





HUL Compass ESG Goals

Win with our brands as a force for good, powered by purpose and innovation.

Improve the health of the planet			Improve people's health, confidence and wellbeing		Contribute to a fairer, more socially inclusive world		
Climate action	Protect and regenerate nature	Waste-free world	Positive nutrition	Health and wellbeing	Equity, diversity and inclusion	Raise living standards	Future of work
<p>Net zero emissions for all our products from sourcing to point of sale by 2039</p> <p>Halve greenhouse gas impact of our products across the lifecycle by 2030</p> <p>Zero emissions in our operations by 2030</p> <p>Replace fossil-fuel derived carbon with renewable or recycled carbon in all our cleaning and laundry product formulations by 2030</p> <p>Communicate a carbon footprint for every product we sell</p>	<p>Deforestation-free supply chain in palm oil, paper and board, tea, soy, and cocoa by 2023</p> <p>Help protect and regenerate land, forests, and oceans by 2030</p> <p>100% sustainable sourcing of our key agricultural crops</p> <p>Empower farmers and smallholders to protect and regenerate farm environments</p> <p>Contribute to 3 trillion litres of water potential in India through HUF by 2025</p> <p>Implement water stewardship programmes in 12 locations in water stressed areas by 2030</p> <p>100% of our ingredients will be biodegradable by 2030</p>	<p>Collect and process more plastic than we sell</p> <p>100% reusable, recyclable or compostable plastic packaging by 2025</p> <p>15% recycled plastic by 2025</p> <p>Halve food waste in our operations by 2025</p> <p>Maintain zero non-hazardous waste to landfill in our factories</p>	<p>Double the number of products sold that deliver positive nutrition by 2025</p> <p>70% of our portfolio to meet WHO-aligned nutritional standards by 2022*</p> <p>95% of packaged ice cream to contain no more than 22g total sugar per serving by 2025</p> <p>95% of packaged ice cream to contain no more than 250 kcal per serving by 2025</p> <p>85% of our Foods portfolio to help consumers reduce their salt intake to no more than 5g per day by 2022*</p>	<p>Take action through our brands to improve health and wellbeing and advance equity and inclusion</p> <p>We will focus on:</p> <ul style="list-style-type: none">• Gender equity• Body confidence and self-esteem• Mental wellbeing• Hand hygiene• Sanitation• Oral health• Skin health and healing	<p>Achieve an equitable and inclusive culture by eliminating any bias and discrimination in our practices and policies</p> <p>Accelerate diverse representation at all levels of leadership</p> <p>5% of our workforce to be made up of people with disabilities by 2025</p> <p>Spend ₹2,000 crores annually with diverse businesses by 2025</p> <p>Increase representation of diverse groups in our advertising</p>	<p>Ensure that everyone who directly provides goods and services to HUL will earn at least a living wage or income by 2030</p> <p>Help 2 million small and medium-sized enterprises grow their business by 2025</p>	<p>Help equip 1.5 million young people with essential skills by 2030</p> <p>Pioneer new employment models and provide access to flexible working practices to our employees by 2030</p> <p>Reskill or upskill our employees with future-fit skills by 2025</p>
							
							

**From 2023, these commitments will be replaced with a new target to ensure that 85% of our servings meet new Unilever Science-based Nutrition Criteria (USNC) by 2028.*