



# Doubling Down on Our Sustainability Ambition



## Nigeria Sustainability Report 2024





# Brighten Everyday Life for All.

2025©

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# Chairman and MD's Statement

## Unilever Nigeria Plc – 2024 Sustainability Report

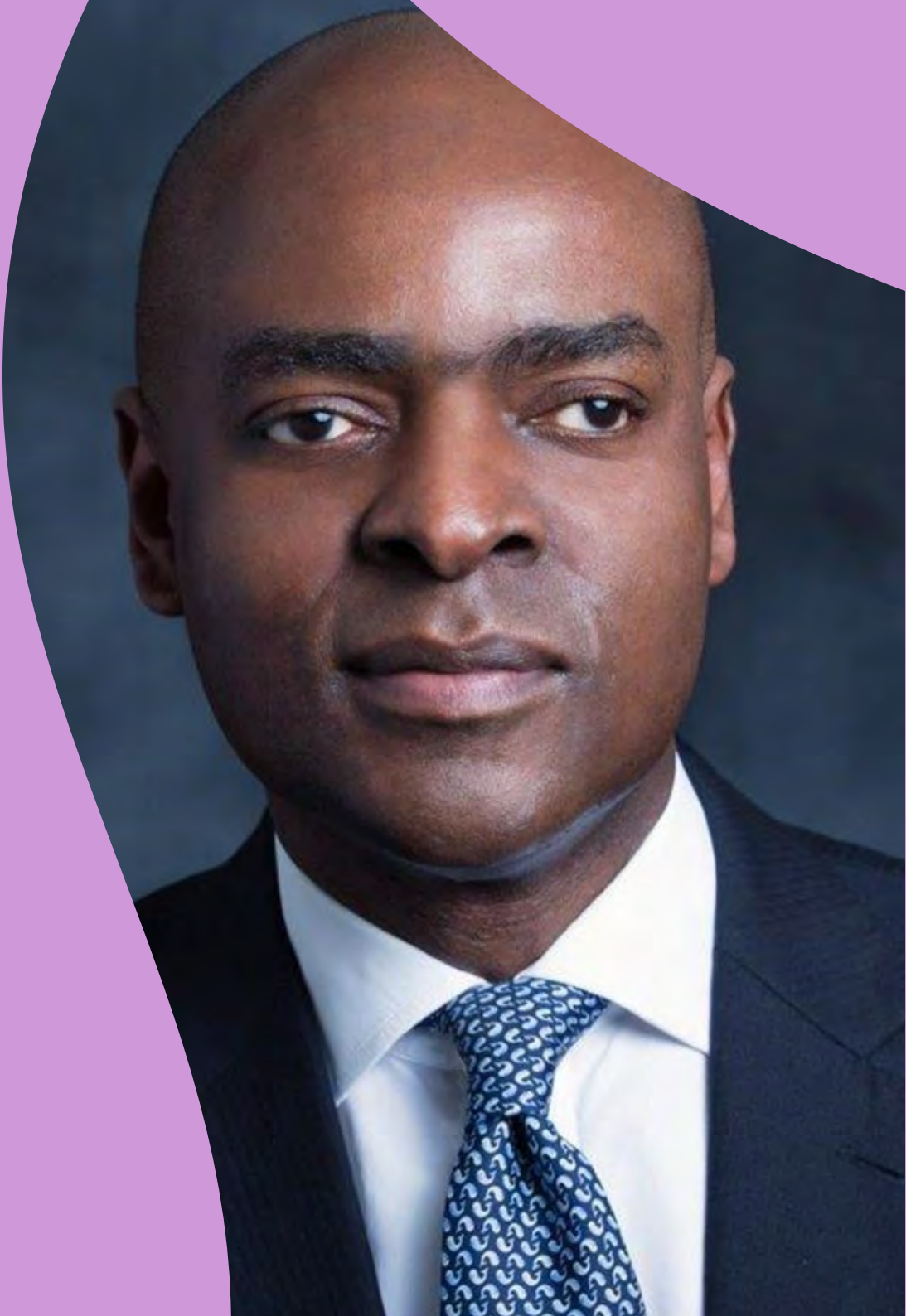
At Unilever Nigeria, we believe and demonstrate that businesses must serve a greater purpose. As we present our 2024 Sustainability Report, we reaffirm our commitment to creating long-term value, not just for shareholders, but for society as a whole.

Since 2019, we have proactively published our standalone sustainability report—well before it became a mandatory requirement for listed companies in Nigeria. But our commitment to responsible business extends far beyond compliance. With over a century of presence in Nigeria, we are here for the long haul—serving generations of Nigerians through brands that improve health, hygiene, and well-being.

2024 was a year filled with both headwind and tailwinds, both in Nigeria and globally. High inflation and rising costs reshaped consumer behaviour and tested business resilience. At Unilever Nigeria, we remained agile, responsive, and deeply committed to our stakeholders. Thanks to the dedication of our employees, business partners, and communities, we not only strengthened our business performance but also further accelerated our sustainability agenda—placing **livelihoods** at the heart of our impact strategy.

This year, our sustainability ambition was sharper and more focused than ever. We aligned our efforts across four key pillars - Shakti (women's economic empowerment), Youth Employability (Future-X Campus Ambassadors Programme - FUCAP), Localisation of input materials, and Plastic net-zero initiative.

Economic empowerment is a fundamental pillar of sustainable growth. Through our Shakti Programme, we enable female entrepreneurs to become last-mile retailers in rural communities across the country, thereby unlocking economic opportunities for the women and their families. Today, this initiative has grown to include over



13,000 women across 22 states, including the FCT. In 2024, we took another bold step—expanding Shakti to include 170 persons with disabilities, reinforcing our commitment to inclusion. Our ambition is clear: no one should be left behind in the journey towards empowerment and prosperity for those who may have been underserved in our society.

The future of Nigeria rests on the potential of its youth. That is why we partnered with UNICEF Gen U to launch the Future-X Unilever Campus Ambassadors Programme (FUCAP)—designed to equip young people with skills that improve employability. Since launching in July 2023, we have already engaged 295,000 young people, surpassing our pilot-year target by over 60%. By 2025, we aim to equip 700,000 youth with the tools they need to thrive in the modern workforce.

Building a resilient economy means supporting local production and smallholder farmers. Our Cassava Sorbitol Localisation initiative is a game-changer—engaging over 10,000 cassava farmers and strengthening local value chains. Today, over 50% of our raw materials are locally sourced, creating jobs, strengthening food security, and reducing import dependence. This is not just about business—it is about building an economic ecosystem that grows the Nigerian economy, benefits all participants across the value chain, and ultimately helps build resilience into our Supply Chain network.

Plastic pollution is a critical challenge, and we are taking bold steps to address it. In November 2024, we achieved a major milestone: collecting more plastic than we put into the environment through our manufacturing processes. This success is driven by our partnership with Wecyclers, aggressive reduction efforts, and circularity initiatives that ensure plastic waste is repurposed rather than discarded. Our ambition is clear—to lead by example in building a sustainable, waste-free future.

As we look ahead, one thing remains certain: businesses that do good, do well. Sustainability is not an add-on; it is fundamental to future growth. At Unilever Nigeria, we will continue to raise the bar for delivering high performance while driving systemic change through efficient operations and sustainable initiatives to **Brighten everyday life for all**.

We invite you to engage with this report, share your thoughts, and join us on this journey. Because when businesses, communities, and governments work together, we do not just create prosperity—we create a better future for all.





# About The Report

The 2024 Unilever Nigeria sustainability report provides our stakeholders with an overview of our sustainability performance and initiatives for the period from 1 January to 31 December 2024. This is our sixth standalone sustainability report. The theme of this year's report is **Doubling Down on Our Sustainability Ambition.**

The report covers Unilever's operations in Nigeria and highlights our progress towards actualising our corporate sustainability commitments and meeting stakeholder expectations and our goals and targets in key focus areas.

This report is primarily scripted adopting the requirements of International Financial Reporting Standards (IFRS) Sustainability Disclosure Standards, (namely IFRS S1 and S2), the applicable Sustainability Accounting Standards Board (SASB), and the Global Reporting Initiative (GRI) framework, the United Nations Global Compact (UNGC), the Nigerian Stock Exchange (NGX) Sustainability Disclosure Guidelines, and the Securities and Exchange Commission (SEC) Sustainable Financial Principles for the Nigerian Capital Market.

The report also introduces Unilever GAP, our strategy and Growth Action Plan. Sustainability remains at the core of our

business, and our action plan outlines the steps we will take to drive faster growth, drive productivity and simplicity, and dial up our performance culture. At Unilever, our approach to sustainability is about delivering impact and taking urgent and systemic action across our big four sustainability priorities: Climate, Plastics, Nature, and Livelihoods. We are stepping up our focus across each area, driving fewer priorities, doing them better, and having a greater impact.

At Unilever Nigeria, sustainability is woven into our strategy and everything we do. This report highlights our performance and progress across our environmental, social, and governance ("ESG") pillars and outlines how we engage with our stakeholders. It is intended to provide meaningful updates to our stakeholders in Nigeria and around the world on the commitments we made for 2024 and provides an understanding of our sustainability strategy and approach.



# Setting the Context





# OUR GROWTH ACTION PLAN 2030\*



STRATEGY

**PURPOSE:** BRIGHTEN EVERYDAY LIFE FOR ALL

**GOAL:** DELIVER BEST-IN-CLASS PERFORMANCE WITH MARKET-MAKING, UNMISSABLY SUPERIOR BRANDS

## FOCUS

Power brands  
Top markets

## EXCEL

Unmissably superior brands  
Social first demand generation  
Multi-year scalable innovations  
Premiumisation  
Growth channels

## ACCELERATE

Science & technology  
Lean agile supply chain  
Net productivity  
Scaled Artificial Intelligence

SUSTAINABILITY

## Climate

Towards Net  
Zero emissions

## Nature

Resilient and  
regenerative ecosystems

## Plastics

Work to end  
plastic waste

## Livelihoods

Enhanced livelihoods for  
people in our value chain

CULTURE

## Values

Pioneering, Respect,  
Integrity, Responsibility

## People

Best talent, Inclusive leaders,  
Truly diverse, Most engaged

## Behaviours

Care deeply, Focus on what counts,  
Stay three steps ahead,  
Deliver with excellence

\*Unilever Global Strategy

DOUBLING DOWN ON OUR SUSTAINABILITY AMBITION

# Our Corporate Profile

Unilever Nigeria is where great people, terrific brands and proud traditions converge, to meet and satisfy the needs of people and families across Nigeria. We anticipate the aspirations of our consumers and customers and respond creatively and competitively with branded products and services that are good for them and good for others.

Unilever Nigeria is a member of the Unilever Plc family, one of the world’s leading consumer goods companies whose food, home and personal care brands are used by over half of the families on the planet each day.

Unilever Nigeria Plc was established in 1923 as a soap manufacturing company – Lever Brothers West Africa. Today, it is the longest serving manufacturing organisation in Nigeria. Unilever Nigerian commemorated its centenary milestone in 2023 with stakeholders – consumers, regulators, partners, key distributors, and community leaders. The Company was quoted on the Nigerian Stock Exchange in 1973 and currently has equity holdings of 60% Unilever Plc, and 40% Nigerian investors.

Many of Unilever Nigeria’s brands are household names and very much a part of Nigeria’s history: Knorr, Closeup, Pepsodent, Royco, Rexona, Vaseline, and Pears.

Unilever’s commitment to the development of the Nigeria economy remains resolute. Over the years, the company has contributed immensely to Nigeria’s socio-economic development in the following key areas:

1. Employment generation & skills development
2. Enhancing local manufacture through foreign direct investment
3. Building local capacity for regional export
4. Ensuring full compliance with fiscal regulatory requirements
5. Providing support for enhanced social living
6. Localised manufacturing of brands



Our aim is to continue to add value to Nigeria not only through continued investments in local manufacturing and localisation, but also through various social projects specifically aligned to the Sustainable Development Goals (SDGs). Through its commitment to improving livelihoods, Unilever has empowered over 13,000 women across 26 states including the Federal Capital Territory (FCT) in the country, partnered with Wecyclers to collect over 13,000 tonnes of plastic and reaching 700,000 young people across higher institutions in partnership with UNICEF Generation Unlimited with 500 internship opportunities in a three year cycle.

DOUBLING DOWN ON OUR SUSTAINABILITY AMBITION





## Highlights of Our 2024 Impact

### Shakti



**13,490**

Women enrolled in our Shakti program



**170**

Persons with disability (PWDs) enrolled into our Shakti program.

### Future-X Unilever Campus Ambassadors Programme (FUCAP)



**49,469**

Students in 20 Universities were taught how to market their talent and skills through curriculum vitae (CV) building clinics.



**296,934**

Young people engaged and equipped with essential skills.

### Sorbitol Localisation



**>50%**

Local input into our manufacturing



**>10,000**

Households Impacted over through smallholder farmers.

### Plastics



**13,000 Tonnes**

Of plastic collected through our partnership with Wecyclers, since 2014.



In 2024, we collected more plastics than what was put into the environment by our manufacturing processes.

### Pepsodent Brush Day and Night School Campaign



**2,103,307**

Pupils in 4,951 schools across Lagos, Kano, Ogun, Akwa Ibom, Bayelsa, Borno, Cross River, Delta, Ebonyi, Edo, Enugu, Edo, Enugu, Imo, Kaduna, Nasarawa, Niger, Ondo, Osun, Oyo, Plateau, Rivers, Taraba, Abia, Ekiti, Katsina, Kwara, Sokoto, Anambra were reached by the Pepsodent Schools Program In 2024



**9,000,0000+**

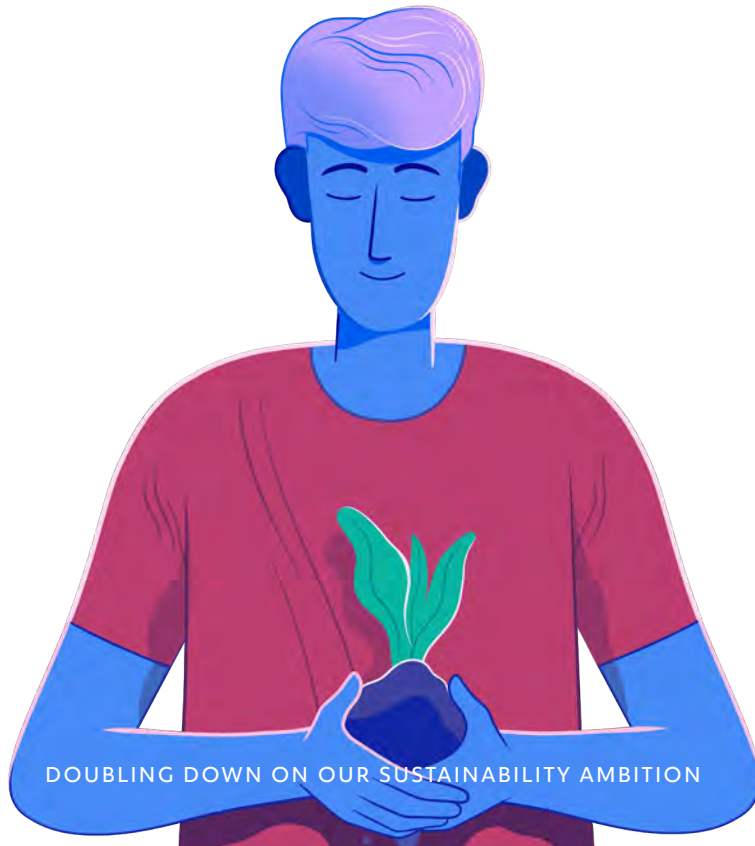
Children have been reached since the initiative's commencement.

• Pepsodent celebrated World Oral Health Day in 2024, reaching 101,918 Nigerians with oral health education, sampling, oral screening, and treatment.



# Unilever GAP Sustainability Priorities

Our new approach to sustainability is about delivering impact faster with more focused, urgent, and systemic action across our four sustainability priorities: **Climate, Plastics, Nature, and Livelihoods.**



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## Climate

To move our business towards net zero as part of our Climate Transition Action Plan, our immediate priority is clear: to make deep cuts in absolute Scope 3 greenhouse gas emissions by 2030. It won't be easy, and progress won't be linear, but we have a clear plan to tackle our biggest emissions sources while continuing to grow our business. This includes working with governments, regulators, and industry to go further and faster in tackling climate change and creating the enabling environments needed for us to meet our climate targets.

- Advocating for widescale change
- Helping our suppliers take climate action
- A regenerative approach to farming
- Rethinking our products and ingredients
- Acting on packaging
- Cutting transport emissions
- Cleaner, smarter energy in our operations



## Plastics

Good packaging is vital to get our products safely and efficiently into the hands of consumers, but too much plastic is endangering the environment, and our packaging is part of this problem. We're determined to change this. That's why our ambition is an end to plastic pollution through reduction, circulation, and collaboration.



**Reduction:**  
Using less virgin plastic



**Circulation:**  
More recyclable, reusable, compostable packaging



**Collaboration:**  
A collective effort on plastic

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Nature

The world – and our business – depends on resilient natural and agricultural ecosystems to thrive. Restoring and regenerating nature is also one of the most powerful tools in addressing climate change, reversing biodiversity loss and improving livelihoods.

Growing ingredients more sustainably

Protecting and restring nature

Improving water security

Acting together for nature



Livelihoods

We're working to improve the livelihoods of the people who grow, make and sell our products – and who are so important to our success. This includes earning a living wage that can cover the essentials of daily life, and that they have work that's secure, dignified, and fair.



Helping farmers grow and building resilience in our value chain



Moving towards a living wage and boosting our suppliers' productivity



Strengthening small retailers and helping our businesses grow





# Our Sustainability Focus Areas - Nigeria

At Unilever Nigeria, we have always been intentional about sustainability and leading the market. We are determined to deliver consistent and competitive performance while transforming our business to achieve our sustainability goals. We are focused on getting fewer things done at our best to have a greater impact.

1

POVERTY

5

STAYING STABLE

8

DECENT WORK AND ECONOMIC GROWTH

10

REDUCED INEQUALITIES

### Shakti

Shakti is an initiative that enables women in remote rural areas to become micro-entrepreneurs and earn a livelihood by selling our products. The empowerment initiative is aimed at economically empowering these women and ensuring they have enough to provide for their basic needs. As women prosper and become more economically empowered, their families and communities also prosper.

3

GOOD HEALTH AND WELL-BEING

5

STAYING STABLE

### Localisation

Promoting local content through the support of local entrepreneurs and integrating sustainability of key agricultural raw ingredients and non-agricultural materials in our procurement. Through our cassava sorbitol localisation, we have engaged and empowered over 10,000 smallholder cassava farmers.

12

RESPONSIBLE CONSUMPTION AND PRODUCTION

13

CLIMATE ACTION

### Plastics

Through our partnership with Wecyclers, we aim to reduce plastic waste in society. We want to change the way we use plastic by treating waste as a valuable resource. We are cutting plastic waste by using less plastic, better plastic, or no plastic at all.

4

QUALITY EDUCATION

8

DECENT WORK AND ECONOMIC GROWTH

10

REDUCED INEQUALITIES

### FUCAP

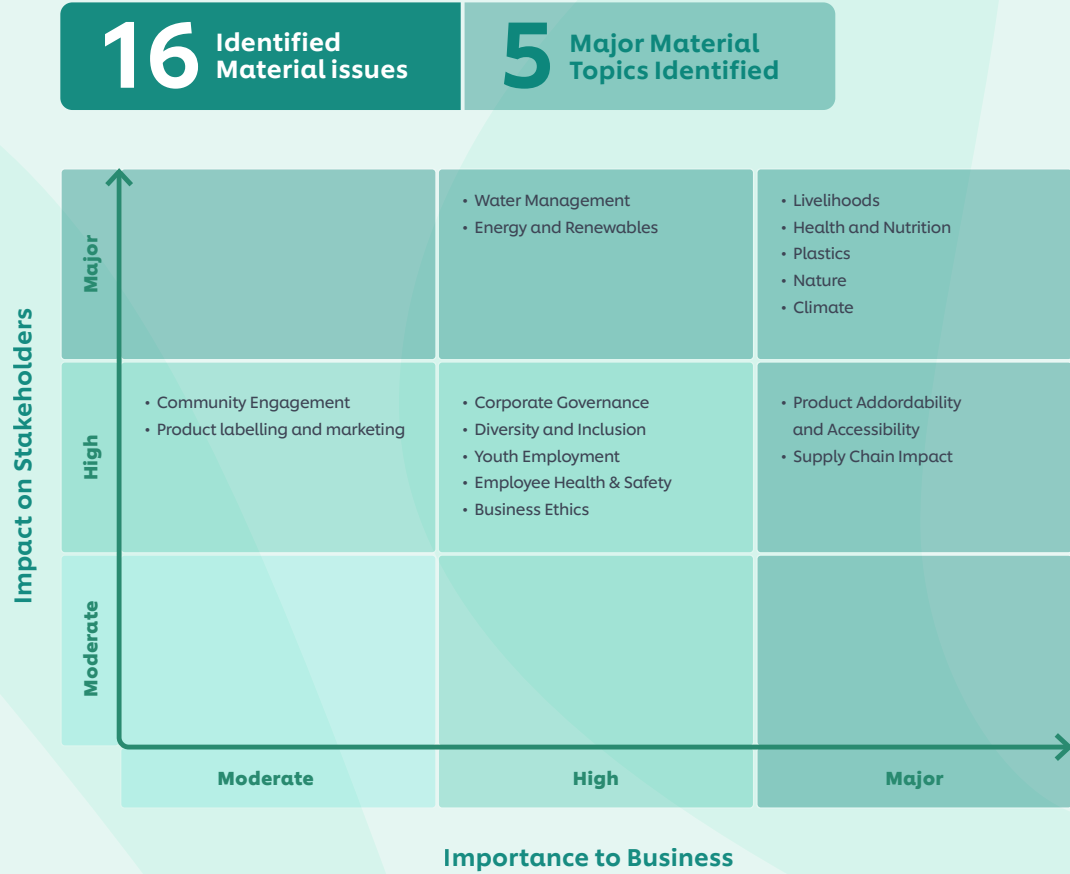
Unilever engaged a partnership with UNICEF to kick off the Future-X Unilever Campus Ambassadors Program (FUCAP) mid-2023. It is a joint 3-year initiative designed to drive youth employability for the youth in Nigeria, aimed at equipping 700,000 young people with essential skills necessary for the workplace.

The pilot year, which ran from July 2023 to August 2024, had an outcome of 161.96% achievement against its target with 296,934 young people engaged with essential skills through topics spanning entrepreneurial and workplace management areas such as Marketing: Building Brands, Manufacturing: Supply Chain Planning, Research & Development: Innovating, Finance: Commercial Fundamentals (Profit&Loss), Digital: Data & Analytics, Project Delivery: Agile Methodology, Leadership Skills Development, Human Resources: People Management, CV Building Clinics and Career Talk sessions on Choosing the Right Career Path.




# Our Approach to Materiality

Unilever Nigeria must ensure it has a holistic view of the materiality of sustainability matters that may have an impact on the organisation, its stakeholders, the environment, or society. Our materiality assessment process identifies key issues that are pivotal to our stakeholders and business. It ensures we are focused on the most important sustainability issues, trends, stakeholder concerns, competitive drivers, regulatory trends, risks, and opportunities.

Following our process, issues were identified as material to Unilever and were scaled as medium, high, and major based on their degree of importance to the business and their impact on stakeholders. The material issues identified and ranked are indicated in the matrix below. The materiality matrix below illustrates the significance of each topic, representing its importance to our stakeholders and impact on the business. Sixteen (16) issues were identified, and five (5) issues were ranked as having major importance to the business and a major impact on the stakeholders. These included Livelihoods, Health and Nutrition, Plastics, Nature, and Climate.





Material	What it is about
 <b>Livelihoods</b>	Creating income opportunities, and providing access to skills, finance, and technology to empower our network of smallholder farmers and retailers to earn a living wage or income.
 <b>Climate</b>	Advocating for widescale systemic changes, focusing on emissions reduction, and using cleaner energy to tackle climate change.
 <b>Nature</b>	Restoring and regenerating nature by building on our long-term commitment to local and sustainable sourcing, reversing biodiversity loss, and minimising our environmental footprint.
 <b>Plastics</b>	Rethinking our approach to packaging to use less, better, or no plastic, and transitioning towards a circular economy.
 <b>Health and nutrition</b>	Encouraging people to make nutritious choices by offering nutritionally improved, delicious products that taste good and make people feel good.
 <b>Product affordability and accessibility</b>	Ensuring we offer healthier options that are affordable and accessible to all in every part of the nation including remote areas.
 <b>Supply chain impact</b>	Working within our business and with external partners to ensure an eco-friendly supply chain and increase the traceability and transparency of our supply chain.
 <b>Water management</b>	Minimising manufacturing water use and acting to accelerate water security and access to hygiene and sanitation for all.



Material	What it is about
 <b>Energy management</b>	Improving the eco-efficiency of our manufacturing sites to minimise our energy usage and transitioning to renewable sources of energy.
 <b>Diversity and inclusion</b>	Building an equitable workplace that recognises the dignity and worth of every individual and gives them the freedom and opportunity to fulfil their potential.
 <b>Youth employability</b>	Helping young people develop the skills they need to find meaningful work and encouraging them to take a purposeful approach to their future.
 <b>Corporate governance</b>	Responsible corporate governance based on transparency, accountability, and integrity and focused on the sustainable and long-term success of the company.
 <b>Employee health and safety</b>	Providing a safe and healthy work environment for all employees and protecting and promoting the occupational health and safety of our people.
 <b>Business ethics</b>	Bringing our values to life for all employees, and helping them apply our ethical standards in their day-to-day work
 <b>Community engagement</b>	Engaging our people and communities to make a positive impact and create a more equitable and sustainable world.
 <b>Product labelling and marketing</b>	Building trust through responsible practices and transparent communication – both directly to consumers and indirectly through other key stakeholders and thought leaders.





# Stakeholder Engagement

To make our purpose and plans a reality, we work closely with our stakeholders: employees, consumers, shareholders, investors, business partners, suppliers, regulators, government, and communities. Building and maintaining strong communication channels with our stakeholders is key to achieving our purpose at Unilever. We actively engage with our stakeholders and integrate their feedback into our operations to ensure alignment with stakeholder expectations and enhance our performance. We remain committed to upholding the principles of transparency, responsibility, respect, accountability, and integrity in all our stakeholder engagement.

We actively engage with our stakeholders and integrate their feedback into our operations to ensure alignment with stakeholder expectations and enhance our performance.



The table below shows a summary of how we engaged with various stakeholders in 2024 and the issues raised by these stakeholders during our engagement.



Stakeholder Group	Approach to Stakeholder Engagement	Key Topics and Issues
Government and trade associations	<ul style="list-style-type: none"><li>Forums on key policy or regulatory issues</li><li>Meeting between leadership team and regulators</li></ul>	<ul style="list-style-type: none"><li>Advocacy for ease of doing business and consistency in policy formulation and implementation</li><li>Support for development efforts by the government</li><li>Adoption of regulatory best practices</li></ul>
Suppliers	<ul style="list-style-type: none"><li>Informal one-on-one engagement sessions</li><li>Project planning</li><li>Training of suppliers</li><li>Virtual meetings</li></ul>	<ul style="list-style-type: none"><li>Enhancement of supply chain resilience</li><li>Supplier orientation of payment platform and other procurement policies</li><li>Prompt payment for goods/services rendered</li></ul>
Customers	<ul style="list-style-type: none"><li>One-on-one visits to the sales partners to identify areas for improving operations</li></ul>	<ul style="list-style-type: none"><li>Adaptability to the evolving business environment</li><li>Production of quality products</li><li>Effective customer support services</li></ul>
Consumers	<ul style="list-style-type: none"><li>Consumer immersion activities</li><li>Consumer quality reviews</li><li>Brand communications and campaigns via social media, emails, SMS, phone calls</li></ul>	<ul style="list-style-type: none"><li>Awareness of new products and product differentiation</li><li>Adequate education of consumers on the proper use of the company's products</li></ul>
Shareholders	<ul style="list-style-type: none"><li>Engagements with Shareholders via the Registrars and the Company Secretary's office</li><li>Annual General Meeting</li></ul>	<ul style="list-style-type: none"><li>Unclaimed dividends</li><li>Update of shareholder records</li><li>E-mandates to allow for e-dividend payments</li><li>Transparency and communication</li></ul>
Employees	<ul style="list-style-type: none"><li>Bi-weekly Idan sessions</li><li>Functional engagements with employees for the Leadership team</li><li>Focus group discussions</li><li>Employee surveys</li><li>Safety, Health, and Environment (SHE) talks</li><li>Team bonding sessions</li><li>Virtual meetings</li></ul>	<ul style="list-style-type: none"><li>Psychological safety</li><li>Financial security</li><li>Increased and effective employee engagement</li><li>Safety, health, and wellbeing of workers at the factory</li><li>Upskilling and reskilling</li><li>Compensation and benefits</li><li>Refinement of certain HR policies</li><li>Business results/performance</li></ul>
Planet	<ul style="list-style-type: none"><li>Environmental stewardship plans</li><li>Environmental responsibility awareness</li></ul>	<ul style="list-style-type: none"><li>Decarbonisation and targets setting</li><li>Participation in environmental responsibility dialogues</li><li>Participation in environmental policy formulation</li><li>Implementation of environmental initiatives</li></ul>



# Governance

DOUBLING DOWN ON OUR SUSTAINABILITY AMBITION



DOUBLING DOWN ON OUR SUSTAINABILITY AMBITION











The overall governance structure for managing Unilever’s sustainability and climate risks and opportunities is the same as for any of our other key risks and opportunities i.e., all the following play a key role in governance: the Board, the Board subcommittees, Business Group leadership teams, specialist management governance groups and specialist teams together with the support of relevant policies and procedures applied by everyone in the business. Whilst the Board takes overall accountability for the management of all risks and opportunities, including sustainability, the CEO ultimately oversees our sustainability agenda.

At Unilever Nigeria, we have an in-house governance structure for managing sustainability issues. Every sustainable business matter at Unilever Nigeria is under the purview of the Sustainability Committee. To guarantee the successful implementation of ESG strategies, we have established relevant policies and procedures.



# 2024 Sustainability Steering Committee

The Steering Committee oversees the creation of Unilever Nigeria’s sustainability plan and manages the implementation and advancement of our sustainability strategy throughout all our operations in Nigeria. Members of the Working Committee and a few chosen members of the Leadership team make up the Steering Committee.














 <p><b>Godfrey Adejumoh</b> Head, Corporate Affairs and Sustainable Business, Unilever Nigeria</p>	 <p><b>Michael Duah</b> HR Director, Unilever East and West Africa</p>	 <p><b>Obinna Emenyonu</b> Procurement Director, West Africa</p>	 <p><b>Folake Ogundipe</b> National Finance Director, Unilever Nigeria</p>
 <p><b>Bolanle Kehinde - Lawal</b> Marketing Director, Nutrition, Unilever West Africa</p>	 <p><b>Abayomi Alli</b> Manufacturing Director, Unilever, Nigeria</p>	 <p><b>Uche Nwakanma</b> R&amp;D Director, Unilever Africa Cluster</p>	 <p><b>Oiza Gyang</b> Beauty &amp; Wellbeing, Personal Care Lead, Unilever Nigeria</p>





# 2024 Sustainability Working Committee

The Working Committee oversees carrying out Unilever Nigeria's sustainability strategy. Additionally, it guarantees cooperation and coordination throughout our brands and departments.

 <p><b>Afomre Ubogu</b> Assistant Internal Comms and Sustainability Manager, Communication and Corporate Affairs</p>	 <p><b>Singh Sashane</b> Business Integrity Officer, AML</p>	 <p><b>Damilola Dania</b> Category Manager Nutrition, Unilever Nigeria</p>	 <p><b>Adeniyi Adekunle</b> Electrical/Automation Manger, Unilever Nigeria</p>	 <p><b>Billy Yeboah</b> Media Manager</p>	 <p><b>Modupe Gbadebo</b> Human Resources Business Partner, Supply Chain</p>	 <p><b>Omotola Osikomaiya</b> Site SHE Manager Oregun</p>
 <p><b>Oluronke Bamgbose</b> Tax Manager, Unilever West Africa</p>	 <p><b>Peter Dada</b> Senior Legal Counsel and Company Secretary, Unilever Nigeria</p>	 <p><b>Bunmi Alaka</b> Safety, Health and Environment Manager, Unilever Ghana and Nigeria</p>	 <p><b>Omololu Bankole</b> MCO Head of People Experience, Unilever West Africa</p>	 <p><b>Stanley Okeke</b> R&amp;D Packaging Manager, Beauty, Wellbeing &amp; Personal Care, Unilever West Africa</p>	 <p><b>Mary Akindola</b> Pepsodent Marketing Specialist</p>	





# Strategy and Risk Management







**Climate change is a principal risk to Unilever which has the potential – to varying degrees – to impact our business in the short, medium, and long-term. We face potential physical environment risks from the effects of climate change on our business, including extreme weather and water scarcity.**

Potential regulatory and transition market risks associated with the shift to a low-carbon economy include changing consumer preferences and emerging laws and regulations that could impact our business through higher costs or reduced flexibility of operations. These also present opportunities. The potential impacts of climate change are considered in developing our business strategy and financial plans.

## Climate Transition Action Plan

The first Unilever Group Climate Transition Action Plan (CTAP) was published in 2021, detailing the Group's climate targets and some of the key actions to reduce greenhouse gas (GHG) emissions in the business and across our value chain, towards our net zero ambition.

The ultimate ambition of the Climate Transition Action Plan is to drive emissions reductions consistent with the 1.5°C temperature goal of the Paris Agreement and to reach net zero emissions across our value chain by 2039. Even as we grow our business, we will seek out opportunities to reduce emissions within our value chain (e.g., through regenerative agricultural practices).

The global transition to net zero is as much a social transition as an environmental one. Nature and biodiversity loss is often closely linked to people and human rights impacts. Unilever recognises the importance of a just and equitable transition, which puts people and communities at the centre of a sustainable future. A big part of our agricultural work involves engaging and supporting the farmers and smallholders who supply our ingredients, and who are vital to conserving the natural environments in which they are grown.

**Our CTAP ambition:**  
Achieve **Net Zero**  **by 2039**  
across our value chain





# Climate Risks and Opportunities





As part of our Group 1.5°C scenario assessment, we assessed certain climate risks and opportunities which we believe are significant and could at some time in the future be material to our business. Due to the nature of climate risks and opportunities, we are monitoring them across a few time horizons.

Below we summarise our key risks and opportunities. Given the nature of our products, all risks noted below apply to all our brands and there are only modest variations in their relative significance for each brand.







## Regulatory Risks

### Carbon tax





	<b>Description</b>	Tightening regional or national regulations as well as climate commitments could drive widespread implementation of carbon taxes and voluntary removal costs.
	<b>Impact on Business</b>	Unilever Nigeria could be impacted by carbon taxes or voluntary removal costs.
	<b>Timeframe</b>	Medium- to long-term
	<b>Management of Risk</b>	We have a CTAP which sets out in detail activities to reduce our carbon emissions. One of our key targets is zero GHG emissions in our operations by 2030. We also have a net zero GHG emissions ambition across our value chain by 2039.

### Land use regulations

	<b>Description</b>	To naturally remove carbon, reforms could be put in place to restructure current land use patterns to conserve and expand forest land. This could lead to reduced crop output and increased raw material prices.
	<b>Impact on Business</b>	Unilever Nigeria could be impacted by land use regulations. Most of our products are derived from agricultural raw materials and thus any limitations placed on land use would have an impact across our brands.
	<b>Timeframe</b>	Medium- to long-term
	<b>Management of Risk</b>	We monitor potential land use regulations to ensure we understand their implications so that we can adapt our raw material supply strategy. We continue to work towards an eco-friendly supply chain for our key agricultural raw materials. In addition, we are working with farmers across our supply chain to protect and regenerate farm environments.







Product  
Composition regulations

 <b>Description</b>	These could restrict or ban the use of certain GHG-intensive components and ingredients in everyday products. This could lead to increased costs due to the redesign of products or packaging.
 <b>Impact on Business</b>	Unilever Nigeria could be impacted by product composition regulations. If there was a ban on the use of GHG-intensive ingredients/ components, then there is a likelihood that it will impact our business.
 <b>Timeframe</b>	Medium- to long-term
 <b>Management of Risk</b>	We monitor regulatory developments to ensure that our product composition is compliant and that future innovations/ products are designed to consider forthcoming climate-related legislation. As part of our CTAP, we are committed to reducing the GHG impact of our products and we are reviewing our intensive GHG components and ingredients, looking for substitutes or changed production processes to reduce their GHG emissions. We also have a diverse portfolio of products and offer a range of formats to meet consumers’ needs, and this helps mitigate the potential impact of restrictions or bans on specific GHG-intensive materials.





Sourcing transparency  
and product labelling regulations

 <b>Description</b>	This could lead to disclosure compliance risks and rising commodity costs linked to a transition to transparent supply chains, as well as a potential loss of market share to more transparent competitors.
 <b>Impact on Business</b>	Unilever Nigeria could be impacted by sourcing transparency and product labeling regulations given the nature of all the raw materials used.
 <b>Timeframe</b>	Medium- to long-term
 <b>Management of Risk</b>	We monitor regulatory developments to ensure that our product labelling is compliant. We are committed to improving sourcing transparency and communicating the carbon footprint of our products.

Extended producer  
responsibility (EPR)





 <b>Description</b>	This means that producers are held accountable for their environmental and social impacts across the product value chain. This could lead to increased lifecycle traceability from sourcing to end-of-life treatment, circularity, and passing of waste management costs to producers.
 <b>Impact on Business</b>	Unilever Nigeria could be impacted by the extended producer responsibility risk. Given the nature of our products and their packaging, some of our brands use sachets to serve the needs of low-income consumers. These sachets are difficult to collect and recycle.
 <b>Timeframe</b>	Short- to long-term
 <b>Management of Risk</b>	We support EPR policies and invest in waste collection, processing, and capacity-building projects to recycle more plastic. We are committed to increasing the levels of recycled material in our packaging and components. We work with our partners to collect more plastics than we create, reducing the impact of our packaging and waste and transitioning towards a circular economy.

Energy transition  
and rising energy prices

 <b>Description</b>	This could be driven by the deployment of renewable energy solutions as well as the adoption of emerging low-carbon technologies such as biogas. This could increase our operations, suppliers, and end-consumers’ utility costs.
 <b>Impact on Business</b>	Unilever Nigeria could be impacted by energy transition and rising energy prices.
 <b>Timeframe</b>	Short- to long term
 <b>Management of Risk</b>	We mitigate our market risks by decarbonising our operations through eco-efficiency measures in our factories, powering our operations with renewables, and transitioning heating and cooling for our factories to lower emissions and renewable sources.







Energy and commodity market volatility

	<b>Description</b>	This could lead to increased uncertainty in financial planning and forecasting for key commodities, and supply chain disruptions linked to availability or higher cost of energy and sourced commodities.
	<b>Impact on Business</b>	Unilever Nigeria could be impacted by energy and commodity market volatility.
	<b>Timeframe</b>	Short- to long-term
	<b>Management of Risk</b>	We manage commodity price risks through forward buying of traded commodities and other hedging mechanisms.







Physical Environmental Risks

Water scarcity

	<b>Description</b>	This could lead to increased droughts and reduced crop outputs. Water shortages could also impact our manufacturing sites and our ability to supply water-based products. Our consumers could also face water shortages creating a need for water-smart or waterless products or services.
	<b>Impact on Business</b>	Unilever Nigeria could be impacted by water scarcity. Given the nature of our products, the impact of drought on crop production would be equal across our brands. However, the impact of water shortages on consumers would likely impact their washing behaviours and hence our Personal Care brands.
	<b>Timeframe</b>	Medium- to long-term
	<b>Management of Risk</b>	We mitigate physical environment risks by investing in new products and formulations that work with less water, poor quality water or no water. We are also intentional about monitoring and reducing water use at our sites.

Extreme weather events

	<b>Description</b>	Weather events such as floods could cause plant outages or disrupt our distribution infrastructure. Sustained high temperatures could lead to reduced crop outputs due to a reduction in soil productivity leading to higher raw material prices.
	<b>Impact on Business</b>	Unilever Nigeria could be impacted by extreme weather, the most likely significant impact being the reduction of crop outputs.
	<b>Timeframe</b>	Medium- to long-term
	<b>Management of Risk</b>	We have extreme weather contingency plans that we implement to secure alternative key material supplies at short notice or transfer or share production between manufacturing sites. We also manage commodity price risks through the forward-buying of traded commodities.








## Opportunities

### Growth in plant-based foods

 <b>Description</b>	As people become more environmentally conscious and there is regulation on land use, we could see a rise in plant-based diets away from animal-based protein.
 <b>Timeframe</b>	Short- to long term
 <b>Capitalisation of Opportunity</b>	We are capitalising on innovative product and service opportunities by researching a range of vegan and vegetarian product offerings.

### Investment in energy transition technologies

 <b>Description</b>	This represents a shift to efficient and less centralised energy supply and consumption (e.g., through on-site renewable energy generation and storage).
 <b>Timeframe</b>	Short- to long-term
 <b>Capitalisation of Opportunity</b>	We capitalise on resource efficiency opportunities by generating renewable electricity at our factory sites, targeting emissions reduction from the use of solar power and energy-efficient machinery in production.

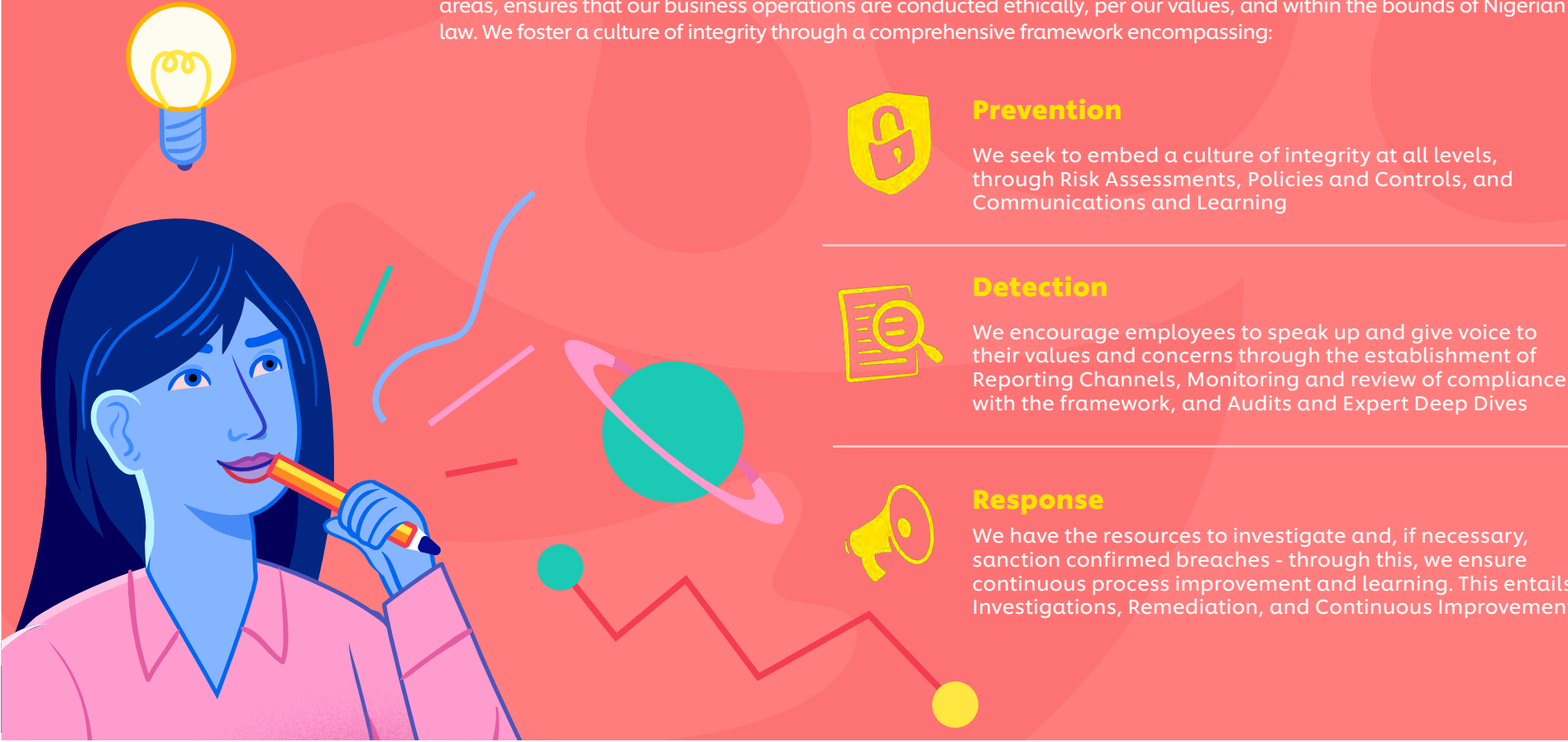


DOUBLING DOWN ON OUR SUSTAINABILITY AMBITION

## Business Integrity

Unilever Nigeria is committed to upholding the highest ethical standards in all its operations. We believe that business ethics is an ongoing journey of continuous improvement, aligned with global governance ideals. At Unilever Nigeria, every employee serves as an ambassador of our high moral standards, which we call 'Business Integrity.' Upholding the Unilever Code of Business Principles is a collective responsibility, implemented across the organisation from leadership to everyone in the business.

We believe our strength lies in the values our people prioritise. We aim to create a workplace where employees not only embody our core values – integrity, respect, responsibility, and pioneering – in their daily work but also feel empowered to identify and raise concerns about potential ethical issues without fear of retaliation. Our Business Integrity framework, anchored by our Code of Business Principles which is underpinned by twenty-four code policies covering diverse business areas, ensures that our business operations are conducted ethically, per our values, and within the bounds of Nigerian law. We foster a culture of integrity through a comprehensive framework encompassing:



### Prevention

We seek to embed a culture of integrity at all levels, through Risk Assessments, Policies and Controls, and Communications and Learning

### Detection

We encourage employees to speak up and give voice to their values and concerns through the establishment of Reporting Channels, Monitoring and review of compliance with the framework, and Audits and Expert Deep Dives

### Response

We have the resources to investigate and, if necessary, sanction confirmed breaches - through this, we ensure continuous process improvement and learning. This entails Investigations, Remediation, and Continuous Improvement

DOUBLING DOWN ON OUR SUSTAINABILITY AMBITION



The Business Integrity Officer (BIO) investigates potential policy violations. The Business Integrity Committee (BIC), comprising senior management and functional leaders, oversees investigations and makes decisions. The BIO promotes reporting of governance and compliance concerns through monthly awareness programs and leadership governance sessions.

The BIC is responsible for monitoring the effectiveness of the company’s business integrity compliance framework. The Committee meets at least quarterly (and more frequently as needed) to discuss ongoing investigations, follow up on recommendations, and address other relevant matters. Unilever Nigeria remains dedicated to maintaining world-class standards of corporate governance and creating shared value for all stakeholders.

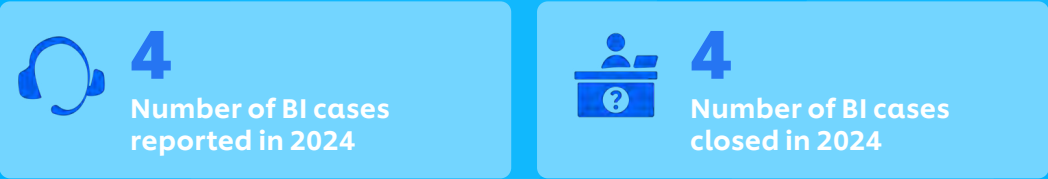
### Number of cases/ incidents recorded via Unilever Nigeria’s reporting channels and breakdown by area such as:



## Compliance Monitoring and Speak Up

At Unilever Nigeria, we have zero tolerance for any form of discrimination or harassment. As such, we have a dedicated Speak-up hotline which is managed 24/7. The whistleblowing hotline is available to employees, vendors, customers, partners, and all other external stakeholders and ensures the anonymity and protection of whistle-blower identity. Our Business Integrity framework also encourages the reporting of unethical or unlawful behaviour regarding all matters related to the company via the Company’s website - [unilevercodesupportline.com](https://unilevercodesupportline.com)

We take all reports seriously and issues reported are promptly and thoroughly investigated by the Business Integrity Officer, with input from resource personnel from other operational units as may be required. Upon completion of the investigation, a formal report is presented to the Business Integrity Committee, which proceeds to deliberate and make appropriate recommendations / remedial actions on such matters.





**Speak-up contact channels:**  
  
(+234)2012278905 or [sashane.singh@unilever.com](mailto:sashane.singh@unilever.com)





# Data Privacy

At Unilever Nigeria, we prioritise the privacy of all individuals, including our employees and consumers. We handle personal data and digital information responsibly, adhering to the Nigeria Data Protection Act of 2023. We embrace a 'Privacy by Design' approach, integrating privacy considerations into all our operations and documenting them through privacy risk assessments. We use personal data with integrity and transparency, always upholding individual rights.

Our Five Privacy Fundamentals, applicable across all geographies and data categories, guide our data handling practices. These fundamentals not only ensure compliance with regulations like the General Data Protection Regulation (GDPR) but also reflect our commitment to ethical data handling for consumers, customers, employees, and suppliers.



## Zero

Number of data incidents

1. First, we understand the purpose and objective of the business activity that requires personal data.
  2. Then we assess if there is proportionality for the type and amount of data we are attempting to collect/use.
  3. Ensuring transparency is of paramount importance to drive and maintain trust. This sits at the centre of our Five Privacy Fundamentals, and we expect everyone to go above and beyond legal requirements to achieve the highest levels of transparency.
  4. Securing and protecting the data is fundamental to maintaining compliance with laws and most importantly trust from those who have trusted us with their personal data.
  5. Finally, we must demonstrate good governance and accountability across Unilever, such as looking at the controls that are in place, and how we ensure that these principles are being met.
- Our Privacy Notice** on our website explains more about how we collect personal data, why we collect it, and what we do with it


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**Data Protection Officer (DPO)**  
[peter.dada@unilever.com](mailto:peter.dada@unilever.com)

# Advertising and Marketing


Unilever recognises the power of advertising and marketing to influence consumer behavior and drive positive change. We promote and integrate sustainability principles into our marketing campaigns, from promoting responsible consumption to supporting environmental initiatives. We are committed to using our voice and reach to inspire and empower consumers to make more sustainable choices. We are committed to challenging harmful stereotypes and promoting inclusive representations.

We prioritise transparency in our communications, ensuring consumers have access to clear information about our products, including ingredients, nutritional values, and potential benefits and risks. Furthermore, we view marketing and advertising as valuable platforms for engaging with consumers on issues that are important to them.



## Zero

Number of cases of non-compliance in advertising



## Zero

Number of advertisement-related fines in 2024

Unilever Nigeria PLC, 1 Billings Way, Oregun, Ikeja Lagos  
+234(0)279300 & +234 803 906 6000 | [www.unilevernigeria.com](http://www.unilevernigeria.com)



# Tax Compliance

Tax payment is key for us at Unilever. It is a pivotal part of our economic and social impact, contributing to our economic contributions and the development of the communities where we operate. We regard it as a critical element of our commitment to growing in a sustainable, responsible, and socially inclusive way.



We are committed to the highest standards of tax compliance and disclosure in keeping with the law and international norms. Corporate income tax is payable on the profits made by Unilever Nigeria. We aim to pay the right amount of tax at the right time, on the profits we make in the country.

## This means that we:

1. **Respect the tax laws applicable in Nigeria, including not only the letter of the law but the tax policy intent underlying the tax law.**
2. **Understand how and where Unilever Nigeria contributes to creating value and ensure that our transfer prices – the prices paid on transactions between companies in the Unilever Group – properly reflect where value is created.**
3. **Prepare and file all tax returns in the form specified and at the time required.**
4. **Prepare and retain the documentation required by the tax laws or which will be needed to answer any questions raised by tax auditors.**
5. **Employ appropriately qualified and trained tax professionals with the right levels of tax expertise and understanding of Unilever's business and tax principles.**

# Commitment to Transparency

We are committed to providing transparency across all our operations, ensuring stakeholders trust what we do. Unilever brands and employees are required to comply with Nigerian laws and regulations, and any other countries in which we operate. To prevent illicit activity, the Company also keeps a strict regulatory monitoring mechanism in place. The fundamental aspirational concept of integrity upholds our commitment to openness and moral behaviour in all our business operations. We firmly believe in conducting business with integrity and see openness as an effective way to reduce operational business risks.

At Unilever Nigeria, transparency is achieved through various means; from our adherence to transparency in our marketing communications to the Unilever transparency project which gives the public access to data that goes beyond product labels and legal obligations. Our in-depth product and ingredient information can be found online on our websites and social media pages. Customers, consumers, and other stakeholders can interact with us on these platforms and request more information as required.

We also ensure that we keep our stakeholders abreast of our activities by publishing statutory and voluntary reports such as our Annual Financial Statement and Report; Annual Sustainability Report; Investors Relations Call and many others.





# Respect, Dignity & Fair Treatment

Business can only flourish in societies where human rights are respected, upheld and advanced. At Unilever Nigeria, we recognise that each business has the responsibility to respect human rights and the ability to contribute to positive human rights impacts. There is both a business and a moral case for ensuring that human rights are upheld across our operations and value chain. We are committed to ensuring that all employees work in an environment that promotes diversity and where there is mutual trust, respect for human rights and equal opportunity, and no unlawful discrimination or victimisation. It is a non-negotiable part of operating and doing business with us, and we recognise its importance to our stakeholders and indeed, the public.

Our commitment to human rights principles is based on global frameworks such as the UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights, the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work and the Organisation for Economic Co-operation and Development (OECD)

Guidelines for Multinational Enterprises, and the Principles of the United Nations Global Compact. In cases where national law and international human rights standards differ, our principle is to follow the higher standard; where they are in conflict, we will adhere to national law, while seeking ways to respect international human rights to the greatest extent possible.

We have a large supply chain network; thus, we need to conduct business ethically and sustainably. Our Responsible Sourcing Policy (RSP) thoroughly encapsulates our expectations from our business partners. Our actions are guided by a Group Security Framework for the management of our security operations. We also support national authorities in implementing the concept of free, prior, and informed consent.

Advice on the company-based grievance procedures for human rights matters is also given by our RSP. We will keep an eye on things and make our human rights violations known to the public. Periodically, we will also review how best to strengthen our approach to addressing human rights incidents.



**Zero**  
Number of Respect,  
Dignity & Fair Treatment  
incidents reported





# Metrics and Targets





# Metrics and Targets

The Unilever Group uses several key metrics and targets to assess and manage sustainability climate risks and opportunities across its value chain. A summary of the climate metrics and targets currently being measured can be found below:



DOUBLING DOWN ON OUR SUSTAINABILITY AMBITION

## GHG emissions



**Reduce GHG emissions in our operations by 100% by 2030**

(Reduction in emissions from energy and refrigerant use in our operations since 2015)

## Nature



**100%** Sustainable sourcing for key agricultural crops

## Plastics



**25%** Recycled plastic

Our CTAP includes key metrics and targets to assess and manage climate risks and opportunities across our value chain. For more details on our metrics and targets, see our **Climate Transition Action Plan (CTAP) Updated 2024**



DOUBLING DOWN ON OUR SUSTAINABILITY AMBITION



# Our Disclosures







# Our Planet

Unilever Nigeria is committed to minimising its environmental footprint, leaving little to no environmental adverse effects and promoting sustainable living practices. We are reducing virgin plastic use, transitioning to renewable energy sources, waste and water management, and collaborating with our partners to enhance plastic recycling efforts.

## Plastics

Reducing and recycling plastic waste has been a long-standing priority for us at Unilever Nigeria. We have collaborated with partners such as Wecyclers, made commitments and efforts to reduce our use of virgin plastic, and worked diligently to ensure that we remove more plastic than we put into the environment through our manufacturing operations.

Through our partnership with Wecyclers, we have collected over 13,000 tons of plastic since 2014. And in November 2024, we recycled more plastics than what was put into the environment through our manufacturing process that year.

Table depicting Unilever Nigeria plastic packaging data (2022 – 2024)			
Plastic packaging	2024	2023	2022
Total weight of plastic packaging (tonnes)	217	311	309
Recycled plastic used in our plastic packaging portfolio (tonnes)	79	155	332
Percentage of packaging that is recyclable	20%	10%	4%

## Energy and Renewables

We regularly monitor our energy consumption and carbon emissions while setting ambitious targets to reduce our reliance on fossil fuels. Our carbon footprint reduction and promotion of renewable energy sources improve energy efficiency across our operations and support the transition to a low-carbon future.

Table depicting Unilever Nigeria energy consumption based on location (2022 – 2024)			
Energy consumption within the organisation (GJ)	2024	2023	2022
Oregun Head Office	9,989.00	6,781.00	940.00
Agbara Factory	90,119.38	116,290.35	182,016.10
Total Energy Consumption/ Use (GJ)	100,108.38	123,071.35	182,956.10

Table depicting Unilever Nigeria energy consumption based on source (2022 – 2024)			
Sources of Energy Consumption (GJ) in our Agbara factory	2024	2023	2022
Natural Gas (CNG)	82,578.42	101,217.26	152,733.96
Diesel	441.61	4,069.52	18,737.25
Electricity	7,099.35	11,003.57	10,544.89
Total Energy Consumption/ Use (GJ)	90,119.38	116,290.35	182,016.10



## GHG Emissions

Unilever Nigeria is committed to reducing its environmental impact, including significantly lowering its greenhouse Gas (GHG) emissions. We regularly report on GHG emissions progress in our annual sustainability report, demonstrating our commitment to transparency and accountability. Our ambition is to deliver net zero emissions across our value chain.

Table depicting Unilever Nigeria GHG emissions from Agbara factory location (2022 – 2024)			
Total Direct CO2 Emission (Tonnes CO2) in our Agbara factory	2024	2023	2022
Agbara Factory Total Direct CO2 Emission (Tonnes CO2) - Scope 1	370.59	6,055.29	9,693.79

## Water Management

We prioritise water stewardship, implementing efficient water management practices to minimise consumption and protect water resources. Our key initiatives include reducing water consumption in our operations and promoting water conservation to our stakeholders. The company aims to minimise its water footprint and ensure the long-term availability of water for all.

Table depicting Unilever Nigeria sources of water used in manufacturing (2023 – 2024)		
Water in manufacturing (m3)	2024	2023
Groundwater used in manufacturing sites (Borehole and Well Water)	37,949	87,520
Total water usage in our manufacturing sites	37,949	87,520
Total water abstracted in our manufacturing sites per tonne of production (m3/tonne of production)	1.49	1.85

## Waste Management

We are focused and deliberate about waste reduction across our operations. We have long recorded and maintained zero waste to landfill across our operations and locations in Nigeria. We engage our stakeholders on recycling, waste, packaging, and plastic reduction to minimise waste across our value chain and reduce our environmental footprint.

Table depicting Unilever Nigeria manufacturing waste volumes (2022 – 2024)			
Manufacturing waste	2024	2023	2022
Total waste generated (excluding reuse) (tonnes)	544.00	648.63	649.53
Total waste reused (tonnes)	2.00	17.68	9.81
Total waste recycled (tonnes)	544.00	648.63	649.53
Total waste disposed (tonnes)	546.00	666.31	659.34
Total non-hazardous waste disposed to landfill (tonnes)	0.00	0.00	0.00
Total hazardous waste disposed (tonnes)	0.598	8.603	0.278
Waste material reused, recycled and recovered (% total waste)	100%	100%	100%
Disposed hazardous waste (kg/tonne of production)	0.013	0.145	0.004
Disposed non-hazardous waste (kg/tonne of production)	0.000	0.000	0.000







## Our People

We are committed to building a high-performing and inclusive workplace where our employees can thrive. We prioritise their long-term success by fostering a world-class work environment that provides equal opportunities for all, adheres to all relevant labour laws and regulations, and creates a balanced work-life environment. We invest in our people by offering best-in-class training programs, supporting career growth, and monitoring key human capital metrics to ensure employee satisfaction and retention.

DOUBLING DOWN ON OUR SUSTAINABILITY AMBITION



## Diversity, Equity and Inclusion

As a signatory of the United Nations Global Compact, we are dedicated to advancing the Sustainable Development Goals (SDGs). We uphold a culture of equal opportunity in all aspects of employment. Our hiring decisions are based solely on merit, competence, and cultural fit. We ensure a fair and unbiased recruitment process, free from discrimination based on gender, ethnicity, religion, political affiliation, or any other factor. At Unilever Nigeria, we believe that diverse perspectives fuel innovation. We foster an inclusive environment where everyone feels valued and respected, regardless of their background.



DOUBLING DOWN ON OUR SUSTAINABILITY AMBITION



## Employee Engagement and Wellbeing

Workforce engagement presents opportunities to listen to our employees and value their views. Our people are stakeholders critical to our success and a strategic asset for our business. We care about our people and their positive impact on our brands, business, and purpose. We engage with our people through various activities aimed at making the workplace a place of fun, pride, and purpose.

### International Women's Day 2024



### Fathers Day





Long Service Awards



Safety Service





## Idan bonding sessions





# Our Communities

We believe that the highest standards of corporate behaviour towards our communities and societies in which we live breeds success. Engaging our people and communities, at Unilever Nigeria means responsibly managing a multiplicity of relationships daily with employees, consumers, shareholders, suppliers, governments, local communities and many others in wider society. We always strive to make a positive impact within our communities. Our community engagements are guided by our commitment towards creating a more equitable and sustainable world.



## Shakti Women

We believe empowering women with economic autonomy can facilitate long-lasting improvements in their political, social, and financial status. We launched the Shakti program in 2014, a women empowerment initiative that adopts a door-to-door sales model that employs under-served women, or 'Shakti ladies' to distribute and sell Unilever products within their community as a way of improving their livelihood, earning prospects and where possible achieve financial freedom. We envision a world where all families and communities have the resources needed to determine and realise their dreams. By 2024, the 10th anniversary of the Shakti program, we have enrolled 13,490 women, including 170 PWDs, in the Shakti program since 2014.



**13,490**  
Women enrolled in our Shakti program



**170**  
Persons with disability (PWDs) enrolled into our Shakti program.







### Pepsodent Brush Day and Night School Campaign

Over the years, Unilever, through its brand Pepsodent, has embarked on a series of initiatives to boost awareness of oral health. Pepsodent Schools Program has been designed to encourage primary school children to develop the vital practice of brushing day and night with fluoride toothpaste. In 2024, the Pepsodent Schools Program reached 2,103,307 pupils in 4,951 schools across Lagos, Kano, Ogun, Akwa Ibom, Bayelsa, Borno, Cross River, Delta, Ebonyi, Edo, Enugu, Edo, Enugu, Imo, Kaduna, Nasarawa, Niger, Ondo, Osun, Oyo, Plateau, Rivers, Taraba, Abia, Ekiti, Katsina, Kwara, Sokoto, Anambra. So far, we have reached 9 million plus children since the commencement of the initiative. Initiatives such as the Pepsodent Talk to Dentist Campaign, organized in partnership with the Nigerian Dental Association, reached 189,491 Nigerians in eight local government areas in Osun and Ondo State to improve access to dental services.

Pepsodent celebrated World Oral Health Day in 2024 in collaboration with the Federal Ministry of Health, the Nigerian Dental Association, and other stakeholders to communicate the brand's commitment to eradicating oral health diseases and aiding easier access to dentists in Nigeria. The celebration extended to 26 states and the FCT through the state chapters of the NDA, reaching 101,918 Nigerians with oral health education, sampling, oral screening, and treatment.



**2,103,307**  
Students reached



**4,951**  
Schools







## Abgara Community Healthcare Outreach

As part of our Factory with Purpose Initiative, in August 2024, Unilever Nigeria was live at the Salvation Army Primary School Agbara, where we provided for the medical needs of over 400 indigenes of Agbara community and its environs. This outreach serviced individuals with Doctor's consultation, free eye checks and glasses, blood pressure check, dental checks, free drugs, and lots more. In his remarks, the Alagbara of Agbara Kingdom (Olute III), His Royal Highness, Oba (Barr.) Lukman Jaiyeola Agunbiade expressed profound appreciation to the management of Unilever Nigeria for the intervention which would go a long way to impacting the community positively.



## Ibadan Blast Incident Product Donations

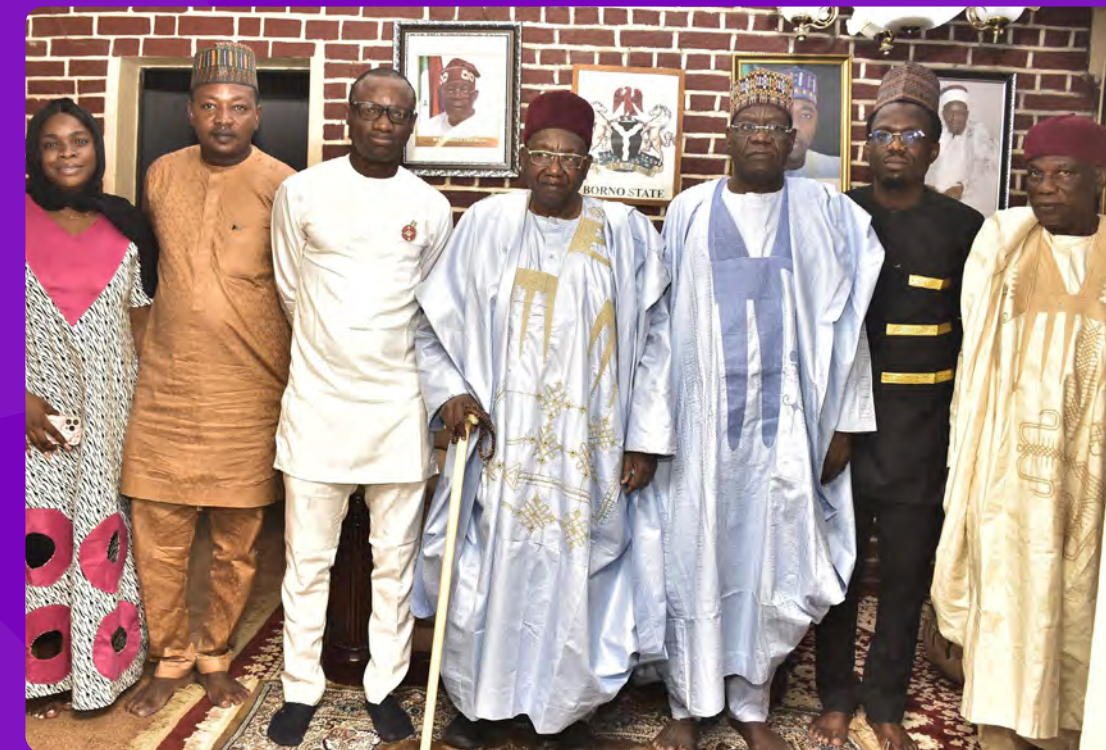
On January 26, 2024, Unilever Nigeria donated a range of its products to the Oyo State Government in connections to the incident in Bodija area of Ibadan, the state capital. The donation included body creams, toothpaste, seasoning and other health and hygiene products to support the State Government. The donation was well-received on behalf of the state government by Prof. Temitope Alonge, Head of Emergency Medical Team and Special Adviser to the state Governor. He expressed the state's gratitude for the timely gesture.

**"We appreciate Unilever's timely and much-needed support during this crucial period. The donation will go a long way in providing comfort to the affected individuals and families when they are finally resettled."**



## Unilever's Donation to the Borno State Government on the Flooding Incident

In response to the Borno state flooding incident that occurred in September 2024, Unilever Nigeria Plc donated health and hygiene products to support citizens. Unilever supported affected people and families through the state government by offering products that included CloseUp, Royco, and Vaseline. Unilever sympathised with the Government and people of Borno state and reaffirmed its commitment to brightening everyday life for all.





# Indices





# Alignment with SEC Principles

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
1.1. 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 that captures all risk areas within the business.
1.2. 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.
1.3. 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 “Our Disclosures” section Unilever GAP strategy and the GRI context index for more information on our social and environmental performance.

Indicators	Completed	In progress	Yet to start	Not applicable	Brief description of action(s) taken towards implementation
1.4. 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.
1.5. 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 our brands with purpose initiatives. Some of these initiatives include- Shakti Women Empowerment Program, the Knorr Eat for Good Campaign, the Pepsodent Brush Day and Night Campaign, our Plastics Program with WeCyclers, and the Future-X Unilever Campus Ambassadors Program (FUCAP) in partnership with UNICEF.
1.6. 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 <a href="#">Responsible Sourcing Policy (RSP)</a> that embodies our commitment to conduct business with integrity, openness and respect for universal human rights and core labour principles.
1.7. Entities should monitor their service providers to ensure compliance with the ESG standards.	✓				As a part of our <a href="#">Responsible Sourcing Policy (RSP)</a> , 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.
1.8. 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 investigated by the leadership team and regular audits cross functionally. A materiality assessment process is also conducted periodically to understand our impact on our stakeholders. External audits take place through our assurance process.



Indicators	Completed	In progress	Yet to start	Not applicable	Brief description of action(s) taken towards implementation
1.9. 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. Moving forward, we plan to implement the ISSB IFRS S1 and S2 disclosure standards.

Principle 2: Collaborative Partnership and Capacity Building

2.1. 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 business and sustainability strategy known as the <a href="#">Unilever GAP Strategy</a> .
2.2. 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 coordinates all sustainability related affairs for Unilever Nigeria. We adopt an operationally integrated approach to managing our sustainability agenda including the environmental sustainability agenda.
2.3. 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.

Indicators	Completed	In progress	Yet to start	Not applicable	Brief description of action(s) taken towards implementation
2.4. 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.
2.5. 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, Sustainability Reports, and other communication channels.
2.6. Develop and implement the entity’s sustainable strategy.	☑				We have a localised sustainability framework that comes from the Unilever Group Business and sustainability strategy – The Unilever GAP strategy. Implementation of the framework is dynamic and continuous

Principle 3: Financing of Priority Sectors of the Economy

3.1. 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.				☑	Not available
3.2. Entities should disclose products and services designed to facilitate financing of priority sectors of the economy.				☑	Not available
3.3. Entities should report the monetary value of actual investments undertaken in/products and services invested in financing of priority sectors of the economy.				☑	Not available



Indicators	Completed	In progress	Yet to start	Not applicable	Brief description of action(s) taken towards implementation
3.4. 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: <ul style="list-style-type: none"><li>Subsidies</li><li>Tax reliefs and tax credits</li><li>Financial incentives</li><li>Royalty holidays</li><li>Export promotion grants</li></ul>				☑	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					
4.1. Entities should balance the ratio of employment between men and women and bridge the gap in favour of women.		☑			For the current gender ratio, women hold 38.6% of management positions in our company, indicating a gender gap. However, our Diversity and Inclusion Policy is designed to address this imbalance and promote greater gender equity in employment.
4.2. 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 sensitise and educate employees about these policies and the procedures of complaints and redress are in place.

Indicators	Completed	In progress	Yet to start	Not applicable	Brief description of action(s) taken towards implementation
4.3. 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.
4.4. Quarterly seminars/sessions on economic savings and empowerment;				☑	NA
4.5. 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.
Principle 5: Reporting and Disclosures					
5.1. 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.
5.2. Entities should articulate clear goals, targets, and measurement indicators for each Principle.	☑				At the global and local levels, we have set targets and indicators across our focus areas.



Indicators	Completed	In progress	Yet to start	Not applicable	Brief description of action(s) taken towards implementation
5.3. 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.	☑				We have a reporting template that allows us track progress year on year against each set target.
5.4. Entity should define the scope of its activities and identify stakeholders in its ESG report	☑				This report covers our Nigerian operations, and it is for the reporting year, 2024. More information on the stakeholders for this ESG report can be found on the Stakeholder Engagement section.
5.5. 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. We will also be reporting under ISSB IFRS S1 & S2 in the coming years as a voluntary adopter.
5.6. 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.
5.7. ESG Reporting should be transparent and comprehensive covering both positive and negative aspects of performance	☑				Our report covers both our positive and negative footprints.
5.8. Information in ESG report should be presented in a consistent manner to allow for comparison over a period of time.		☑			Using The Unilever GAP strategy, which is our newly adopted strategy, we will track our long-term ESG performance annually.

Indicators	Completed	In progress	Yet to start	Not applicable	Brief description of action(s) taken towards implementation
5.9. In ESG reporting, ambiguity should be avoided. Information is to be presented in clear and understandable manner.	☑				Our ESG reports are unambiguous.
5.10. 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.



# IFRS S1 & S2

## Content Index

Pillar	Paragraph	Requirement	Section
Governance	27; 6	(a) The governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of sustainability and climate-related risks and opportunities	Governance
		(b) Management’s role in the governance processes, controls and procedures used to monitor, manage and oversee sustainability and climate-related risks and opportunities	
Strategy	29; 9	(a) The sustainability and climate-related risks and opportunities that could reasonably be expected to affect the entity’s prospects.	Strategy
		(b) The current and anticipated effects of those sustainability and climate-related risks and opportunities on the entity’s business model and value chain	
		(c) The effects of those sustainability and climate-related risks and opportunities on the entity’s strategy and decision-making	
		(d) The effects of those sustainability and climate-related risks and opportunities on the entity’s financial position, financial performance and cash flows for the reporting period, and their anticipated effects on the entity’s financial position, financial performance and cash flows over the short, medium and long term, taking into consideration how those sustainability-related risks and opportunities have been factored into the entity’s financial planning	
		(e) - The resilience of the entity’s strategy and its business model to those sustainability and climate-related risks	

Pillar	Paragraph	Requirement	Section
Risk Management	44; 25	a) the processes and related policies the entity uses to identify, assess, prioritize and monitor sustainability and climate-related risks.	Risk Management
		(b) the processes the entity uses to identify, assess, prioritize and monitor sustainability and climate-related opportunities; and	
		(c) the extent to which, and how, the processes for identifying, assessing, prioritizing and monitoring sustainability and climate-related risks and opportunities are integrated into and inform the entity’s overall risk management process.	
Metrics & Target	46; 28	(a) metrics required by an applicable IFRS Sustainability Disclosure Standard; and	Metrics & Target
		(b) metrics the entity uses to measure and monitor that sustainability-related risk or opportunity; and its performance in relation to that sustainability and climate-related risk or opportunity, including progress towards any targets the entity has set, and any targets it is required to meet by law or regulation.	



SASB

Context Index

Topic	SASB Metric	Unilever Disclosures
Water Management	(1) Total water withdrawn	SR: Water Management
	(2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	
	Description of water management risks and discussion of strategies and practices to mitigate those risks	
Product Environmental, Health, and Safety Performance	Revenue from products that contain REACH substances of very high concern (SVHC)	We describe our product environmental, health and safety policies and practices in our Product Safety & Product Quality Code Policy and mandatory policies and standards to meet safety and quality commitments. Our approach to the safety of products and ingredients is outlined on the Unilever website - Products and Ingredients. We do not currently track revenue from products designed with green chemistry principles as our objective is to integrate sustainable design across our products in line with a number of green chemistry principles.
	Discussion of process to identify and manage emerging materials and chemicals of concern	
	Revenue from products designed with green chemistry principles	

Topic	SASB Metric	Unilever Disclosures
Packaging Lifecycle Management	(1) Total weight of packaging	SR: Plastics
	(2) Percentage made from recycled and/or renewable materials	
	(3) Percentage that is recyclable, reusable, and/ or compostable	
Activity Metrics	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	We do not disclose total number of units sold as our product portfolio is so broad and diverse that an aggregate figure would lack relevant context or application.
	Units of products sold, total weight of products sold	
	Number of manufacturing facilities	



GRI

Context Index

Topic	GRI Standard	Details or Section	Page Number	NGX-SDGs	UNGC
General Disclosures					
2-1	Organisational details	Unilever Nigeria Plc Corporate Head Office: 1, Billings Way, Oregun, Lagos. Nigeria			
2-2	Entities included in the organisation’s sustainability report	Our Corporate Profile			
2-3	Reporting period, frequency, and contact point	About this Report			
2-4	Restatements of information	Not Available			
2-5	External Assurance	Not Available			
2-6	Activities, value chain, and other business relationships	Not Available			
2-7	Employees	Our People	58		
2-8	Workers who are not employees	Our People	58		

Topic	GRI Standard	Details or Section	Page Number	NGX-SDGs	UNGC
Material Topics					
3-1	Process to determine material topics	Our Approach to Materiality	17		
3-2	List of material topics	Our Approach to Materiality	17		
Strategy					
2-22	Statement on Sustainable Development Strategy	Chairman and CEO Statement	2		
2-23	Policy commitments	<a href="#">Our policies</a>			
2-24	Embedding policy commitments	<a href="#">Our policies</a>			Principle 3: Governance
2-25	Processes to remediate negative impacts	Business Integrity Compliance Monitoring and Speak Up	39, 41		Principles 8 and 9: Social and Environment
2-26	Mechanisms for seeking advice and raising concerns	Compliance Monitoring and Speak Up	41		
2-27	Compliance with laws and regulations	Tax Compliance	44		
2-28	Membership associations	<ul style="list-style-type: none"><li>Manufacturers Association of Nigeria (MAN)</li><li>Nigeria Employers’ Consultative Association (NECA)</li><li>Manufacturers Association of Nigeria Export Group (MANEG)</li><li>Nigeria Economic Summit Group (NESG)</li><li>Abuja Chamber of Commerce and Industry (ACCI)</li><li>Lagos Chamber of Commerce and Industry (LCCI)</li><li>Nigeria British Chamber of Commerce (NBCC)</li><li>Nigeria South Africa Chamber of Commerce (NSCC)</li><li>Food and Beverage Recycling Alliance (FBRA)</li><li>Association of Foods, Beverages and Tobacco Employers (AFBTE)</li></ul>			



Topic	GRI Standard	Details or Section	Page Number	NGX-SDGs	UNGC
Governance					
2-9	Governance structure and composition	Governance	22	Principles 1 and 2: Governance	
2-10	Nomination and selection of the highest governance body	Governance	22	Principles 1 and 2: Governance	
2-11	Chair of the highest governance body	Governance	22	Principles 1 and 2: Governance	
2-12	Role of the highest governance body in overseeing the management of impacts	Governance	22	Principles 1 and 2: Governance	
2-13	Delegation of responsibility for managing impacts	2024 Sustainability Steering Committee		Principles 1 and 2: Governance	
2-14	Role of the highest governance body in sustainability reporting	2024 Sustainability Steering Committee		Principles 1 and 2: Governance	
2-15	Conflicts of interest	2024 ARFS: Directors and Corporate Governance Report			
2-16	Communication of critical concerns	2024 ARFS: Directors and Corporate Governance Report			
2-17	Collective knowledge of the highest governance body	2024 ARFS: Directors and Corporate Governance Report			
2-18	Evaluation of the performance of the highest governance body	2024 ARFS: Directors and Corporate Governance Report			
2-19	Remuneration policies	<a href="#">Our Policies</a>			

Topic	GRI Standard	Details or Section	Page Number	NGX-SDGs	UNGC
2-20	Process to determine remuneration	<a href="#">Our Policies</a>			Principle 3: Labour
2-21	Annual total compensation ratio	Not Available			
Stakeholder Engagement					
2-29	Approach to stakeholder engagement	Stakeholder Engagement			
2-30	Collective bargaining agreements	Stakeholder Engagement			
Economic Performance					
201-1	Direct economic value generated and distributed	2024 ARFS: Statement of Profit or Loss for the year ended 31 December and Value-Added Statement			
201-2	Financial implications and other risks and opportunities due to climate change	Not available			
201-3	Defined benefit plan obligations and other retirement plans	2024 ARFS: Employee Benefits and Retirement Service Obligation			
201-4	Financial assistance received from the government	No financial assistance was received from the government in 2024			
Indirect Economic impacts					
203-1	Infrastructure investments and services supported	Unilever GAP Sustainability Priorities	6		
203-2	Significant indirect economic impacts	Unilever GAP Sustainability Priorities	6		



Topic	GRI Standard	Details or Section	Page Number	NGX-SDGs	UNGC
Procurement Practices					
204-1	Proportion of spending on local suppliers	Not Available			
Anti-corruption					
205-1	Operations assessed for risks related to corruption	Business Integrity	39	Principles 1 and 2: Governance	Principle 10: Anticorruption
205-2	Communication and training about anti-corruption policies and procedures	Business Integrity	39	Principles 1 and 2: Governance	Principle 10: Anticorruption
205-3	Confirmed incidents of corruption and actions taken	Business Integrity	39	Principles 1 and 2: Governance	Principle 10: Anticorruption
Anti-competitive Behaviour					
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	There were no legal sanctions imposed on Unilever in 2024		Principles 3 and 4: Economic	
Tax					
207-1	Approach to tax	Tax Compliance	44	Principles 1 and 2: Governance	
207-2	Tax governance, control, and risk management	<a href="#">A responsible taxpayer   Unilever</a>			
207-3	Stakeholder engagement and management of concerns related to tax	Stakeholders Engagement	20		
207-4	Country-by-country reporting	2024 ARFS			

Topic	GRI Standard	Details or Section	Page Number	NGX-SDGs	UNGC
Materials					
301-1	Total weight or volume of materials used to produce and package Unilever’s primary products in 2024, by: i) Non-renewable materials used ii) Renewable materials used	Plastics	55		
301-2	Total weight of recycled input material used in 2024 packaging (e.g., recycled plastics for packaging)	Plastics	55	Principles 3 and 9: Economic and Environment	Principle 8: Environment
301-3	Reclaimed products and their packaging materials	Plastics	55		
Energy					
302-1	Energy consumption within the organisation	Energy and Renewables	55	Principle 9: Environment	
302-2	Energy consumption outside of the organisation	Energy and Renewables	55	Principle 9: Environment	
302-3	Energy intensity	Energy and Renewables	55	Principle 9: Environment	
302-4	Reduction of energy consumption	Energy and Renewables	55	Principle 9: Environment	
302-5	Reductions in energy requirements of products and services	Energy and Renewables	55	Principle 9: Environment	



Topic	GRI Standard	Details or Section	Page Number	NGX-SDGs	UNGC
Water					
303-1	Interactions with water as a shared resource	Water Management	56	Principle 9: Environment	Principles 8 and 9: Environment
303-2	Management of water discharge-related impacts	Water Management	56	Principle 9: Environment	Principles 8 and 9: Environment
303-3	Water withdrawal	Water Management	56	Principle 9: Environment	Principles 8 and 9: Environment
303-4	Water discharge	Water Management	56	Principle 9: Environment	Principles 8 and 9: Environment
303-5	Water consumption	Water Management	56	Principle 9: Environment	Principles 8 and 9: Environment
Biodiversity					
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not Applicable			
304-2	Significant impacts of activities, products, and services on biodiversity	Not Available			
304-3	Habitats protected or restored	Not Applicable			
304-4	IUCN Red List species and National Conservation List species with habitats in areas affected by operations	Not Applicable			

Topic	GRI Standard	Details or Section	Page Number	NGX-SDGs	UNGC
Emissions					
305-1	Direct (Scope 1) GHG emissions	GHG Emissions	56	Principle 9: Environment	Principles 8 and 9: Environment
305-2	Energy indirect (Scope 2) GHG emissions	Not available. To be provided in subsequent reporting years	56	Principle 9: Environment	Principles 8 and 9: Environment
305-3	Other indirect (Scope 3) GHG emissions	GHG Emissions	56	Principle 9: Environment	Principles 8 and 9: Environment
305-4	GHG emissions intensity	GHG Emissions	56	Principle 9: Environment	Principles 8 and 9: Environment
305-5	Reduction of GHG Emissions	GHG Emissions	56	Principle 9: Environment	Principles 8 and 9: Environment
305-6	Emissions of ozone-depleting substances (ODS)	GHG Emissions	56	Principle 9: Environment	Principles 8 and 9: Environment
305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	GHG Emissions	56	Principle 9: Environment	Principles 8 and 9: Environment
Waste					
306-1	Waste generation and significant waste-related impacts	Waste Management	57		
306-2	Management of significant waste-related impacts	Waste Management	57		
306-3	Waste generated	Waste Management	57		



Topic	GRI Standard	Details or Section	Page Number	NGX-SDGs	UNGC
306-4	Waste diverted from disposal	Waste Management	57		
306-5	Waste directed to disposal	Waste Management	57		
Environmental Compliance					
307-1	Non-compliance with environmental laws and regulations	ARFS 2024: Directors' Report on Safety, Health and Environmental Care			
Supplier Environmental Assessment					
308-1	New suppliers screened using environmental criteria	Not Available		Principles 3 and 9: Economic and Environment	Principle 7: Environment
308-2	Negative environmental impacts in the supply chain and actions taken	Not Available			
Employment					
401-1	New employee hires and employee turnover	Employee Engagement and Wellbeing		Principle 5: Social	Principles 4, 5 and 6: Labour
401-3	Parental leave	Employee Engagement and Wellbeing		Principle 5: Social	Principles 4, 5 and 6: Labour
Labour/Management Relations					
402-1	Minimum notice periods regarding operational changes	2 Weeks		Principle 5: Social	

Topic	GRI Standard	Details or Section	Page Number	NGX-SDGs	UNGC
Employee Health, Safety and Wellbeing					
103-1	Management of material topic	Protecting and promoting the physical and mental well-being of employees <a href="#">Occupational Health &amp; Safety</a> SR: Employee Health and Wellbeing			
403-1	Occupational health and safety management system	<a href="#">Safety at work   Unilever</a>		Principle 5: Social	Principle 6: Labour
403-2	Hazard identification, risk assessment, and incident investigation	<a href="#">Safety at work   Unilever</a>		Principle 5: Social	Principle 6: Labour
403-3	Occupational health services	<a href="#">Safety at work   Unilever</a>		Principle 5: Social	Principle 6: Labour
403-4	Worker participation, consultation, and communication on occupational health and safety	<a href="#">Safety at work   Unilever</a>		Principle 5: Social	Principle 6: Labour
403-5	Worker training on occupational health and safety	Not Available		Principle 9: Environment	Principles 8 and 9: Environment
403-6	Promotion of worker health	<a href="#">Safety at work   Unilever</a>		Principle 5: Social	Principle 6: Labour
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">Safety at work   Unilever</a>		Principle 5: Social	Principle 6: Labour
403-8	Workers covered by an occupational health and safety management system	100%		Principle 5: Social	Principle 6: Labour



Topic	GRI Standard	Details or Section	Page Number	NGX-SDGs	UNGC
403-9	Work-related injuries	Unilever Employee <ul style="list-style-type: none"><li>LTA (Lost Time Accident) 0</li><li>MTC (Medical Treatment Case) 0</li><li>FAC (First Aid Case) 3</li></ul> Unilever Contractor <ul style="list-style-type: none"><li>LTA (Lost Time Accident) 0</li><li>MTC (Medical Treatment Case) 0</li><li>FAC (First Aid Case) 0</li></ul>		Principle 5: Social	Principle 6: Labour
403-10	Work-related ill health	0		Principle 5: Social	Principle 6: Labour
Training and Education					
404-1	Average hours of training per year per employee	309 hours			
404-2	Programs for upgrading employee skills and transition assistance programs	Trainings covered priority skills topics on Talent Upskilling and Reskilling - Future Fit Plan, Coaching and Mentoring Programme		Principles 3 and 9: Economic and Environment	Principle 7: Environment
404-3	Percentage of employees receiving regular performance and career development reviews	Not Available			
Diversity and Equal Opportunity					
405-1	Diversity of governance bodies and employees	Diversity, Equity and Inclusion	59	Principle 5: Social	Principle 6: Labour
405-2	Ratio of basic salary and remuneration of women to men	Diversity, Equity and Inclusion	59	Principle 5: Social	Principle 6: Labour
Non-Discrimination					
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Not Applicable			Principle 3: Labour

Topic	GRI Standard	Details or Section	Page Number	NGX-SDGs	UNGC
Child Labour					
408-1	Operations and suppliers at significant risk for incidents of child labour	<a href="#">Unilever Responsible Sourcing Policy</a>			
Forced or compulsory Labour					
409-1	Operations and suppliers at significant risk for incidents of compulsory labour	<a href="#">Unilever Responsible Sourcing Policy</a> <a href="#">Unilever Modern Slavery and Human Trafficking Statement</a>			
Security Practices					
410-1	Security personnel trained in human rights policies or procedures	Respect, Dignity and Fair Treatment		Principle 7: Social	Principles 1 and 2: Human rights
Rights of Indigenous Peoples					
411-1	Incidents of violations involving rights of indigenous peoples	Not Applicable			
Local Communities					
413-1	Operations with local community engagement, impact assessments, and development programs	Our Communities	66	Principle 5: Social	
413-2	Operations with significant actual and potential negative impacts on local communities	Our Communities	66	Principle 5: Social	



Topic	GRI Standard	Details or Section	Page Number	NGX-SDGs	UNGC
Supplier Social Assessment					
414-1	New suppliers that were screened using social criteria	Not Available		Principles 3 and 7: Economic and Social	Principles 1 and 2: Human rights
414-2	Negative social impacts in the supply chain and actions taken	Not Available		Principles 3 and 7: Economic and Social	Principles 1 and 2: Human rights
Public Policy					
415-1	Political contributions	Not Applicable			
Customer Health and Safety					
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		Principles 3 and 4: Economic	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Business Integrity	39	Principles 3 and 4: Economic	

Topic	GRI Standard	Details or Section	Page Number	NGX-SDGs	UNGC
Marketing and Labelling					
417-1	Requirements for product and service information and labeling	Regulatory Risks	33		
417-2	Incidents of non-compliance concerning product and service information and labeling	Advertising and Marketing	43		
417-3	Incidents of non-compliance concerning marketing communications	Advertising and Marketing	43		
Customer Privacy					
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Privacy	42		
Socioeconomic Compliance					
419-1	Non-compliance with laws and regulations in the social and economic area	No fines or sanction were paid by Unilever in 2024			





## Contact Us

This report is prepared by - Corporate Affairs and Sustainable Business Unit of Unilever Nigeria PLC. in compliance with the GRI Standards' sustainability reporting principles and guidelines.

All feedback and enquiries should be directed to:

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