



KnowTheChain Engagement Questions 2018 Food & Beverage Benchmark

Completing these questions provides you the opportunity to guide us to information regarding your company's efforts to address human trafficking and forced labor in its supply chains. **Answers to these questions will be made publicly available on the [Business & Human Rights Resource Centre \(BHRRC\) website](#)**, a KnowTheChain partner.

KnowTheChain will review the information available on your public website, as well as information you link to from your website.

If your company was included in our 2016 benchmark and you completed our engagement questionnaire at that time, relevant responses will be included in our 2018 benchmark as long as the information is not more than three years old.

Over a period of two months (during Q2-2018), you will be invited to review the information we collected and provide additional disclosure. We will particularly welcome specific examples you may be able to provide regarding the implementation of your processes, as well any leading practices. We will invite you either publish additional disclosure on your website, and send us the link to the specific page(s), or send the information to us, and we will publish them on the [website of Business & Human Rights Resource Centre](#).

In case you do not have sufficient publicly available information on some or all of the indicators of the KnowTheChain benchmark methodology (see attached methodology and guidance), you **are welcome to disclose relevant information to us at this stage already**.¹ Please let us know by 9 February that you wish to do so, and send us the additional information by 9 March. We will publish the information provided on the [website of Business & Human Rights Resource Centre](#).

Please email your response to the below questions to Felicitas Weber, BHRRC KnowTheChain Project Lead at weber@business-humanrights.org and CC companies@knowthechain.org.

The accuracy of our reports is important to us, we appreciate your help and cooperation. Should you have any questions, please contact Felicitas Weber at weber@business-humanrights.org.

¹ Please indicate which benchmark indicators the information relates to. Should this be of interest, we would be happy to send you the indicators in an Excel or Word document for you to fill out.



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General Information

Name of company: Unilever

Name of respondent: Rachel Cowburn-Walden

Position of respondent: Global Director - Human Rights Stewardship
Integrated Social Sustainability

Respondent's email address: Rachel.Cowburn-Walden@unilever.com

Disclosure Information

1. Documents

KnowTheChain aims to decrease the reporting burden for companies. Therefore, we will review information available on your company's public website. However, to ensure we take into consideration all relevant documents, we invite you to provide us with links to any statements, reports, webpages, or documents that you would us to take into account as we review your company's approach to managing forced labor risks in its supply chains.

- **Modern Slavery & Human Trafficking Statement**
https://www.unilever.com/Images/unilever-slavery-and-human-trafficking-statement-2017_tcm244-498073_en.pdf
- **2017 Human Rights Report – particular pages 32-37**
 - https://www.unilever.com/Images/human-rights-progress-report_tcm244-513973_en.pdf
- **Human Rights Policy Statement**
 - https://www.unilever.com/Images/unilever-human-rights-policy-statement_tcm244-422954_en.pdf
- **Code of Business Principles (includes Respect, Dignity and Fair Treatment Code on p.23)**
 - https://www.unilever.co.uk/Images/4394-cobp-code-policies-booklet-external_tcm1252-484237_en.pdf
- **Responsible Sourcing Policy**
 - https://www.unilever.com/Images/responsible-sourcing-policy-interactive-final_tcm244-504736_en.pdf
- **Understanding the Responsible Sourcing Audit (URSA) – Guide for Direct Suppliers**



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- https://www.unilever.com/Images/ursa-guide-for-direct-suppliers-v2may2016_tcm244-425722_en.pdf
- **Responsible Business Partner Policy**
 - https://www.unilever.com/Images/responsible-business-partner-policy-may-2017_tcm244-504807_en.pdf
- **Enhancing Livelihoods pages of Unilever.com** <https://www.unilever.com/sustainable-living/enhancing-livelihoods/>
 - **Particularly the Enhancing Livelihoods pages**
<https://www.unilever.com/sustainable-living/enhancing-livelihoods/fairness-in-the-workplace/>
- **Sustainable Agriculture Code (2010)**
 - https://www.unilever.com/Images/ul-sac-v1-march-2010-spread_tcm244-464943_en.pdf
- **Human Rights Report (2015) – specifically page 32.** N.B. Our 2017 Human Rights Progress Report gives the latest updates, but this report can help give the context.
 - https://www.unilever.com/Images/unilever-human-rights-report-2015_tcm244-437226_en.pdf
- **Response to Amnesty International report:**
 - https://www.unilever.com/Images/unilever-response-to-amnesty-international-report-30112016_tcm244-496177_en.pdf

2. Membership in industry and multi-stakeholder associations

Please indicate your membership in industry and multi-stakeholder associations relevant to addressing forced labor in the supply chain.

- **Consumer Goods Forum:** As members of the Consumer Goods Forum (CGF), we support its resolution to fight forced labour issues throughout global supply chains and its 'Priority Industry Principles' to prioritise action:
 - every worker should have freedom of movement
 - no worker should pay for a job, and
 - no worker should be indebted or coerced to work.

Our CEO Paul Polman co-sponsored the Sustainability pillar of the CGF until December 2017; our Chief Sustainability Officer chairs this pillar and our Global VP for Integrated Social Sustainability also sits on the committee.

- **Leadership Group for Responsible Recruitment:** in 2016 we were one of five companies to form the Leadership Group for Responsible Recruitment, which is facilitated by the Institute for



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[Human Rights and Business](#). The Leadership Group focuses on promoting ethical recruitment – the ‘employer pays’ principle, specifying that no workers should pay for a job – and combating the exploitation of migrant workers.

- **Aim Progress:** We are members of the Human Rights and Mutual Recognition Working Groups and play a key role in organizing supplier capacity building events. Over 2016-2017, around 1,000 suppliers were trained in Turkey, Dubai, India, and Malaysia on eradicating forced labour and responsible management of migrant labour, including those in our extended supply chain.
- **Evening Standard** – we are part of Cardinal Nichols’ new taskforce to tackle modern slavery. <https://www.standard.co.uk/news/modern-slavery/our-taskforce-to-tackle-the-slavemasters-archbishop-of-westminster-chairs-the-first-round-table-a3634731.html>
- **Home Secretary’s ‘Business Against Slavery Forum’** – Our CEO Paul Polman is part of the Home Secretary’s ‘Business Against Slavery Forum’ forum.