

UNILEVER SUSTAINABLE LIVING PLAN

INDIA PROGRESS 2018

Unilever has a clear purpose – to make sustainable living commonplace. We believe this is the best way to deliver long-term sustainable growth. The Unilever Sustainable Living Plan that sets out to decouple our growth from our environmental footprint while increasing our positive social impact has three big goals:

- Improving health and well-being for more than 1 billion
- Reduce environmental impact by 1/2
- Enhance livelihoods for millions

Our commitment to the USLP’s three big goals has delivered growth for the business. USLP gives us the confidence that we can go on delivering market-beating performance consistently, competitively, profitably and responsibly.

The three big goals are supported by commitments and targets grouped across nine pillars which span our social, economic and environmental performance across the value chain. Increasingly Unilever is guided by the United Nation (UN) Sustainable Development Goals (SDGs) and all our initiatives are aligned to one or more of the SDGs.

We have made good progress on many of our USLP goals at Hindustan Unilever Limited. Some of the key highlights are as below:

HIGHLIGHTS 2018

Improving Health & Well-being	Reducing Environmental Impact		Enhancing Livelihoods
Over 68 million people reached through Lifebuoy Handwashing Programme in India	In manufacturing, -- CO ₂ emissions reduced by 59%* -- Water usage reduced by 55%* -- Total waste generated from the factories reduced by 58%*	Over 700 billion litres of water conservation potential created by Hindustan Unilever Foundation partnerships.	Project Shakti network grew to over one lakh Shakti Entrepreneurs.
Over 89 billion litres of safe drinking water provided by Pureit	--Reusable, recyclable or compostable plastic packaging: Over 20,000 tonnes of plastic waste collected, segregated and safely disposed and converted to energy		Over 2.9 million people benefitted from Prabhat’s USLP-linked programmes in areas of enhancing livelihoods, water conservation and health and hygiene.
Approximately over 1 million people impacted through Domex Toilet Academy (DTA)	-- Maintained the status of 'zero non-hazardous waste		Over 520,000 people benefitted from Rin Career Ready Academy.
46% of our total food and refreshment portfolio met the highest nutritional standards.			

	<p>to landfill' in all HUL factories and offices.</p> <p>-- 100% of the non-hazardous waste generated at our factories recycled in environmentally friendly ways.</p> <p>--Increase in share of renewable energy at our sites is 43% in 2018 compared to 2008.</p>		
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*Per tonne of production in India – against the baseline of 2008

IMPROVING HEALTH & WELL-BEING

HEALTH & HYGIENE

We have reached over 150 million people through our WASH (water, sanitation and hygiene) initiatives.

REDUCE DIARRHOEAL AND RESPIRATORY DISEASE THROUGH HANDWASHING

The threat of child mortality due to diarrhoeal and respiratory diseases still looms large on India. Around 0.9 million children under the age of five die due to these diseases in India¹. Handwashing with soap has been cited as one of the most cost-effective solutions to improve health & hygiene and reduce infant mortality. Through Lifebuoy's handwashing behaviour change initiatives, we promote the benefits of handwashing with soap at key times during the day and encourage people to sustain good handwashing behaviours. In 2018, we reached out to 1.3 million people directly through the initiative. Since inception, we have reached out to over 68 million people in India.

Lifebuoy partnerships: Lifebuoy has partnered with Global Alliance for Vaccine Initiative (GAVI), Plan, World Association of Girl Guides & Girl Scouts (WAGGGS) and NGO Naman Seva Samiti for scaling up the handwashing behaviour change programme. In partnership with Naman, we reached out to 0.6 mn people through mothers and community handwashing behaviour change programme in Madhya Pradesh. In partnership with Plan in Jharkhand and Orissa, we reached out to more than 14,000 school children through handwashing behaviour change programme. With WAGGGS partnership we directly reached out to 1,59,494 girls guides and scout in Maharashtra through Handwashing behaviour change programme in 2018.

Project 'Safal Shuruat': Lifebuoy in a private-public partnership with GAVI started the Project Safal Shuruat, (meaning successful beginnings) in Uttar Pradesh (UP). This project is supported by the Ministry of Health and Family Welfare, Government of India, National Health Mission and Government of Uttar Pradesh. The project aims to increase awareness about immunisation and handwashing with soap at key occasions every day. Project Safal Shuruat works on some low-cost and innovative solutions to motivate parents to adopt good parenting behaviours, including immunisation and regular handwashing with soap. The project was initially implemented in Allahabad and Hardoi districts of UP, where we directly reached out to more than 0.5 mn people by the end of 2018.

Global Handwashing Day (GHD): Every year, on 15 October, we celebrate GHD to spread the message on the importance of handwashing habits among school children. This year we reached out to a total of 17,371 children studying in schools in urban slums, schools for tribal children and 'anganwadi' centres across cities of Mumbai and Bangalore.

PROVIDE SAFE DRINKING WATER

¹ <https://data.unicef.org/country/ind/>

According to statistics, 67% of Indian households do not treat their drinking water, even though it could be chemically or bacterially contaminated². HUL's Pureit provides safe drinking water without the hassles of boiling or a continuous tap water supply and provides complete protection from all water-borne diseases. Globally, so far, Pureit has cumulatively provided over 106 billion litres of safe drinking water. In India, Pureit has provided over 89 billion litres of safe drinking water till date. We have also partnered with microfinance institutions (MFIs) to provide safe drinking water for people at the bottom of the income pyramid.

In 2017, we partnered with the Water Health International (WHI) – global experts in community water systems with an objective to pilot a new business model to reach households who cannot afford to have their own Pureit water purifier at home. Pureit set up four community water plants in the city of Tumkur near Bangalore which provide safe drinking water for about Rs.8-10 per 20 litres. These plants have provided more than 26 million litres of water till date.

IMPROVING ACCESS TO SANITATION

Domex Toilet Academy (DTA)

Launched in 2014 as a unique market-based entrepreneurial model to support the government of India's Swachh Bharat Mission, and improve sanitation coverage across the country, the Domex Toilet Academy (DTA) trained 600 micro-entrepreneurs and masons to help build and maintain toilets; provide access to micro-financing and create demand for toilets in low-income households impacting over one million people. In 2017, DTA pivoted its model to move the focus from 'Access' to 'Usage' through a behaviour change model. DTA partnered with PSI India to reach out to more than 0.28 million people in 101 villages in Chittoor, Andhra Pradesh with strategic interventions and communications. This behaviour change model has shown early encouraging results with a sharp increase in toilet usage and cleaning across the age group and across gender.

Last year Domex launched 'Pick Up The Brush' campaign featuring male movie superstars to lead a movement to unsterotype the act of toilet cleaning and urging everyone to take responsibility to keep the toilets clean. As the member of Toilet Board coalition, we are supporting "Toilet Accelerator" programme to help start-ups in the space of sanitation to pitch, deploy and scale up their innovations/business model.

'SWACHH AADAT, SWACHH BHARAT'

Our 'Swachh Aadat, Swachh Bharat' programme is in line with Government of India's *Swachh Bharat Abhiyan* (Clean India Mission) to promote good health & hygiene practices. In 2018, the programme continued to promote these practices by stressing the need to adopt three clean habits of washing hands five times a day, using a toilet for defecation and adopting safe drinking water practices.

Mass Media Campaign – Playing Billion: The 'Playing Billion' campaign film puts the spotlight on the importance of hygiene through a moving story of a group of kids who miss out on the simple joys of childhood due to repeated illness and urges people to adopt the three simple hygiene habits. The campaign has received 101 million YouTube views.

Swachhata Doot (Messenger of Cleanliness): More than 3,000 employees at 25 of our factories in India have embraced a new role as agents of change (Swachhata Doots). They educate and motivate their communities to adopt better WASH habits. Our volunteers have reached out to 13.5 million people since 2015 through this programme.

Swachhata Curriculum: HUL contributes to the Chief Minister of Maharashtra's Village Social Transformation Mission (VSTM) through its Swachhata Curriculum. This curriculum teaches students of

² <http://unicef.in/story/1125/water--environment-and-sanitation>

class 1 - 5 about the three clean habits³ in a fun and engaging manner across a 21-day period in partnership with the local government, and the Society for Technology and Action for Rural Advancement (TARA). The programme has reached 0.55 million students so far.

Suvidha – The Community Hygiene Centre: HUL's 'Suvidha' centre is first-of-its-kind urban water, hygiene and sanitation community centre in one of the largest slums in Mumbai. The community centre provides drinking water, sanitation, handwashing, shower facilities and laundry services at an affordable cost. The centre uses circular economy principles to reduce water use. The centre was built in partnership with the Municipal Corporation of Greater Mumbai and Pratha Samajik Sanstha, a community-based organisation. The centre caters to over 1,500 people in the slum.

Start a little good: In order to make a real difference, we need every Indian to take action. With this objective in mind, in December 2018, we launched the campaign, 'Start a little good' to urge the consumers to take small actions in the areas of water conservation, plastic waste management, and teaching good hygiene habits. The campaign has reached out to 1.1 million people by the end of 2018.

IMPROVE SELF-ESTEEM

Globally 8 out of 10 girls opt out of key life activities when they don't feel good about the way they look. In India, 6 in 10 girls say they do not have high body esteem^[1]. Dove has a mission to ensure the next generation grows up enjoying a positive relationship with the way they look helping young people raise their self-esteem and realise their full potential.

For more than 10 years, we have been helping young people with self-esteem education, reaching over 20 million lives globally. In India, we are working with partners such as Fountainhead and WAGGGS to reach out to two million girls by 2020.

NUTRITION

HIGHEST NUTRITIONAL STANDARDS

We have committed that we will continually work to improve the taste and nutritional quality of all our products. The majority of our products meet or are better than, benchmarks based on national nutritional recommendations. Our commitment goes further: by 2020, we will double the proportion of our portfolio that meets the highest nutritional standards, based on globally recognised dietary guidelines. This will help hundreds of millions of people to achieve a healthier diet. In India, 46% of our total foods and refreshment portfolio meet the highest nutrition standards.

REDUCE SALT LEVELS

Our first milestone was to reduce salt levels to 6g per day by the end of 2010. This required a reduction of salt up to 25% in our Foods portfolio. In 2010, we stated that our ambition was to reduce salt by a further 15-20% on an average to meet the target of 5g salt per day. In 2013 we clarified our commitment -- by 2020, 75% of our Food's portfolio will meet salt levels to enable intakes of 5g per day. In India, 52% of our foods portfolio (by volume) is compliant to 5g salt per day target.

REMOVE TRANS FAT

We had committed that by 2012, all our products will be free from any trans fats originating from partially hydrogenated vegetable oil. By 2012, we had met our target to eliminate trans-fat originating from partially hydrogenated vegetable oil from our products worldwide. We undertake regular reviews of our products to ensure we continue to be compliant. If products with trans-fat originating from partially hydrogenated vegetable oil are found they are reformulated. 100% of our portfolio continues to be virtually free from trans fats originating from partially hydrogenated vegetable oil.

REMOVE SUGAR

³Three clean habits: washing hands five times a day, using a toilet for defecation and adopting safe drinking water practices

[1] The 2017 Dove Global Girls Beauty and Confidence Report

Prior to 2010, we had already reduced sugar levels in our ready-to-drink teas. By 2020 we committed to remove an additional 25% sugar in ready-to-drink teas. In 2014 we extended this target to include our powdered ice tea and milk tea products. In India, we have reduced sugar by 6% in powdered ice tea and milk tea premix portfolio.

REDUCE CALORIES – CHILDREN’S ICE CREAM

We had committed that by 2014, 100% of our children’s ice creams will contain 110 kilocalories or fewer per portion. 60% will comply to this level by 2012. 100% of our children's frozen desserts & edible ice portfolio contained 110 kilocalories or fewer per portion by 2014. In 2018, we continued to remain at 100% compliance.

REDUCE CALORIES – PACKAGED ICE CREAM

In the segment of packaged ice cream, we had committed that by 2015, 80% of our packaged ice cream products will not exceed 250 kilocalories per portion⁴. In 2018, 96% of our packaged ice cream products do not exceed 250 kilocalories per portion.

PROVIDE HEALTHY EATING INFORMATION

Our aim is to provide clear and simple labelling on our products globally to help consumers make choices for a nutritionally-balanced diet. We had committed that by 2015, we will include full nutritional information on the pack, i.e. energy per portion on the front of pack plus eight key nutrients and percentage Guideline Daily Amounts (GDA) for five nutrients on the back of the pack. In India, 100% of our portfolio carried the full nutrition labelling.

REDUCING ENVIRONMENTAL IMPACT GREENHOUSE GASES

BECOME CARBON POSITIVE IN MANUFACTURING

In 2018, we have reduced CO₂ emissions per tonne of our production by 59% compared to 2008. This significant reduction has been achieved through a reduction in total energy footprint across factories. We have installed various capital projects across our factories that save energy. Some of them include installation of energy efficient pumps, installation of VVFDs (variable voltage, variable frequency drives)⁵, installation of condensate recoveries⁶ in plants, usage of air compressor heat recovery systems and steam expanders.

Additionally, usage of biofuel, modification of thermic fluid heater, usage of biomass briquettes, and use of solar power at factories have increased our share of renewable energy at our sites to 43% in 2018 compared to 2008 baseline. Unilever has committed to source all the electricity purchased from the grid from renewable sources by 2020. In India, currently, 22% of electricity is sourced from renewable sources.

As part of USLP, Unilever has also committed to eliminating coal from the energy mix by 2020. In India, only four HUL sites are still using coal - Bhuj, Khamgaon, Garden Reach factory (GRF) near Kolkata and Orai. GRF is on its way to eliminate the usage of coal by the end of 2019 and migrate to using a biomass boiler for energy.

REDUCE GREENHOUSE GAS EMISSIONS FROM TRANSPORT

⁴ A portion is defined as a pre-packed single-serve ice cream product meant to be consumed in one go or 100 ml when sold in packaging aimed at multi-consumption moments such as tubs.

⁵ VFD can be used to ramp down the frequency and voltage to meet the requirements of the electric motor’s load.

⁶ Condensate recovery is a process to reuse the water and sensible heat contained in the discharged condensate. Recovering condensate instead of throwing it away can lead to significant savings of energy, chemical treatment and make-up water.

In 2018, the CO₂ emissions from our logistics network reduced by over 12%. Our “Load More Travel Less” strategy clubbed with increased efficiency of processes, reduction in the count of trucks by using bigger truck types, and reduction in distance travelled helped us reduce CO₂ emissions.

REDUCE GREENHOUSE GAS EMISSIONS FROM REFRIGERATION

We have continued to roll out environment-friendly freezer cabinets that use hydrocarbon (HC) refrigerants instead of Hydrofluorocarbons refrigerants. There are currently 85,310 freezers with HC technology in our fleet in India.

REDUCE ENERGY CONSUMPTION IN OUR OFFICES

Some of the energy reduction initiatives in our offices include installation of energy efficient AC units and air handling units, usage of motion sensor lighting, and installation of LED lights in offices. A major share of energy in all our offices is sourced from renewable sources like wind and solar power. These initiatives have helped in reducing electricity cost and making our offices environment-friendly.

REDUCE EMPLOYEE TRAVEL

About 200 conference rooms have been enabled with audio and video for Skype group meetings. Nearly 4,500 meetings of around 10,000 hours were attended over video presence. On average, more than one lakh skype group meetings are conducted in a year. Video conferencing and telepresence facilities were effectively implemented to ease travel requirements of our employees thereby reducing the impact of employee travel on the environmental footprint.

WATER

REDUCE WATER ABSTRACTED BY MANUFACTURING SITES

Water usage (cubic meter per tonne of production) in our manufacturing operations has reduced by 55% compared to the 2008 baseline. Initiatives like reduction in freshwater abstraction, implementation of captive rainwater harvesting and use in processes and utilities make-up, increase in condensate recoveries, and maximising use of RO plants, contributed substantially to the reduction of water use in our manufacturing process.

HINDUSTAN UNILEVER FOUNDATION

Hindustan Unilever Foundation (HUF) is a not-for-profit company that acts as a vehicle to anchor water management related community development and sustainability initiatives of Hindustan Unilever Limited. HUF operates the ‘Water for Public Good’ programme, with specific focus to empower local community institutions to govern water resources and enhance farm-based livelihoods through the adoption of judicious water management practices.

By the end of 2018, the cumulative and collective achievements delivered through partnered programmes of HUF include:

- Water Conservation: More than 700 billion litres of potential has been created through improved supply and demand management of water.
- Crop Yield: Additional agriculture and biomass production of over 0.8 million tonnes have been generated.
- Livelihoods: More than 7.5 million person-days of employment created through water conservation and increased agriculture production.

The cumulative impacts of these projects initiated by HUF have been independently assured.

WASTE

REDUCE WASTE FROM MANUFACTURING

Total waste generated from the factories reduced by 58% in 2018 as compared to 2008. We maintained the status of 'zero non-hazardous waste to landfill' in all HUL factories and offices. 100% of the non-hazardous waste generated at our factories was recycled in environmentally friendly ways.

In addition to this, our factories have identified reuse opportunities for various non-hazardous waste streams for examples installation of composting machine to use canteen and garden waste. Waste reduction at source and waste segregation along with pre-processing are ongoing practices in our factories. All factories have pre-processing facilities to improve recyclability.

REUSABLE, RECYCLABLE OR COMPOSTABLE PLASTIC PACKAGING

The USLP commits to ensuring 100% of our plastic packaging is reusable, recyclable or compostable by 2025. HUL has done significant work in this area. We have collected and safely disposed of more than 20,000 tonnes of plastics in partnership with NGOs and start-ups in more than 20 cities across India. We are also working closely with the government and other partners such as the United Nations Development Programme (UNDP) for end-to-end pilot projects for plastic waste management. We have also partnered with international organisation Xynteo and have developed a curriculum "Plastic Safari" to create awareness and drive behaviour change on waste segregation and recycling among school children and people in housing societies. The pilot conducted in Mumbai has reached nearly 30,000 people so far.

REDUCE PACKAGING

Innovations in packaging led to a reduction in the use of plastic in 2018. Our polymer use optimisation techniques helped us to save over 2,765 tonnes of polymer. Brand specific initiatives like the transition from current 500 gram glass bottle to 450 gram Kissan doypack coupled with packaging modifications like removing stiffeners (internal plastic packaging) in soap packaging and switching to flow wrap in packaging helped achieve this substantial reduction in packaging.

In continuation of our programme in 2017, we added saving of 948 tonnes of paper across categories through material usage optimisation in 2018.

RECYCLE PACKAGING

We are partnering with industry, governments and NGOs to increase recycling and recovery rates in our packaging. We are using r-PET (80% recycled PET) in our blister packs for personal care brands like Pepsodent toothbrush and Fair & Lovely. This ensures there is an application for newly available r-PET resin in the market thereby promoting circular economy thinking.

REDUCE OFFICE WASTE

In 2018, all our offices achieved the status of 'Zero Waste to Landfill' status for non-hazardous waste. We achieved this by small but significant steps like usage of ceramic cups instead of paper cups, usage of the hand drier instead of tissue paper in washrooms, usage of recycled A4 sheets for printing, replacing paper records and files with digital records etc. We also used sludge drying beds in effluent treatment plants to reduce hazardous waste significantly by over 30% in some of our offices.

SUSTAINABLE SOURCING

SUSTAINABLE PALM OIL

In 2016, Unilever refreshed its Palm Oil Policy and brought forward this target from 2020 to 2019. We also stopped buying Green Palm certificates. In 2018, we continued our process of buying RSPO (Roundtable on Sustainable Palm Oil) certified palm oil to achieve the ambition of reaching 100% sustainable sourcing by 2019.

We have signed multiple partnerships to drive market transformation and traceability of the supply chain. These partnerships also focus on commitments to the principles of no deforestation, no development on peatlands, and driving positive economic and social impact for people and communities. Our policy principles

include smallholder farmers and women, commit to no exploitation of people or communities, and transparency.

SUSTAINABLE PAPER AND BOARD

We have sourced 100% of our volumes of sustainably sourced paper and board for packing our products in 2018. This paper & board has come from mills that are Forest Stewardship Council (FSC) certified.

We continue our endeavours to move to lower grammage paper to reduce consumption of paper and board.

SUSTAINABLE TEA

A total of 586 tea estates in India are trustea⁷ verified and a total of 290 tea estates in India are Rainforest Alliance⁸ certified. In 2018, 65% of the tea sourced from India for Unilever brands was from sustainable sources.

SUSTAINABLE FRUIT AND VEGETABLES

In 2018, 100% of tomatoes used in Kissan ketchup continued to be sourced sustainably. The Public-Private Partnership (PPP) project, which began in 2012 between HUL and Maharashtra Government for sustainable sourcing of tomatoes, has become self-sustaining since 2015. In 2018, HUL continued to provide these farmers with a buy-back guarantee for their produce. HUL also offers farmers knowledge and expertise in sustainable agriculture practices in tomato cultivation. This includes the latest agricultural techniques, irrigation practices and recommendation of the right type of seeds. Around 8,000 farmers across the country grow tomatoes for us sustainably.

SUSTAINABLE COFFEE

Chicory root extract forms around 40% of HUL's coffee by volume. We started the sustainability journey in chicory by implementing the Unilever Sustainable Agriculture code (USAC) in 2015-16 cropping season with 100 smallholder farmers (SHFs). By the end of 2018, 100% of the chicory was sourced sustainably as all the Unilever chicory farmers in India were covered under the USAC implementation scheme.

There are around 1,307 smallholder farmers working on an area of 2,200 acres in North India, and nine suppliers who have benefitted from this arrangement. The farmers have benefitted through improved productivity, better soil health, improved quality, improved health & safety of the SHFs, families and workers, better farming practices resulting in higher yields. This has also led to a 25% increase in productivity of chicory.

⁷ trustea is a multi-stakeholder program, locally developed and owned India sustainability tea code

⁸ The Rainforest Alliance is a growing network of farmers, foresters, communities, scientists, governments, environmentalists, and businesses dedicated to conserving biodiversity and ensuring sustainable livelihoods.

ENHANCING LIVELIHOODS

FAIRNESS IN THE WORKPLACE

IMPLEMENT UN GUIDING PRINCIPLES ON BUSINESS AND HUMAN RIGHTS

Unilever implements the UN Guiding Principles on Business and Human Rights throughout its operations and reports on progress publicly. Our Code of Business Principles upholds the principles of human rights and fair treatment. The Code describes the operational standards we follow and supports our approach to governance and corporate responsibility. It ensures that we conduct our operations with honesty, integrity and openness and with respect for human rights and interests of employees.

We seek to uphold and promote human rights in three ways:

- In our operations, by upholding values and standards
- In relationships with suppliers, and
- By working through external initiatives such as:

the Unilever's Understanding the Responsible Sourcing Audit (URSA) – Guide for Suppliers, reinforces the principles of Human Rights and Labour Rights for all our suppliers. In accordance with this guide, all suppliers are expected to adopt practices that are consistent with that of the company. The URSA is available on our [website](#).

Our human rights practices assure respect for the employees' rights to freedom of association and collective bargaining, where permissible by law. All sites in HUL are under collective bargaining agreements. Our Code of Business Principles conforms to the International Labour Organisation (ILO) principles.

SOURCE 100% OF PROCUREMENT SPEND IN LINE WITH OUR RESPONSIBLE SOURCING POLICY

Our Responsible Sourcing Policy sets mandatory requirements on human and labour rights for suppliers in business relationships with HUL. We have used this to engage with all our suppliers to progressively work towards achieving best-in-class practices.

CREATE FRAMEWORK FOR FAIR COMPENSATION

All HUL factory sites and offices are covered by Collective Bargaining Agreements (CBA), we sign with our employee unions. We ensure that compensation to employees adheres to the CBAs, various statutory requirements and is at par with external industry benchmarks. All our supply chain units pay wages which are well above the statutory minimum wages as prescribed by the law. As a part of the standard wage structure, there is also an element called Variable Dearness Allowance (VDA) which takes inflation into consideration and compensates for the increase in commodity prices and standard of living. VDA has been linked to the Cost Price Index (CPI) which keeps on changing every six months as notified by the Ministry of Labour & Employment. Over and above the fair wage, we also provide assistance to employees for their higher education, children's education and housing facilities. Our objective is to move from 'Fair Wage' to 'Fair Living Wage' to ensure the highest level of employee satisfaction and a higher level of productivity. Same is imbibed as part of our Sustainable Employment policy as well.

IMPROVE EMPLOYEE HEALTH, NUTRITION AND WELL-BEING

Lamplighter is our framework for addressing employee health and well-being. As part of the programme, employees are assigned colour codes based on their health check-up where green signifies good health, amber denotes the need for the improvement and red alarms the need for tracking major health improvement. In 2018, we significantly reduced the number of employees in red by 3.1% compared to 8.2% in the previous year. This was achieved through targeted individual health improvement plans which were tracked very closely. We ran several programs for habit change and measured the direct impact like steps taken, calorie intake, water intake etc, using the latest technology, in addition to measuring an indirect impact like BMI/BP/Sugar etc. Our mental health programme through the 'ReachOut' helpline included tele-counselling and face-to-face counselling in required cases and is available for our employees and families. We provided

grief counselling and support as needed. We engaged them to seek mental health support and educate them about the benefits of good mental health.

Additionally, India was the first Unilever country to go live and launch the LMMH (Line Manager Mental Health) -- 'Survive to Thrive' module for addressing workplace stress. Our wellbeing activations touched over 10,000 employees across locations with a key message of embracing #Selfcare. This was supported by engaging events and expert talks across our factories and offices with topics like #maketimetotalk. We also ran a workplace stress survey and celebrated International Yoga Day 2018 across locations.

REDUCE WORKPLACE INJURIES AND ACCIDENTS

We have the vision to become an injury-free organisation i.e. zero: fatalities, injuries, motor vehicle incidents, process incidents, and tolerance of unsafe behaviour and practices. In 2018, our Total Recordable Frequency Rate (TRFR) reduced by 82% compared to the 2008 baseline for accidents in the factories and offices.

OPPORTUNITIES FOR WOMEN

BUILD A GENDER-BALANCED ORGANISATION WITH A FOCUS ON MANAGEMENT

By the end of 2018, HUL had a 40.41% gender balance at the managerial level. In addition to this, the following steps were taken to build a gender-balanced workplace:

- Paternity leave was increased to three weeks in line with global paternity leave standard.
- The year 2018 also saw the launch of the Unstereotype Campaign during International Women's day and the activation of Emerging Women Leaders Forum. The campaign aims to 'unstereotype' mindsets and 'unstereotype' our value chain to make equal opportunity the new norm.
- Like every year, Career by Choice continued to be HUL's flagship 'back to work' programme for women returning from a career break giving them the platform to transition back to mainstream work by working on live projects while also allowing for flexibility.

Some of our shop floor and factory level gender-balance initiatives were:

- Amla unit in Dadra & Nagar Haveli spearheaded the 'Project Inclusion' by adding nine women in contingent labour in potential areas like security, housekeeping and canteen. To facilitate inclusion, the unit developed a working creche to facilitate working women and parents. Efforts for driving inclusion were appreciated by Labour Department, Administration of Dadra and Nagar Haveli.
- The Kandla unit in Gujarat added four women contingent labour and Haridwar Unit in Uttarakhand added nine women contingent labour.

PROMOTE SAFETY FOR WOMEN IN COMMUNITIES WHERE WE OPERATE

We aim to improve safety for women and girls in our operations and the communities where we operate including our extended supply chain. We do this through awareness, engagement and capacity building for women and men. Our focus is on increasing awareness on sexual harassment, gender-based violence and strengthening grievance mechanisms.

ENHANCE ACCESS TO TRAINING AND SKILLS

HUL has helped over 5,000 employees, and over 6,000 blue collar workers to be part of a customised "Discover your purpose" workshop. The workshop works around a unique format for sharing life stories to help employees discover "their true north" as Unilever believes -- "Brands with a purpose grow, companies with a purpose last, people with a purpose thrive". Additionally, over 2,80,732 training man hours were invested in blue-collar employee training across units. Over 1,00,000 training hours were invested in employee training. Over 25% of this investment was through online learning making it a key enabler to move towards a connected and sustained learning model.

Fair & Lovely Career Foundation: Fair & Lovely Career Foundation is a mobile platform designed to help women create an identity for themselves through career guidance, skill-based courses and job opportunities. The platform addresses multiple educational barriers that girls and women in India face including limited access to transportation, lack of parental permission, high cost of courses and inadequate availability of local institutes. Fair & Lovely Career Foundation is powered by a range of high-quality education and career guidance partners including established edtech companies like NIIT, edX, English Edge and start-ups such as testbook.com and idreamcareer.com

Over 600,000 women have registered to date on the platform with approximately 200,000 women accessing career guidance resources and online courses respectively and 50,000 women opting for job-oriented tests and profile builder.

From the first quarter of 2019, the platform has also begun accepting applications for Assisted Selling Advisor positions for HUL brands like Lakmé and Pond's. Interested candidates are asked to register, complete one course on the platform and submit their resume. Students and job-seekers can also discover internships via the platform's partnership with a leading internship listing service. The brand continues to support women through education and we also gave out 55 scholarships in 2018.

Clinic Plus Scholarship: The scholarship is an opportunity for mothers to help their daughters of class 5th to 12th complete secondary education and fulfil their daughter's dreams by supporting their education. In 2018, Clinic Plus awarded scholarships to 124 deserving girls students.

EXPAND OPPORTUNITIES IN OUR VALUE CHAIN

Project Shakti

Project Shakti aims to provide livelihood enhancing opportunity to women micro-entrepreneurs in rural India. Shakti entrepreneurs (SEs) are given training for familiarisation with HUL's products and basic tenets of distribution management. HUL has a team of Rural Sales Promoters (RSPs) who coach and help SEs in managing their business. Project Shakti has more than one lakh micro-entrepreneurs across 18 states.

Rin Career Ready Academy

Rin Career Ready Academy aims to inspire, educate and equip the youth from modest backgrounds with skills in English training delivered step-by-step through online or mobile phone. The academy offers a 'Tele-Conferencing' module where students can speak to a 'real' teacher instead of an automated voice. We also have a web course available on www.rin.in. So far, over 5,20,000 people have benefitted from this programme.

INCLUSIVE BUSINESS

IMPROVE LIVELIHOODS OF SMALLHOLDER FARMERS

We have been associated with a number of smallholder farmers through our supplier partners, training them on good agricultural practices like drip irrigation, nutrient management, pest and disease management to improve their livelihood. A total of 10,000 smallholder gherkin farmers in southern India have benefitted from Unilever's innovative Responsible Farming Programme. The aim is to increase productivity, develop best practices and improve livelihoods.

Smallholder farmers growing tomatoes for HUL have also benefitted from similar training initiatives. Till date, we have reached over 8,000 smallholder farmers who grew tomatoes on more than 11,000 acres of land.

IMPROVE INCOMES OF SMALL-SCALE RETAILERS

KWALITY WALL'S VENDING OPERATIONS

Our Kwaliti Wall's mobile vending initiative, 'I am Wall's', has provided entrepreneurship opportunities to 14,566 people across India. This programme has helped vendors become self-sufficient micro-entrepreneurs selling ice creams on the move helping us reach more consumers on the street. It equips people with skills such as sales, customer service and problem-solving and provides many young people with work experience as they step into the job market.

In most cases, each vendor can make INR 7,000-8,000 a month. Some of our vendors have now become distributors themselves, managing INR 2-10 crore in the ice cream business and earning upwards of INR 1,00,000 per month.

PRABHAT

'Prabhat' is HUL's USLP-linked programme which contributes to the development of local communities around key sites including manufacturing locations. Prabhat aims to create sustainable communities in line with India's development agenda and the global SDGs. We are building on the local community needs at the grassroots level through targeted pillars of enhancing livelihoods, water conservation and health and well-being awareness. Project Prabhat is live in over 30 locations across the country. It has directly benefited over 2.9 million people across 12 states and 2 union territories in India through partnerships with over 20 NGOs and more than 5,000 HUL employee volunteers participated in the volunteering activities under Project Prabhat in the last 5 years.

In 2018, under enhancing livelihoods Prabhat launched a unique initiative "Project Moo" in partnership with Uday (AVTEG Pvt Ltd). Project Moo is the first digital initiative under Prabhat with the aim to improve milk productivity in cattle and enhance farmers' income through an app-based dairy farming solution. Harnessing the power of digital analytics, the app addressed the dairy industry challenges such as herd productivity, lack of awareness and access to information and milk traceability in the supply chain. Prabhat also launched the School Contact Programme (SCP) on Nutrition last year wherein HUL employees volunteered as Nutrition Ambassadors explaining the importance of healthy eating and healthy living to school children. It has reached out to more than 46,000 school children during the last year.