



2nd OCTOBER 2023

**UNILEVER GROUP REPLY TO REQUEST FOR COMMENT ON PRESS REPORTS ON EX-GRATIA
PAYMENTS TO 77 FORMER UNILEVER TEA KENYA EMPLOYEES**

Unilever Tea Kenya could not have foreseen or prevented the terrible events on the Kericho plantations after the 2007 elections and was not responsible for the attacks by armed criminals which followed a national breakdown of law and order. Despite this, as detailed in our 2018 and 2021 responses on this website, Unilever Tea Kenya provided significant support to thousands of employees and their families. That support was far more than most other companies across the country were able to provide for any of their employees who were similarly affected.

All of this was the subject of extensive examination by the English Courts who explicitly supported this position and dismissed the case brought against Unilever. When it subsequently emerged that there were 77 former employees among the claimants in that case who had never returned to Unilever Tea Kenya and missed out on the support offered at the time, we hired an independent Human Rights specialist to tell us how to make up for that today. We did this as we feel it is the right and fair thing to do and we will implement their recommendations in full.