigation	O: OHSP 02 Occupational health & safety risk assessment			
403-3	Occupational health services	O: OHSP 12 Emergency preparedness and response			
403-4	Worker participation, consultation, and communication on occupational health and safety	O: OHSP 06 structure and responsibilities & OHSP 08 Communications			
403-5	Worker training on occupational health and safety	No of trainings: 90 No of persons: 5637 Total training hours: 140.62hrs Total manhours for training: 792,675 manhours			
403-6	Promotion of worker health	O: OHSP 13 Performance monitoring and measurement			
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	O: OHSP 12 Emergency preparedness and response & OHSP 14 Accident, incident, and non-conformances			
403-8	Workers covered by an occupational health and safety management system	O: OHSP 05 Occupational safety and health management program			
403-9	Work-related injuries	Unilever Employee - First Aid Cases: 2 Contractor 1 & 2 Lost Time Accident: 1 Medical Treatment Case: 1 First Aid cases: 3			
403-10	Work-related ill health	Work related ill health cases - zero			

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Unilever 2021 Sustainability Report					
Topic	GRI Standard	Section	Page	NGX-SDGs	UNGC
Training and Education					
Management Approach					
103-1	Explanation of the material topic and its Boundary	Description: Attracting, retaining, and developing the best talent through policies and practices related to employees Boundary: Internal – Company; External: Employee			
103-2	The management approach and its components	Creating avenues for employees to fulfil their Future Fit plans by developing themselves on the job. This is done through our Flex platform. An Artificial Intelligence-driven Internal Talent Marketplace that matches internal talent to developmental opportunities (Projects) across the organisation at speed The Unilever Future Leaders Programme (UFLP) also creates an opportunity to upskill employees for business leadership roles			
103-3	Evaluation of the management approach	54% of employees in the business are registered users on the Flex platform, acquiring skills that contribute to the fulfilment of their development goals			
404-1	Average hours of training per year per employee	Partnered with Wright and Co to deliver leadership trainings and drove self-learning through our digital platforms with paid licenses on Degreed, LinkedIn Learning, Udemy etc 40 hours of learning for Managers with over 350 employees participating in monthly Masterclass Webinars that covered priority skills topics on Agile Methodology, Digital and Data, Consumer Marketing Insights, Business Acumen, Business Integrity Trainings and First Timeline Manager leadership trainings Over 10,000 hours of training for Factory workers were provided in 2021 to also create opportunities for them to optimize themselves in their roles			
404-2	Programs for upgrading employee skills and transition assistance programs	SR: Human Capacity Development We encourage individuals to own their development and be future fit by running Purpose and Future Fit workshops across the Business We support continuous education through our Learning and Development policy where we re-fund payment to the tune of N150,000 (320 Euros) to employees who seek to develop themselves through Masters degree programmes, certification courses etc that support their roles and development			

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Unilever 2021 Sustainability Report					
Topic	GRI Standard	Section	Page	NGX-SDGs	UNGC
Diversity and Equal Opportunity				6	P6
Management Approach					
103-1	Explanation of the material topic and its Boundary	<p>Description: Delivering business growth that benefits women stakeholder groups and ensuring fair compensation at all levels across the business</p> <p>Boundary: Internal – Company, Employees; External: Shareholders, Society (citizens, NGOs, governments), Consumers, Customers (retailers) and Suppliers</p>			
103-2	The management approach and its components	<p>O: Diversity and Inclusion Policy (WIP), Code of Business Principles</p> <p>Retention and attraction of female talents as well as maintaining a balanced slate for all recruitment across the business</p>			
103-3	Evaluation of the management approach	<p>O: Diversity and Inclusion Policy (WIP), Code of Business Principles</p> <p>We are committed to not only attracting but also retaining female talents, through the formation of effective support groups for women to drive policy changes - Super Moms Network, CD Women Inspiration Network</p>			
405-1	Diversity of governance bodies and employees	O: Diversity and Inclusion Policy (WIP)			
405-2	Ratio of basic salary and remuneration of women to men	1:1			
Non-Discrimination					P6
Management Approach					
103-1	Explanation of the material topic and its Boundary	<p>Description: Upholding and promoting the basic rights and freedoms of all persons and prohibit discrimination of any kind</p> <p>Boundary: Internal – Company, Employees; External: Shareholders, Society (citizens, NGOs, governments), Consumers, Customers (retailers) and Suppliers</p>			

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Topic	GRI Standard	Section	Page	NGX-SDGs	UNGC
103-2	The management approach and its components	O: Diversity and Inclusion Policy (WIP), Code of Business Principles; Diffability Policy (WIP) Partnership with Agencies- such as Sightsavers for increased access to talents to build talent pipelines of Persons with Disabilities and gained insights on how to manage and accommodate PWDs Increased employment opportunities for People with Disabilities through internships- National Youth Service (NYSC) program			
103-3	Evaluation of the management approach	O: Diversity and Inclusion Policy (WIP), Code of Business Principles; Diffability Policy (WIP)			
406-1	Incidents of discrimination and corrective actions taken	No incidents			

Local Communities**11****P8****Management Approach**

103-1	Explanation of the material topic and its Boundary	Description: Contribute to society through sustainable development projects			
103-2	The management approach and its components	Boundary: Internal – Company, Employees; External: Shareholders, Society (citizens, NGOs, governments), Consumers, Customers (retailers) and Suppliers			
103-3	Evaluation of the management approach				
413-1	Operations with local community engagement, impact assessments, and development programs	SR: The Unilever Scholarship Scheme; Waste Collection and Recycling; 2021 Employee driven Plastic Collection Campaign; Donation of an 80-bed Isolation Centre			

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Topic	GRI Standard	Section	Page	NGX-SDGs	UNGC
Customer Health and Safety				10	
Management Approach					
103-1	Explanation of the material topic and its Boundary	Description: Developing products with a balanced nutritional profile and promoting consumers' understanding of their own nutrition, and its links to their health and wellbeing			
103-2	The management approach and its components	Boundary: Internal – Company, Employees; External: Shareholders, Society (citizens, NGOs, governments), Consumers, Customers (retailers) and Suppliers			
103-3	Evaluation of the management approach				
416-1	Assessment of the health and safety impacts of product and service categories	Consumer Safety/Product safety is maintained via the Hazard analysis critical control point (HACCP) program. HACCP is a systematic approach for the identification, evaluation and control of food safety hazards. All factories have a valid HACCP plan that is reviewed annually. Hazards such as physical, chemical and biological hazards associated with materials and processing steps are assessed, identified and risk of occurrence mitigated by implementing controls. Controls are validated, monitored and verified as per the HACCP plan. In case of deviations, corrective actions are defined for ease of implementation.			
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No incidents			

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Topic	GRI Standard	Section	Page	NGX-SDGs UNGC
Socioeconomic Compliance				
Management Approach				
103-1	Explanation of the material topic and its Boundary	Description: Conduct our business activities in a responsible way that ensures compliance with statutory laws, regulations, and industry guide-lines		
103-2	The management approach and its components	Boundary: Internal – Company, Employees; External: Shareholders, Society (citizens, NGOs, governments), Consumers, Customers (retailers) and Suppliers		
103-3	Evaluation of the management approach			
419-1	Non-compliance with laws and regulations in the social and economic area	a) No significant fines were paid by Unilever in 2021 b) No sanctions were imposed on Unilever in 2021		

Contact Us

We hope you find this report informative, and we welcome your input and views. Please reach out to:



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