




HUL Compass Commitments  
Environmental, Social and Governance:




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
Climate action	Protect and regenerate nature	Waste-free world	Positive nutrition
Net zero emissions for all our products from sourcing to point of sale by 2039	Deforestation-free supply chain in palm oil, paper and board, tea, soy and cocoa by 2023	Collect and process more plastic than we sell	Double the number of products sold that deliver positive nutrition by 2025
Halve greenhouse gas impact of our products across the lifecycle by 2030	Help protect and regenerate land, forests and oceans by 2030	100% reusable, recyclable or compostable plastic packaging by 2025	70% of our portfolio to meet WHO-aligned nutritional standards by 2022
Zero emissions in our operations by 2030	100% sustainable sourcing of our key agricultural crops	15% recycled plastic by 2025	95% of packaged ice cream to contain no more than 22g total sugar per serving by 2025
Replace fossil-fuel derived carbon with renewable or recycled carbon in all our cleaning and laundry product formulations by 2030	Empower farmers and smallholders to protect and regenerate farm environments	Halve food waste in our operations by 2025	95% of packaged ice cream to contain no more than 250 kcal per serving by 2025
Share the carbon footprint of every product we sell	Contribute to 3 trillion litres of water potential in water stressed locations in India through HUF by 2025	Maintain zero waste to landfill in our factories	85% of our Foods portfolio to help consumers reduce their salt intake to no more than 5g per day by 2022
	Implement water stewardship programmes in 12 locations in water stressed areas by 2030		
	100% of our ingredients will be biodegradable by 2030		

Respect human rights

Respect and promote human rights and the effective implementation of the UN Guiding Principles, and ensure compliance with our Responsible Sourcing and Business Partner Policy



Contribute to a fairer, more socially inclusive world			
Health and wellbeing	Equity, diversity and inclusion	Raise living standards	Future of work
Take action through our brands to improve health and wellbeing and advance equity and inclusion	Achieve an equitable and inclusive culture by eliminating any bias and discrimination in our practices and policies	Ensure that everyone who directly provides goods and services to HUL will earn at least a living wage or income by 2030	Help equip 1.5 million young people with essential skills by 2030
We will focus on:	Accelerate diverse representation at all levels of leadership	Help 2 million small and medium-sized enterprises grow their business by 2025	Pioneer new models to provide our employees with flexible employment options by 2030
<ul style="list-style-type: none"><li>Gender equity</li><li>Body confidence and self-esteem</li><li>Mental wellbeing</li><li>Hand hygiene</li><li>Sanitation</li><li>Oral health</li><li>Skin health and healing</li></ul>	5% of our workforce to be made up of people with disabilities by 2025		Reskill or upskill our employees with future-fit skills by 2025
	Spend ₹2,000 crore annually with diverse businesses by 2025		
	Increase representation of diverse groups in our advertising		

Our responsible business fundamentals

-  Business integrity
-  Safety at work
-  Employee wellbeing
-  Product safety and quality
-  Responsible innovation
-  Safeguarding data
-  Responsible advertising and marketing
-  Engaging with stakeholders
-  Responsible taxpayer
-  Committed to transparency