

CONSUMER GOODS FORUM: PRIORITY INDUSTRY PRINCIPLES



1

EVERY WORKER SHOULD HAVE FREEDOM OF MOVEMENT >>>>

The ability of workers to move freely should not be restricted by the employer through physical restriction, abuse, threats and practices such as retention of passports and valuable possessions.

2

 **NO WORKER SHOULD PAY FOR A JOB**

Fees and costs associated with recruitment and employment should be paid by the employer, not the employee.

3

 **NO WORKER SHOULD BE INDEBTED OR COERCED TO WORK**

Workers should work freely, aware of the terms and conditions of their work in advance, and paid regularly as agreed.

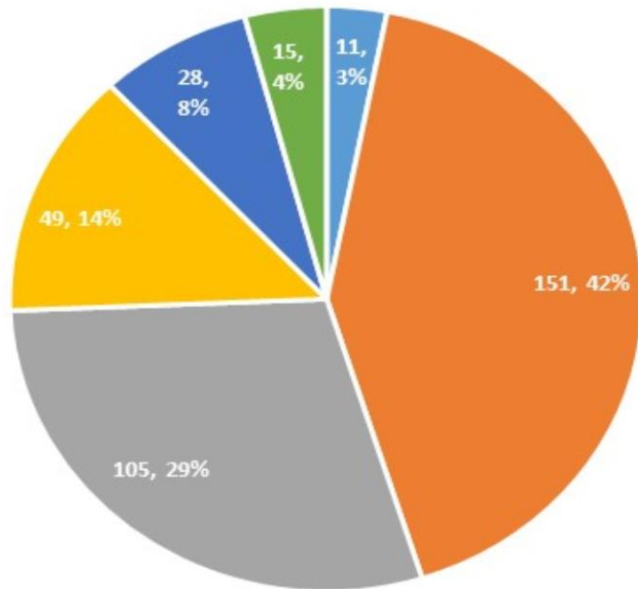
UL RESPONSE TO THE ISSUE



FINDINGS IN THE UNILEVER EXTENDED SUPPLY CHAIN AND ACTIONS TAKEN

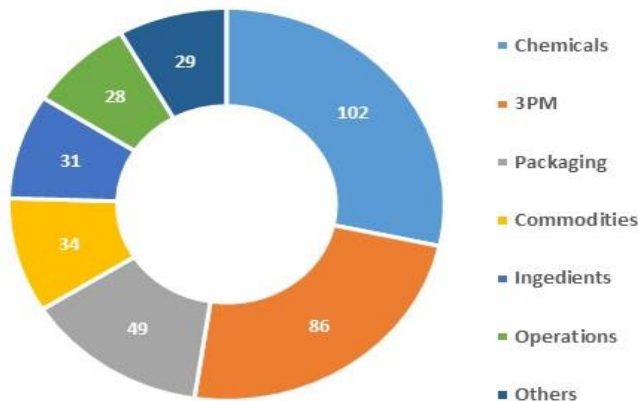
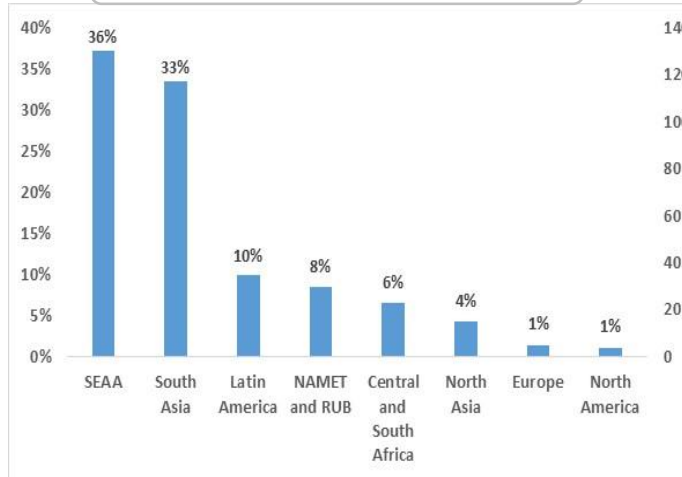


Findings detailed



- Verification of legal status of workers
- Policies and procedures in place
- Avoidance of forced labour
- Deposits and pay are fair
- Documents/papers not retained
- Contracts are in a language workers understand

Where are the issues?



Non conformances versus mandatory requirements relating to avoiding forced labour (2015, 2016 and 2017) in more than 3000 audited sites.
359 Non Conformances with the Unilever Responsible Sourcing Policy identified.

- Updated our modern slavery statement in 2018
- Rolled out our internal policy on sustainable employment for temporary workers in 2018
- We annually review our country and commodity risk rating to assess our suppliers and refocus our audit programme on the most salient risks.
- Extended our cross industry supplier capacity building including china and worked with organization like CGF to promote best practices