



Hindustan Unilever Limited

# Environment Policy

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## Introduction

Hindustan Unilever Limited's (HUL) purpose is to make sustainable living commonplace. Our Compass strategy defines our priority environmental focus areas in pursuit of our purpose and in line with our Code. These are:

- **Climate action:** including greenhouse gas emissions and energy management.
- **Protect and regenerate nature:** including eliminating deforestation, sustainable sourcing, water stewardship and biodiversity protection.
- **Waste-free world:** including plastic packaging, food waste and manufacturing waste management.

In addition to the focus areas defined by the Compass, we are committed to eco-efficiency practices in our operations which reduce emissions to air, land and water.

The HUL Environmental Policy ("Policy") sets out the requirements to which HUL, will adhere as we deliver our strategy.

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## Scope

This Policy applies to our business, existing and new, over which we have direct control – including all of our products, the employees and contractors who work on our manufacturing sites, non-manufacturing sites, offices, R&D sites, data centres, logistics sites (warehouses and distribution centres) and end of life product management system. It also applies to our joint ventures where we have operational control and other key business partners. In addition, when working with partners in parts of our value chain (such as suppliers, service providers and contractors) which are outside of our direct control, we encourage them to apply the same requirements set out in this Policy.

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## Our Policy

This Policy commits HUL to:

- Maintain Board and HUL Leadership Executive oversight of our environmental agenda as expressed through the Compass.
- Maintain Board and HUL Leadership Executive oversight of the management of principal risks related to the environment, including reviewing the effectiveness of our risk management and internal control systems.
- Include environmental risks into our company wide risk identification and mitigation processes, and report on the principal risks related to the environment in our Annual Report and Accounts.
- Ensure compliance with relevant environmental legislation and internal HUL Standards, based on ISO 14001, in our operations.
- Continuously improve through corrective actions, audit, and verification of our environmental management systems and processes based on international standards to improve environmental performance in our operations, including setting internal targets and public goals, supported by clearly defined metrics.
- Monitor and report transparently on our annual progress against any public goals.

- Engage employees on environmental issues and ensure those responsible for adhering to this Policy and delivering our Compass environmental goals have the relevant skills and competencies to lead and support our environmental agenda.
- Work in partnership with others to promote environmental care, increase understanding of environmental issues and disseminate good practice.
- Monitor external issues and public concerns relating to the environment and respond accordingly.

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## **Implementation**

This Policy is implemented through a number of publicly communicated plans and policies, supported by internal policies and standards.

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## **Responsibilities**

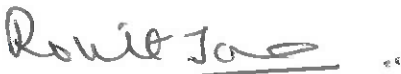
The Board and the Management Committee of HUL is committed to conduct the company operations in an environmentally sound manner. The overall responsibility for environment management at each unit will rest with the Unit Head, who will ensure implementation of HUL Policy on Environment at the unit level. Concerned line managers/heads of departments are responsible for environmental performance at department levels.

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## **Governance and oversight**

This Policy is ultimately governed by the Hindustan Unilever Limited (HUL) Leadership Executive.

## **Signed on July 2023**



Rohit Jawa

**Chief Executive Officer and Managing Director**