



HUL EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

HUL is committed to creating an environment that promotes equity and dignity at work. We are committed to treating all employees, contractors, contingent and agency employees in India with fairness and transparency. The HUL Leadership Team would like to affirm HUL's commitment to these policies and programs:

Persons are recruited, hired, assigned, and promoted based on their competencies and their contributions. We believe that our people bring diverse skills to the role and welcome people from all backgrounds.

HUL pledges to make reasonable workplace accommodations for persons with disabilities amongst successful applicants and employees who are disabled as per the defined Disability Accommodation Policy, the Rights of the Persons with Disabilities Act, 2016 and any associated rules and regulations. To this end, our Disability Accommodation Policy forms a part and parcel of this Equal Opportunity Policy.

HUL believes that embracing equity and diversity in the workplace benefits not just the organization but also individual employees and our ecosystem. All our employees bring their own background, work style, capabilities, experience, and characteristics to their work. We recognize that our talented and diverse workforce reflects the diversity of our consumers, customers, and markets, and we want to utilize the widest range of skills, knowledge and experience in our business while complying with legislation. In addition to treating people with dignity and respect, the organization strives to create a supportive environment in which all employees can flourish and reach their full potential, regardless of differences in experience or education. Harnessing the wide range of perspectives that diversity brings, enables innovation, and helps us remain competitive.





We believe that our policy regarding equal employment opportunities is necessary not only to comply with applicable laws, but also because they are in keeping with our core values. We ask for your continued assistance and support of our program and policies.

Our ED&I team shall oversee the recruitment of persons with disabilities and provisions of facilities and amenities where required, for such employees, with the support of the HR Business Partners (HRBP) of each business comprised within HUL.

The HRBPs shall each constitute the Liaison Officer for the purposes of this policy. For any query or communication concerning the recruitment and provision of facilities/ amenities to persons with disabilities, employees may accordingly reach out to their respective HR Business Partners."

Sign

Date

