

# Report of Board of Directors and Management Discussion and Analysis

Against the backdrop of the external environment discussed earlier, our value creation model and our strategy, your Board of Directors is pleased to share with you the Business Performance along with the Audited Financial Statements for the financial year ended 31st March, 2020.

## A. STAKEHOLDER REVIEW

Stakeholders are at the heart of our strategy and business model. Engaging with them helps us to understand their evolving needs and informs our strategic decision-making.

### Our multi-stakeholder model

We have identified six stakeholder groups critical to our future success: consumers, our people, society (including suppliers), the planet, customers and shareholders. This stakeholder review provides an overview of how we have created value for our stakeholders and some of the benefits we have gained as a business by nurturing these vital relationships.

In light of our purpose and our strategy to create long-term value as set out on page no. 15, we take steps to understand the needs and priorities of each stakeholder group through a number of mediums, including by direct engagement or via their delegated committees and forums. Here, we provide a high-level summary of the concerns of our stakeholders and how we engaged with them and had regard to their interests when setting our strategy and taking decisions concerning the business in the last year.



### Consumers

A good understanding of people's needs is critical to our long-term success.

#### Interest and concerns

As the ultimate user of our products, consumers look for quality products that are convenient and offer good value – and increasingly want more natural ingredients and less packaging and waste. We also know that brands that demonstrate a meaningful purpose create conversations and accrue brand loyalty, particularly among younger generations.

#### How we engaged in FY 2019-20

Through our Consumer Care lines, we had many interactions with consumers via calls, emails, letters and social media. We continue to collaborate with research agencies and household panels to conduct regular consumer surveys and understand on-ground consumer behaviour patterns, their interests and concerns. Senior Management spoke directly to consumers when visiting markets, and our leadership received regular updates and recommendations based on consumer insights.

#### Considerations and outcomes

Our Board and Management Committee members are regularly informed of consumer needs, preferences and concerns and consider these when making decisions. The agenda for our leadership forum was shaped by the Fundamentals of Growth, based entirely on consumer insights. The findings from consumer surveys help us define and refine the unique purpose of our brands.

□ For more on consumers see page nos. 21 to 24.



### Our people

Without talented and committed employees, we could never deliver on our ambitions.

#### Interest and concerns

Our employee surveys tell us that our people tend to have a sense of personal purpose and believe they can live their purpose at work – helping them to go the extra mile. Our employees are proud to work for Hindustan Unilever Limited. While most employees think that we have the right strategy in place to win, they also want to see faster action and decision-making across the business.

#### How we engaged in FY 2019-20

Our annual UniVoice survey gives employees at all levels the chance to share views with line managers, colleagues and leadership. In 2019, we had an 88% response rate. We also run smaller pulse surveys to collect real-time insights on key issues.

#### Considerations and outcomes

We examine the UniVoice results very carefully every year. This year across all dimensions of UniVoice survey, we have received very positive feedback from our employees across the business. These results show that our constant endeavour to make the organisation faster, innovate better, leverage global scale and create the right culture is moving in the positive direction.

□ For more on people see page no. 25.



### Society

We depend on people and communities all over to help source, make and sell our products.

#### Interest and concerns

Equality and inclusion, human rights within our operations and supply chain, and health and well-being are important issues for our stakeholders. Water scarcity and climate change are also challenges for many people in our market – reflecting the interconnectivity between the environment and society.

#### How we engaged in FY 2019-20

Our leadership engages with NGOs and policymakers to drive system change. Our leadership played an active role in driving advocacy around key issues such as WASH, plastic packaging and livelihoods with partners such as UNICEF, UNDP and UN Women. Our Chairman and Managing Director, Mr. Sanjiv Mehta was conferred with the UN Women HeForShe pin at the Bloomberg Gender Equality Summit. He became one of the first five business leaders in the country to take the HeForShe pledge, in solidarity with the cause and commitment to advance women's lives.

#### Considerations and outcomes

Sustainability Governing Council: The top leadership from respective business verticals and functions constitutes the Sustainability Governing Council. The Company has a governance mechanism and scorecard to monitor the progress on USLP commitments on sustainability which are of strategic importance. The Council reports the progress to the Chairman and Managing Director and Management Committee on a quarterly basis.

□ For more on society see page no. 26.



### Planet

We rely on nature for many ingredients and raw materials.

#### Interest and concerns

Awareness of the environmental impact of human activity on the planet is growing. Top concerns include plastic waste, climate change and water scarcity. Loss of biodiversity is also becoming an area of concern. We are seeing real desire for businesses to limit their use of plastic and take bold action on climate.

#### How we engaged in FY 2019-20

As a Company, we have a responsibility for key environmental issues. We have partnered with trade associations like FICCI-India Sanitation Coalition on WASH, international organisations like Xynteo and UNDP to work together on managing plastic waste effectively by piloting end-to-end plastic waste management projects in Maharashtra and other areas. Your Company, through its not-for-profit subsidiary, Hindustan Unilever Foundation (HUF), has delivered innovative and scalable water security solutions across the country. In 2019, HUF initiated strategic partnerships with key state Governments, focused on ground water improvement in severely water scarce regions of India and partnered with innovative social entrepreneurs to help farmers, communities and Governments in water management more effectively.

#### Considerations and outcomes

Environmental issues form part of our Board /Corporate Social Responsibility Committee discussions along with leadership discussions and decision-making. Unilever's new goals around 'Rethinking plastics' are a good example of our leadership overseeing the delivery of these goals, both across our business and through our partnerships. During the year, there were a number of discussions around the execution of our Compass strategy.

□ For more on the planet see page nos. 27 and 28.

HUF has demonstrated thought leadership and a collaborative spirit by sharing insights and successful interventions from NGO partnerships with other corporate funders and civil societies.

## Report of Board of Directors (continued)



### Customers

We depend on many types of retail partners to sell our products.

#### Interest and concerns

Our traditional trade partners are increasingly exploring opportunities as consumer and channel landscapes rapidly evolve. They are focused on leveraging technology through opportunities of e-Commerce and app-based ordering, in order to compete with the new channels. On the other hand, our modern trade and e-Commerce partners are looking to become more competitive by offering convenience, differentiated portfolio and value to consumers.

#### How we engaged in FY 2019-20

Traditional trade channel continues to be relevant and important for us. We actively manage our relationships with traditional trade customers and millions of retailers through our Customer Development team. In this channel, we continue to focus on modernising the trade through data and technology and in turn, improving the profitability of retailer with better assortment and optimised capital. Through our B2B ordering app, we receive direct feedback from the smaller local stores to help improve our service to them. We also engage with our modern trade and e-Commerce partners to discuss the appropriate portfolio for each channel, servicing of orders and providing value to consumers.

#### Considerations and outcomes

Our Board and Management Committee were involved in approving the strategy to digitise small stores and related investments. We have introduced smartphone apps so that retailers can place product orders directly – and we are refining these based on user needs. We are also designing products appropriate for each channel, which will help our customers differentiate themselves.

▢ For more on customers see page no. 29.



### Shareholders

As owners of our Company and providers of capital, shareholders are instrumental to our growth.

#### Interest and concerns

As an ongoing interest in our performance and growth, we have been having conversations with shareholders around our strategic building blocks, acquisitions and disposals strategy, and our use of plastic – reflecting a growing interest in sustainability issues.

#### How we engaged in FY 2019-20

We speak directly to shareholders through investor events, meetings and calls with shareholders, quarterly results broadcasts and investor conference presentations. Our Management Committee members attend the annual investor meet, and our Chairman and Managing Director and Chief Financial Officer speak directly to shareholders at investor meetings on a broad range of strategic imperatives of the business.

#### Considerations and outcomes

Shareholder feedback – around our strategy, product portfolio, merger and acquisitions strategy and sustainability – forms a part of boardroom conversations. After each quarterly market update, our Chairman and Managing Director shares feedback with the Board. A quarterly update is shared with the Management Committee on the investors' questions and feedback.

▢ For more on shareholders see page nos. 30 and 31.



### CONSUMERS

We know that people value price, quality, convenience – and increasingly sustainability – when it comes to things they buy.

Consumer preferences are constantly changing. To make sure we are ahead of the curve, we listen for signals that predict the next 'big thing' using data and advanced analytics. In our People Data Centre, we analyse millions of enquiries our Consumer Care lines receive each year and the conversations about our brands online. The insights we get drive the innovation and marketing of our brands – and, above all, help us give consumers the products they want. We know that people want healthier and more natural products for themselves and their families, with fewer chemicals. At the same time, concerns around plastic, water and climate change are growing – consumers are looking for eco-friendly products that are easy to buy and use, yet still effective. People are increasingly shopping through multiple channels and, in pursuit of convenience, buying more online. So, we are continuing to make our products healthier, more sustainable and more accessible, as we have done for years. This means innovating existing brands, harnessing global repertoire, developing new brands and expanding our portfolio through acquisitions.

Here we explain how each of our three Divisions worked to meet consumer needs in 2019. Our strategy in each of the divisions, as explained below, is based on 4 pillars:

- 1) Growth segments:** We continue to focus on strengthening core brands, accelerating premiumisation of the portfolio, driving market development at scale and building a strong innovation pipeline.
- 2) Growth channels:** We continue to bolster our position by playing the strength of our portfolio in each channel.
- 3) Growth engines:** Each division is leveraging new opportunities to keep the growth engine running by exploring new marketing models, de-averaging opportunities using Winning in Many Indias (WiMi), building future formats and benefits and leveraging M&A to expand portfolio.
- 4) Purpose-led brands:** We continue to put unequivocal focus on building brands with purpose that take a stand and make a positive difference to the society and environment.

#### Beauty & Personal Care

We believe in beauty that cares for people, society and our planet.

In the Beauty & Personal Care (BPC) division, we have a wide-spread portfolio of more than 900 Stock Keeping Units (SKUs) spread across one or more of the categories with many products tailored for the 14 consumer clusters that we have identified in India. We are ensuring that each product portfolio straddles the price-benefit pyramid so that the brands are accessible and aspirational across the length and breadth of the country. The penetration and consumption of the categories in which we operate, have a healthy headroom to grow, indicating the long-term potential in the BPC market.

The BPC category being discretionary in nature is more affected on account of the challenging macro-economic environment

and weather disruptions. Within the category, Personal Products have delivered good growth this year. We are working on our Skin Cleansing portfolio to strengthen the competitiveness by taking decisive interventions in the areas of product, proposition, pricing and communication. Our Skin Cleansing brands command a strong consumer salience and we are confident that our ongoing and planned interventions will spur growth in this segment.

#### Strengthening growth Segments:

We continue to focus on key areas – strengthening core brands, accelerating premiumisation of the portfolio and driving market development at scale. We continued to strengthen the core by driving penetration of Fair & Lovely, Pond's, Sunsilk, Dove and Close Up to name a few. In the Hair Care category, Dove remains India's No. 1 Hair Care brand. We launched new variants in Dove and Sunsilk in line with our continued focus on naturals trend in this category. In Skin Care, Fair & Lovely continues to deliver healthy growth. In 2019, Fair & Lovely combined the new facial glow trends along with enhanced technology to arrive at a "High Definition (HD) Glow" product line meeting consumer needs. We also launched Fair & Lovely soap during the year and the initial response has been good. We continue to leverage data analytics to reach the right places with right messaging and to customise media mix to each cluster for recruiting more users. Each of our big brands is also ensuring availability in access/recruiter packs in the right channels to continue to grow penetration and increase usage.

We continue to work on making our core brands more aspirational and driving premiumisation by impactful innovations, understanding the needs of consumers and scaling the new benefit spaces. Our Skin Care growth was led by premiumisation across the portfolio. In Skin Cleansing, Dove, Pears and liquid portfolio led the premiumisation journey. On Pears, a new transparent bar range inspired from natural ingredients was launched through use of proprietary 'ultra-low TFM (total fatty matter)' technology. This range is environmentally more sustainable, gentler with '0% paraben' and packaged in 100% recyclable cartons. In Hair Care, Dove and Indulekha led the charge on premiumisation. We launched TRESemmé sachet to drive more users into the category and accelerate premiumisation. Lakmé has been at the forefront of bringing on-trend innovations in the Cosmetics and Skin Care segments. Lakmé remains India's No. 1 cosmetics brand. Some of the consumer-focused innovations we launched this year include the Matte revolution – a bold and beautiful premium range of makeup which drove growth in the category and a 3D makeup range. Lakmé Fashion Week, the most digitally followed fashion event in the world, which has been a marquee event for the brand, continued to gain in size and scale and helped enhance brand equity with consumers. We also launched Love, Beauty & Planet, a premium brand across segments in Beauty & Personal Care. The brand stands for our belief that beauty and its environmental impact are inseparable and while we make you feel more beautiful, we give a little love to our planet. It is made of sustainably sourced ingredients, is vegan, has no parabens & colourants and has a packaging made of recyclable plastic.

## Report of Board of Directors (continued)

We are energised with the opportunity of leading market development across categories through access packs and targeted communication. We led the charge in face cleansing through Pond's, Fair & Lovely and Lakmé. Rexona, our leading anti-perspirant brand continues to drive market development. We are also leveraging the powerhouse of our brands such as Fair & Lovely, Pond's, Brylcreem and Axe to capture the opportunities in the male grooming segment. In Skin Care, advanced moisturising and skin refreshing ranges were launched by Lakmé to meet evolving consumer needs.

We further strengthened our 'naturals' strategy through the three-pronged approach. The master brand LEVER Ayush continued its momentum in the focused market - South India. Ayush further strengthened the portfolio by launching LEVER Ayush Bhingaraj hair oil. We continue to build specialist brands like Indulekha and Hamam. Indulekha has delivered robust performance, with a unique product formulation and distinctive packaging and launch of new variant - Neemraj Oil in the year. The third leg of our naturals strategy involves various natural variants within our existing portfolio of products like Lifebuoy neem and turmeric, Dove and Sunsilk naturals in Hair Care, and Aloe vera range in Vaseline.

### Winning in growth channels:

We continue to focus on the key growth channels of Modern Trade, e-Commerce and Health & Beauty. Our premiumisation journey is accelerated through the touch and feel benefits of Modern Trade. This channel also helps us in educating consumers on the premium benefit proposition through assisted selling and counters. We are also leveraging the fastest growing channel of e-Commerce by making all our brands available across platforms and playing a differentiated portfolio strategy curated for this channel. The Health & Beauty channel continues to grow ahead of the market and we have strengthened our position in this channel with sharply differentiated portfolio, differential distribution models and future-fit capabilities.

### Fuelling the growth engine with new marketing models:

With new channels, new benefit segments and new brands, we are also focusing on the new models of marketing to take our innovations and activations to consumers. We continue to develop our execution capabilities through sharper in-market activations and data-driven marketing. Our Winning In Many Indias (WiMi) cluster de-averaging strategy enables us to derive differentiated consumer insights, which are then used to do precision targeting through multi-media mix. We also continue to strengthen the content creation with initiatives such as building a Wikipedia-like platform called 'Be Beautiful' for educating consumers on their beauty and personal care needs. This platform is one of the leading Beauty & Personal Care sites today with content created from contextual lens of educating consumers on emerging trends as well as from the lens of answering their queries.

### Building purpose-led brands:

We continue to ensure that our brands mean more to consumers and also, walk the talk by making the purpose tangible and more relatable for the consumer. We launched Clinic Plus #MeriBetiStrong campaign on this Daughters' Day with a purpose

of raising a generation of strong daughters in sync with the proposition of the brand.

Lifebuoy continued its behaviour change initiatives that promote the benefits of handwashing with soap. With the world combating the COVID-19 pandemic, making handwashing with soap a lifelong habit is more important than ever. Living true to its purpose, Lifebuoy is spreading awareness about hygiene habits and urging consumers to use any soap that is available to them and not just Lifebuoy. Our Fair & Lovely (FAL) Career Foundation is a mobile platform running from 2017 to help women create an identity for themselves. This platform addresses multiple educational barriers that girls and women in India face and provides access to skill-based courses, career guidance and job opportunities. From its launch till 31st December, 2019, a total of 7,30,000 women have registered on the FAL platform. Rexona has also been guiding young college girls who are at the cusp of transitioning to the professional world on how to prepare for their first job interview through the Rexona Confidence Academy. In 2019, we engaged with over 9 lakhs college students across India through this platform. Closeup has always stood for confidence to get close, superior freshness and white teeth for the past 50 years. The brand has always upheld good oral hygiene that helps in building confidence in the youth. Our campaign #freetolove seeks to celebrate this confidence and reflects our belief in the freedom to choose the person whom you want to be with. This stems from the brand's commitment to celebrate diversity and inclusiveness.

### Home Care

**We want to make people's homes a better world, and to make our world a better home.**

Our Home Care business sustained its robust volume-driven and profitable growth during the year in both Fabric Solutions and Home and Hygiene. The consistency and resilience of our performance in Home Care, in what has been a challenging market, reflects the discipline and rigour with which we are managing our business and executing our strategy.

### Strengthening growth segments:

The premiumisation opportunity in our core categories remains extremely strong in the country. We are well-placed to lead this trend with a strong portfolio of brands including Surf excel, Rin, Comfort and Vim liquid. On the back of continuing premiumisation with Surf excel and Rin, our Fabric Solutions business has delivered a strong performance this year. We are driving access to our premium brands with introduction of low unit price packs. In line with this strategy, we launched Love & Care, a premium expert care solution tailor made for special fabrics like fine cottons, silk and woollens. In the Life Essentials segment, as well, we have sharpened the focus on premium portfolio in line with the evolving needs of consumers. Pureit continues its thrust on winning consumers through value added innovations and channel differentiating products. This year, we launched Pureit Copper+, an innovation inspired by the age-old tradition of storing water in Copper vessels, which adds goodness of copper to RO purified water.

At the same time, our focus on the mass and popular segment also remains unchanged and we continue to benefit from a large portfolio that straddles the economic pyramid with strong presence

of brands across the mass, popular and premium segments. We have sustained competitive growth in the mass segment led by Wheel. The year also saw the strategic relaunch of Rin Matic powders to create affordable solutions for the mid-tier machine segment. We continue to build strong brand equity with impactful communications and purpose-led engagements.

Our thrust on building categories of the future with scale continues with even greater momentum. Several actions were taken in detergent liquids and fabric conditioners to make them more accessible to the consumers and drive penetration. New low price and flexible packs were introduced in these categories to make the formats more affordable for the consumers. As a result, we have seen strong growth trajectory in Surf excel matic liquid and Comfort fabric conditioner. In Home and Hygiene, Vim is leading market development for dishwash segment by driving adoption of Vim bars in rural India and upgrading existing bar consumers to the liquid format in urban India. Vim liquid and Domex powder continued to perform well by driving trials. Domex toilet cleaner was relaunched with a superior product and long-lasting freshness proposition. We also delivered significant value improvement on Comfort by landing a unique Biodegradable Active mix.

### Winning in growth channels:

We continue our journey of growth in Modern Trade and e-Commerce, the channels of the future. We are using e-Commerce channel to drive the new benefit segments and new formats. We are focusing on building online shelves on the e-Commerce platforms with winning point of sale communication. We have also created an online platform 'Cleanipedia' to help consumers with housekeeping and cleaning tips built from the years of experience of our household favourite brands such as Comfort, Surf excel, Rin, Active Wheel, Magic, Vim, Domex, Sunlight and Cif.

### Fuelling the growth engine with future formats and benefits:

Our focus is to build a portfolio of liquid detergents that is spread across the price-benefit map. Surf excel started this journey with the first detergent liquid launch of Matic designed for washing machines and in 2019, we launched Surf excel Easy Wash liquid into the handwashing segment. This year, we also launched Sunlight liquid detergent in select geographies and a premium expert care solution range under our new detergents brand, Love & Care. With this liquid portfolio, we are not only driving the future formats but also creating a modernised image of our brands in the minds of new-age consumers and thereby, keeping our brands relevant over time. We also continue to drive the growth of adjacencies i.e. the fabric conditioner category through market development activities and relevant communication to break the barriers of entry into this new category. We continue the emphasis on building this category of future with launch of Comfort Perfume Deluxe range in select geographies offering longer lasting benefits on fragrances. We also introduced a unique ancillary product, 'Magic' Rinse Powder sachet, which eases the rinsing process by reducing the foam and thereby, requiring less water. This is specially designed to battle the water crisis in areas of Tamil Nadu where people are facing unparalleled challenges. Rin bar was also relaunched in South India, with visual cues. In Home and Hygiene, Vim entered in Dish Wash applicator space, through the launch of Vim scrubber. We are building the reach

of Vim liquids using digital media and precision marketing to deliver multiple messages to surpass the barriers that consumers may have in adopting this new category. We are also adopting a differentiated strategy in toilet cleaners by launching Domex powder in select geographies, which is a unique solution for Indian squat toilets.

### Building purpose-led brands:

Our iconic brands continue their journey of building relevance by putting purpose at the heart of every brand action and communication. Surf excel continued to bring alive its philosophy of 'Daag Acche Hain' or 'Dirt is Good' over the past decade through its various campaigns, by showing kids getting dirty while demonstrating good values. This year's Holi campaign celebrated the spirit of Holi by bringing families together and rising above the conflicts in relationships. Wheel launched a campaign advancing its purpose of 'Think Fresh' by giving women a platform to get upskilled. Wheel has always valued the husband-wife relationship and has been acknowledging the evolution of this relationship towards a more progressive outlook, given that today's woman performs multiple responsibilities and is the anchor of the family. Domex furthered its 'Pick up the brush' campaign to remove the stigma associated with cleaning a toilet. This is how our brands walk the talk by making purpose tangible and relatable for the consumer. This is a key differentiator for our brands to stand apart.

### Foods & Refreshment

**We have a responsibility to make brands that not only taste and feel good, but that are a force for good.**

The Foods & Refreshment division delivered yet another year of healthy competitive and profitable growth across categories. The business displayed resilience in the wake of macro-economic headwinds and continued its growth momentum driven by the strategy built on the following four pillars.

### Strengthening growth segments:

We continue to focus on strengthening the core portfolio through improved innovation, increased penetration and our Winning in Many Indias (WiMi) strategy. In Foods category, the core portfolio of Jams and Ketchup delivered good growth this year. Kissan Ketchup continued its focus on sharper activations basis our differentiated consumer insights and further cemented its market leadership in the segment. Our deep understanding of consumers and cluster-wise patterns help us to customise our portfolio offering to different consumer tastes and preferences. Kissan range of international sauces which was launched last year saw good traction in the market and is now available nationally. This year also marked the launch of globally loved brand, Hellmann's Mayonnaise, in Kolkata. In Tea, all our brands continued to focus on serving consumers with superior products at the right price. New advertisements across the brands continued to strengthen their franchise. Taaza continued to upgrade consumers along the quality pyramid by offering superior value at low price points. Fundamental consumer understanding in rural, right price points and targeted communication have been instrumental in the strong growth curve seen by Taaza. We launched a new communication on Taj Mahal tea to bring alive the brand's purpose of promoting Indian classical music. In Coffee, we introduced an improved instant coffee product by leveraging state-of-the-art roasting and extraction

## Report of Board of Directors (continued)

technologies. Staying true to the strategy of Winning in Many Indias, BRU Green Label Nice was launched in South Karnataka which was specifically tailored to the needs of conventional coffee consumers in the region. In the Ice Cream and Frozen Desserts business, our focus on geographic expansion and building a strong innovation funnel continued with even greater momentum. We rolled out a number of innovations at the top end as well as at the bottom of the pyramid – Cornetto Brownie Silk, Magnum Hazelnut, Sundae Cup, Aamras, Dry fruit Rabri Kulfi, and a new range of tubs in Choco Fudge, Tender Coconut flavours. The newly launched Watermelon stick generated a lot of buzz among kids.

Market development continues to be key for the Foods category. We continue to invest behind our brands and drive penetration in nascent categories like Jams and Soups. The success of our Ketchup business has been led by the communication aimed at market development, for example, the iconic advertisement on 'Kissan roll' - ketchup making the tiffin box interesting. Even in the highly penetrated category like Tea, we continued our efforts of developing nascent segments of Green Tea and Naturals propositions in Tea category. Red Label and 3 Roses Natural Care Tea, with its differentiated immunity benefit from ayurvedic ingredients, continue to delight consumers. Persuasive communication with strong claims and consistent market development has been leading the charge for growth of these products.

### Winning in growth channels:

We are curating innovations to specifically cater to the retail and e-Commerce channel. This year, we launched Lipton Matcha Green Tea on e-Commerce to capture the growing health & wellness trend amongst millennials and urban population that are over-indexed on such e-Commerce platforms. Kwaliti Wall's formed a tie-up with India's fastest growing intelligent trip navigator and food delivery

platform, 'RailYatri' which is providing us access to travellers who use trains and buses, thereby strengthening our reach and presence. The Unilever Food Solutions Professional business is also an interesting channel opportunity for us. It caters to institutional buyers like hotels and has a huge headroom to grow. Our consistent market development focus in this channel is delivering high growth and augmenting the front-of-house presence of Kissan and Knorr.

### Fuelling the growth engine with mergers and acquisitions:

The conundrum our F&R business has been facing is that we have a strong existing business; but we play in relatively slower growing and highly penetrated categories. This has been a driver for our foray into leveraging mergers and acquisitions to expand our portfolio. In this aspect, the last year has been significant with two key transactions: Integration of Adityaa Milk and merger of Nutrition Business of GSK CH. We successfully integrated the business of Adityaa Milk Ice creams, which has strengthened our geographical presence in the South of India, unlocked physical availability through cabinets expansion in key markets and enhanced our bottom-of-pyramid offerings.

### Building purpose-led brands:

Brands are the moats that we build, and at HUL, we do this with a purpose that is relevant to the consumers. Brooke Bond has done a great job in leading purposeful communications and we are delighted to share that it has topped the Business World leader board of purpose-led brands. Our market leadership in Tea category is led by the purpose-led communications on topics of social relevance. Lipton Green Tea accelerated its journey of making India fitter, through communicating its proposition of how exercise, when supplemented with green tea can work wonders for weight loss.



### OUR PEOPLE

As the world of work changes, we are determined to be a Company where talented people with purpose can grow both themselves and our business.

### People with Purpose Thrive

Our brands and our people have always been our biggest assets. Over the years, we have built a sustainable and profitable business based on a high-performance culture where employees are empowered and encouraged to bring their best selves to work. Our three beliefs: brands with purpose grow, companies with purpose last and people with purpose thrive are at the heart of our purpose-led, future-fit strategy.

### Unlocking Capacity for Growth

People integration has been one of the key aspects of the integration of GSK CH business with your Company. Through a journey of over 15 months, we developed a comprehensive integration and change management plan focusing on 1) harmonisation of talent and reward practices, 2) real-time employee communication and 3) building a culture that retains the best of Nutrition and amalgamates with the best of Unilever. Finally, in April 2020, your Company welcomed the iconic brands Horlicks and Boost along with 3600 employees into the family and did it completely virtually.

### Building capabilities for the future

We continue to build organisation capabilities to make our people future-fit and purpose-led.

To prepare our end-to-end value chain for technology-led consumption models, we are investing significantly in our digital transformation programme – 'Reimagining HUL'. A Digital Council comprising cross functional leaders is the Steering Committee for this initiative. Building niche digital skills of our leaders and upgrading digital skills of our employees are central to this transformation agenda. We are moving from Mass to Precision learning plans for our leaders and teams who are leading and scaling up digital experiments across various parts of our business.

We are building leaders of the future with a growth mindset who are equipped and empowered to thrive in this dynamic environment. We have created bespoke interventions under the platform of 'Leading the Unilever Way' and have individual development plans for our leaders with the right mix of immersions, on-the-job learning and coaching.

We continue to explore newer channels of learning with platforms like Degreed, Udemy and LinkedIn learning. We have seen a shift in consumption of learning which is now byte-sized modules consumed on the go.

### Growth Culture

Our endeavour is to shape a Growth Culture based on three tenets: Human, Purposeful and Accountable.

We remain committed to listening to our employees and build these insights into actions. Our annual employee survey, UniVoice garnered a participation from 94% of our workforce this year, reaching around 15,000+ employees. The survey showed improvements across all dimensions. Overall Engagement stood at 90%, 94% of our employees believe we have the right strategy to win and 90% of employees believe we care about their well-being. The employee voice through these encouraging scores is testimony to our actions and how our employees experience your Company every day.

### Diverse & Inclusive Organisation

We strive continually to be a diverse and inclusive organisation, thereby enabling our people to bring their real selves to work. Apart from enabling infrastructure and work practices such as parental support programme, flexible work arrangements, there is an increased focus on hosting conversations to sensitise employees on unconscious biases and helping them break limiting stereotypes. We are committed to be gender balanced in the next few years and have expanded our focus beyond gender to include Persons with Disability and LGBTQ+ in our organisation and ecosystem.

Purpose is integral to the way your Company does business. Our journey of helping all our employees to discover their purpose continues and over 12,000 employees have discovered their purpose and are bringing it to life at work.

By empowering our employees to deliver growth with speed and flexibility, we have introduced changes to how we manage performance. We have moved to a flexible performance management cycle, encouraging employees to set flexible goals, nurturing a culture of 'always on' direct and compassionate feedback and a simplified performance reward system.

### A Winning Employer Brand

Your Company continues its title of 'No. 1 Employer of Choice' in the FMCG industry for the past 11 years. We continue to have meaningful and deep engagements with campus students to build our brand amongst them and attract the best talent for the Company.

Driven by the 'leaders build leaders' philosophy, we have created an environment where people get big responsibilities early on in their career and are also able to constantly experiment. Your Company's flagship management trainee programme, the Unilever Future Leaders Programme (UFLP), has been the training ground for many inspiring leaders across your Company and Unilever, and provides extensive cross-functional experience through live projects and assignments.

# Report of Board of Directors (continued)



## SOCIETY

Businesses that serve society today will be those that thrive in the future. Our scale gives us an opportunity to create a better world and a stronger business.

### Better health and well-being

One of Unilever's big global goals is to help more than one billion people improve their health and well-being by 2020. Many of our brands do this directly, while others do it through partnerships, working to make it easier for people to live healthy lives.

### Improving hygiene and sanitation

Around 9,00,000 children under the age of five die due to diarrhoeal and respiratory diseases in India. Handwashing with soap has been cited as one of the most cost-effective solutions to improve health & hygiene and reduce infant mortality. From 2010 till date, we have reached out to over 72 million people in India through the handwashing behaviour change initiatives.

Our 'Swachh Aadat, Swachh Bharat' (SASB) programme is in line with the Government of India's Swachh Bharat Abhiyan (Clean India Mission) to promote good health and hygiene practices. In 2019, the programme continued to promote good health and hygiene practices by stressing the need to adopt three clean habits ('Swachh Aadat') of washing hands five times a day, using a toilet for defecation and adopting safe drinking water practices.

A part of SASB, Swachhata Doot (Messenger of Cleanliness) is a volunteering programme that enables any person to become a change agent in his / her community. More than 4,000 of our employees across our 25 factories in India have embraced this role of being a Swachhata Doot to educate and motivate their communities to adopt better WASH habits. Since its inception in 2015, the Programme has reached out to 21 million people.

The Community Hygiene Centre – Suvidha is another important project by our Company that contributes to SASB. 'Suvidha' is a first-of-its-kind urban water, hygiene and sanitation community centre, that was first set up at Chiragnagar, Ghatkopar, one of the largest slums in Mumbai. This year, we opened two more Suvidha centres in partnership with HSBC to give people access to clean water, sanitation and laundry facilities bringing the total to three, with two more under development.

### Enhancing livelihoods

Our activities touch the lives of millions, both directly and indirectly. We have a responsibility to protect their rights and help them live well.

'Prabhat' is your Company's USLP-linked programme which contributes to the development of local communities around key sites including our manufacturing locations. Prabhat is building on the local community needs at grassroot level through targeted pillars of enhancing livelihoods, water conservation and 'health and well-being' awareness.

Project Prabhat is present in 26 locations across the country. It has directly benefited over 4.5 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 seven years.

With 19 Livelihood Centres across the Country, Prabhat provided enrollment to 75,754 people, certified 65,970 people and created jobs for over 41,841 people.

Project Shakti aims to provide a 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. As of 2019, Project Shakti has nearly 120,000 Shakti Ammas across 18 states in India.

Rin Shine Academy (formerly, Rin Career Academy), aims to provide career readiness skills to youth in India. It focuses on three simple but valuable skills which are English Speaking, Office Dressing and Interview Training. Keeping up with the times, the delivery platform has now changed from IVRS and Website to a Mobile App. So far, over 5,57,000 people have been benefitted from this programme.

Fair & Lovely Career Foundation is a mobile platform designed to help women create an identity for themselves by providing them career guidance, skill-based courses and training for job opportunities. Over one million users have registered on the platform. The platform has facilitated over 4,30,000 course enrollments and supported over 3,60,000 users in accessing relevant Career Guidance.

We have also been associated with a number of Smallholder Farmers (SHF) through our supplier partners, training them on good agricultural practices like drip irrigation, nutrient management, pest and disease management to improve their agricultural yield.

Trustea, the Indian tea industry collaboration on sustainability, has successfully verified about 26% of India's tea SHFs (55,670). Enrollment to the trustea programme ensures SHFs have more access to formal training opportunities on sustainable practices focused on the environment, safety and livelihoods. The SHFs are being trained on the practical and cost-efficient solutions regarding judicious use of agro chemicals and nutrition management based on soil analysis. They are trained to keep records and maintain documentation through farm diaries for better management and control. Trustea certified SHFs are trained on Tea Board of India's Plant Protection Code (PPC) and use of Personal Protective Equipment (PPE) and have benefitted in terms of health and compliance. SHFs are trained to comply with safe disposal of empty chemical containers and fertiliser bags.

### More inclusive business

In 2019, Prabhat launched a first-of-its-kind centre in Kolkata wherein PwDs (Persons with Disability) are trained to become e-Commerce professionals. By linking artisans to the digital world of e-Commerce through our trained Prabhat beneficiaries, the centre in Kolkata will help enhance livelihoods. Another milestone was set in the Chhindwara Livelihood Centre, where Prabhat is promoting community collectives and value chain interventions to enhance employability and income of local communities, especially women.

Additionally, our Kwaliti Wall's mobile vending initiative, 'I am Wall's', has provided entrepreneurship opportunities to 15,285 people and 153 differently abled persons across India.



## PLANET

We are living in a climate emergency. As the planet continues to heat up, we need to protect the natural resources we depend on to grow our business.

### Business needs a healthy world

To create the change needed to counter the rapid warming and degradation of the environment, we have to radically overhaul entire system. Our activities impact the environment, mainly through the use of water, energy and land as well as the production of waste and greenhouse gas emissions. Taking action on these issues is not only the right thing to do – it also helps our business as consumers choose brands which align with their values and concerns.

Our environmental targets take into account the wider value chain, including consumer use. Unilever has launched new goals for plastics in October 2019, and is in the process of setting new sustainability goals for beyond 2020. These will both challenge us and, we hope, encourage others to act faster.

### Reducing carbon emissions

In 2019, we successfully reduced CO<sub>2</sub> emissions per tonne of our production by 85% compared to 2008 baseline. This significant reduction has been achieved through \*\*IREC purchase for Grid electricity, solar capacity enhancement in our factories (Nashik & Chiplun) and reduction in the total energy footprint across factories. We have installed various capital-intensive projects across our factories to save energy. Some of them include installation of energy efficient pumps, installation of VVFDs (variable voltage, variable frequency drives), installation of condensate recoveries in plants, usage of air compressor heat recovery systems and steam expanders.

Additionally, usage of biofuel in Amla, modification of thermic fluid heater in Bhuj, increase in usage of biomass briquettes, and addition of solar power in Nashik and Chiplun have increased our share of renewable energy at our sites to 71% in 2019. Unilever made a commitment to purchase all electricity from renewable sources by 2020. In India, currently, 100% of grid electricity is sourced from renewable sources.

We have continued our drive to roll out environment-friendly freezer cabinets that use hydrocarbon (HC) refrigerants instead of Hydrofluorocarbon refrigerants. There are currently 112,826 freezers with HC technology in our fleet in India.

Some of the energy reduction initiatives in our offices include installation of energy efficient AC units and air handling units, use 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 reduce electricity costs and made our offices environment friendly.

### Water conservation

Water usage (cubic metre per tonne of production) in our manufacturing operations has reduced by 58% compared to the 2008 baseline. Initiatives like reduction in freshwater abstraction,

\*\*IREC certificates are issued by Issuers who generate electricity from renewable sources such as solar, wind, hydro.

implementation of captive rainwater harvesting and its use in processes and utilities make-up, increase in condensate recoveries, and maximising use of RO plants have contributed substantially to the reduction of water usage in our manufacturing processes.

We continue to guide farmers with the Unilever Sustainable Agriculture Code to enable them to reduce water usage in agriculture. In tomatoes and chicory cultivation, trials are underway to use 'mulching' to significantly reduce water usage.

Hindustan Unilever Foundation (HUF) is a not-for-profit Company that anchors water management related community development and sustainability initiatives of Hindustan Unilever Limited. Through HUF's water conservation and farm-based livelihood initiatives, cumulatively we have created water saving potential of over 980 billion litres, generating over 960,000 tonnes of additional agriculture production and over 10 million person days of employment till (as assured till end of March 2019). In the financial year 2019-20, HUF's water conservation capacity stood at 1,200 billion litres\* cumulatively. To underscore the importance of the water potential created by HUF, one billion litres of water can meet the drinking water needs of over eight lakhs adults for an entire year.

### Rethinking plastics

While plastic does have a role to play in the economy, it does not belong in the environment. Its impact has rightly become a huge concern. With consumer expectations and legislation changing fast, we have to rethink both the design of our products and our business model to build a circular economy – one where we not only use less plastic, but where the plastic we do use can be reused, recycled or composted.

In October 2019, Unilever announced a new ambition to halve the use of virgin plastic in packaging by 2025 and to collect and process more plastic packaging than it sells by 2025. This will mean exploring new product designs that use more refills, recycled materials, or no plastic at all. And it will mean continuing to invest in infrastructure – expanding our partnerships with waste management companies and NGOs.

We have collected and safely disposed more than 59,000 tonnes of post-consumer use plastic waste in aggregate since 2018, through collection and disposal partners in more than 50 cities across India. In 2019, we arranged environment friendly disposal of over 39,000 tonnes.

We are also working closely with the local Government and other partners such as United Nations Development Programme (UNDP) for end-to-end pilot projects for plastic waste management. So far, the project has reached out to 32,616 households, collected 2,262 tonnes of plastic waste and onboarded 385 Safai Saathis (sanitation workers) in the project.

\*Pending Independent assurance

## Report of Board of Directors (continued)

To identify, advocate and create awareness in the area of waste management among school children and in housing societies, we have partnered with Xynteo India Private Limited and developed a curriculum called 'Plastic Safari'. The programme has reached out to more than 80,000 students and 2,000 households. In partnership with SBI and Municipal Corporation of Greater Mumbai, we have initiated and operationalised a Dry Waste Collection and Segregation Centre (DWS&CC) in Mumbai. The centre is collecting an average of 700-900 kg of dry waste per day, with a target to increase to 5 MT.

We have reduced our plastic use mainly through sachet resizing across hair and home care products, and a configuration change in our home care SKUs. For Vaseline, we moved from a PET bottle to a pouch, used mono-material wrappers and plastic-free stiffener for skin cleansing products, implemented bottle optimisation for Pond's Cream, optimised aluminium foil thickness for oral care and reduced can material thickness for our deodorants.

In continuation of a programme we began in 2017, material usage optimisation has led to the saving of 2700 tonnes of paper and board, and 102 tonnes of aluminium in 2019.

We are using r-PET (80% recycled PET) for the blister packs of our personal care brands. Post-Consumer Recycled (PCR) polymer is

now being used in our bottles. TRESemmé, Sunsilk Black and Surf excel liquid bottles are made using 25% r-HDPE while Vim bottles are made with 50% r-PET. By the end of 2019, we have used 1.5KT of PCR in our packaging.

### Protecting nature through sustainable sourcing

We use many different raw materials to make our products. Sustainable sourcing and sustainable agriculture are vital to maintaining the supply of these natural resources.

Unilever Sustainable Agriculture Code lays out standards for the suppliers of our biggest commodities as well as crops to farm in ways that sustain the soil, use less water and fertiliser, protect biodiversity and improve people's livelihoods. In 2019, 76% of tomatoes used in Kissan ketchup continued to be sourced sustainably. In 2019 over 78% of tea in India procured for Unilever brands was sourced from sustainable sources.

For further details on the steps taken by your Company on conservation of energy, water and reduction of waste, please refer the Business Responsibility Report at page no. 67 of this Report.



### CUSTOMERS

With our many customers, from e-Commerce marketplaces to family-owned stores, we are pioneering new ways of selling to grow both our business and theirs.

The Customer Development eco-system of your Company encompasses capturing demand, fulfilment of demand and generation of demand. On demand capture, our focus had been on driving high quality direct coverage and increasing the assortment sold in each store using technology and a data-centric analytical approach. Your Company continued to be a thought leader and deployed cutting-edge technology in the front end to drive performance and execution. On demand fulfilment, we introduced various processes and technology interventions to enable our customers to serve the trade effectively. Our endeavour was to drive both visibility and efficiency of how our distributors service the trade. On demand-generation, the strategy of your Company encompassed winning in traditional trade in both open and closed formats, winning in 'route to market' as well as winning in emerging channels like Modern Trade and e-Commerce.

In traditional trade, the focus had been on optimal servicing with appropriate beat lengths, improving in-store visibility and competitiveness. In 'route to market', your Company sustained its distribution of the market development portfolio through differentiated investments. We continued to derive the benefits of tailor-made consumer and customer plans across categories as part of the 'Winning in Many Indias' strategy through a strong understanding of the interconnected ecosystem of customers, consumers and shoppers. This will continue to be our source of competitive advantage.

The foundation of your Company's success in Modern Trade is underpinned by strong collaboration with key customers across all aspects of the business. Your Company continued to invest in 'assisted selling' and 'visibility' in modern trade whilst improving execution. Building 'brands in store' remained a key thrust in this channel and yielded good results across the portfolio.

Continuing its journey of Segmentation, your Company delivered Customer-Case-Filled-on-Time (CCFOT) upwards of 95%. The key thrust area in customer service continues to be ensuring enhanced availability to retailers from our customers with shorter lead times which will help improve On-Shelf-Availability.

The e-Commerce channel continued on its exponential growth trajectory on the back of strong thought leadership and exemplary execution. A dedicated expert team is working closely with all key e-Commerce partners to create competitive advantage for the

business and scaling up at a rapid pace in line with the overall channel growth.

Your Company continued to focus and drive 'Project Shakti', the initiative aimed at enhancing livelihoods and building opportunities for small scale entrepreneurs in rural India. Your Company now has nearly 1.2 lakhs Shakti Entrepreneurs (Shakti Ammas) across India. Through this initiative, your Company has supported in providing a regular income stream for the Shakti entrepreneurs and their families.

In a rapidly changing world, leveraging technology and data led decision making continue to be a big thrust for your Company. Your Company continued to invest and experiment in this dynamic space to retain its competitive edge in the marketplace. Your Company believes such investments ahead of the curve will be a source of competitive advantage in the days to come.

Your Company's Supply Chain continues to stay ahead of competition and remains a pioneer in the field of both manufacturing and distributing FMCG goods. Both technologies that help automate our processes like packing of cartons, palletisation of products etc. as well as new age digital technologies like machine learning, artificial intelligence, uberisation of trucks etc. have been deployed across the business to deliver cost savings as well as better customer service for your Company.

Your Company continues to improve the on-shelf quality of its products to enhance consumer experience. Our belief remains firmly embedded in 'Delighting consumers Everyday'. During the year, on-shelf quality was improved by 30% over the previous year. Your Company continued its journey of delivering cost savings by using 'Zero Based Budgeting' and 'World Class Manufacturing' (WCM) principles and applying it to every element of cost in the end-to-end supply chain. Cash flows were improved through rigorous use of IT tools which enabled optimising stocks throughout the value chain. Your Company has brought down inventory by an additional one day.

The introduction of GST has led to flexibility in shaping the Supply Chain network. Your Company is focused on unlocking value in this area by redesigning the supply chain to create a demand focused network. We continue our journey of consolidating distribution centres spread across the country and building an agile and efficient manufacturing footprint which is closer to demand clusters.

# Report of Board of Directors (continued)



## SHAREHOLDERS

We are working to create sustainable long-term value for our shareholders by evolving our portfolio to higher growth segments and transforming our business.

### Our performance in FY 2019-20

Financial Year 2019-20 has been a challenging year with weakening macro-economic conditions, slowing market growths in FMCG sector and finally, COVID-19 outbreak and containment measures towards the end of the year. Against this challenging backdrop, we have delivered competitive and profitable growth. Our financial year 2019-20 performance was steady at 2% Domestic Consumer Growth supported by 2% Underlying Volume Growth. This resilient performance is a reflection of the strength of our brands, execution prowess and rigour and discipline in implementing a consistent strategy. We have grown competitively overall in the segments in which we operate, in financial year 2019-20.

Our underlying sales growth was driven by an overall resilient performance in the first three quarters; wherein despite the decelerating market growth, we delivered healthy and consistent volume growth going from strength to strength. In the March quarter, our performance at an aggregate level continued to be competitive with steady growth before the outbreak of COVID-19 in India. The second half of March saw an exacerbated slowdown due to the virus outbreak, resultant containment measures by various states and finally, a nation-wide lockdown. This had an adverse impact on our operations with breakage in supply lines, shortage of manpower and disruptions in procurement/transport, offsetting the resilient growth levels achieved hitherto.

In our divisions, Home Care continued to deliver strong growth with 6% underlying sales growth backed by resilient volume growth. This category is a good example of how our focus on core and premiumisation yields results even in an environment of slowing growth. Beauty & Personal Care registered a decline of 2% in sales due to more accentuated impact of slowdown in discretionary consumption, weather disruptions and Skin Cleansing delivery below expectations. Foods and Refreshment delivered 5% underlying sales growth, in a year that saw significant market slowdown.

Our bottom-line performance was good with a healthy 100 bps EBITDA margin expansion on a comparable basis. Our profit after tax and before exceptional items (PAT bei) grew at 11%. The margin expansion is a result of our strong savings agenda, scale efficiencies achieved on the back of healthy volume growth, mix impact given our strong portfolio of premium brands and market development cells.

### Purpose-led performance

As well as expecting consistent financial returns, shareholders today are increasingly interested in the Environmental, Social and Governance (ESG) aspects of business that are so essential to delivering value. Our long-term commitment to ESG is encapsulated in the Unilever Sustainable Living Plan.

We are more determined than ever to show that our purposeful approach to business fuels strong performance. We are working to ensure that each of our brands have a clear purpose. Not only our brands taking a stand on issues, we are setting bold goals and

taking action on the many environmental and social challenges faced by society, such as plastic and women empowerment.

### Accelerating our growth

As we strengthen our foundation to deliver long-term superior value, accelerating growth is our top priority. We are doing this by evolving our portfolio of brands to higher growth segments. This means renovating our existing brands to meet emerging trends, bringing new brands into market (such as Love & Care, Love Beauty and Planet), and making acquisitions in fast-growing segments like Health Food Drinks (HFD) and Intimate Hygiene category. We recently entered into an agreement to acquire the intimate hygiene brand VWash from Glenmark Pharmaceuticals. We have also successfully completed the merger of GSK CH with the Company. Our recent acquisitions are performing well, including Indulekha and Adityaa Milk.

We are also capitalising on market potential. The key to winning is strength of our brands, execution prowess and rigour and discipline in implementing a consistent strategy. We continue to focus on strengthening the core by investing behind brands through stepped up innovations and sharper in-market execution leveraging WiMi. Our thrust on accelerating premiumisation and building categories of future continues with even greater momentum. This enables us to unlock new opportunities across the price-benefit pyramid with agility and scale up quickly as the markets turnaround. We are determined to stay the course on our strategy and continue innovating for the future by bringing relevant global brands into India, creating local jewels as well as exploring new business and channel models which are future fit. We are digitising our route to market and having a strong presence in the growth channels such as Modern Trade and e-Commerce. Sustainable growth is fuelled by our savings initiatives. We have an everyday commitment to running the business efficiently, using savings to invest in growth areas of the future and in better products and brands. This, in turn, increases our margins. Our three main savings programmes – ZBB, 5S and Change Programme – have delivered over 7% of sales as gross savings last year.

### Transforming for success

We continue to build an agile and responsive organisation under our digital transformation programme 'Re-imagining HUL' to dynamically navigate the short-term challenges and also, tap the long-term structural opportunity. To help us shape a faster, more responsive business, we have a cross-functional digital council consisting of people who are passionate about bringing in a digital and technological revolution in HUL. Our leadership is actively invested in driving the organisation-wide agenda of digital transformation. These actions are all part of building a culture of growth at HUL: becoming a more agile organisation that makes smarter decisions faster, with focus on consumers and customers. The transformation is underpinned by technology, which is making a difference at every stage of our operations. It is helping to improve our sourcing of raw materials and it is creating

new efficiencies in our manufacturing operations. We are also building digital relationships with our customers and creating better, more cost-effective models of service. We are getting even closer to consumers by using advanced analytics to understand trends on social channels and through our Consumer Care lines. The insights we gain are enabling us to be in the right places at the right times with the right products. Digital activities like these make our investments more effective, help us develop more powerful innovation capabilities and ensure we are more responsive to consumer trends.

In summary, we are focused on accelerating growth while continuously transforming our organisation to be future-fit. Our purpose-led and future-fit business model remains key to delivering superior long-term value.

### Technology Absorption

Your Company continues to derive sustainable benefit from the strong foundation and long tradition of R&D at Unilever, which differentiates it from others. New products, processes and benefits flow from work done in various Unilever R&D centres across the globe, including in India. The Unilever R&D labs in Mumbai and Bengaluru work closely with the business to create exciting innovations that help us win with our consumers. With world-class facilities, and a superior science and technology culture, Unilever attracts the best talent to provide a significant technology differentiation to its products and processes. Effective 1st April, 2020, your Company added a new R&D facility for the Nutrition business based at Gurgaon, consequent to the merger of GSK CH with the Company.

The R&D programmes, undertaken by Unilever globally, are focused on the development of breakthrough and proprietary technologies with innovative consumer propositions. The global R&D team comprises highly qualified scientists and technologists working in the areas of Home Care, Beauty & Personal Care, Foods & Refreshment and Water Purification and critical functional capability teams in the areas of Regulatory, Clinicals, Digital R&D, Product & Environment Safety and Open Innovation.

Your Company has an existing Technical Collaboration Agreement (TCA) and a Trade Mark License Agreement (TMLA) with Unilever which were entered into in 2013. Your Company is enjoying the benefits of an increasing stream of new products and innovations, backed by technology and know-how from Unilever. The pace of innovations and the scope of services have expanded over the years. Unilever's global resources are providing greater expertise and superior innovations. This has helped in bringing to the Indian consumers bigger, better and faster innovations.

The TCA provides for payment of royalty on net sales of specific products manufactured by your Company, with technical know-how provided by Unilever. The TMLA provides for the payment of trademark royalty as a percentage of net sales on specific brands where Unilever owns the trademark in India including use of 'Unilever Corporate logo'.

Your Company maintains strong and healthy interactions with Unilever through a well-coordinated management exchange programme, which includes setting out governing guidelines pertaining to identifying areas of research, agreeing timelines, resource requirements, scientific research based on hypothesis testing and experimentation. This leads to new, improved and alternative technologies, supporting the development of launch-ready product formulations based on research, and introducing them to markets. Your Company continuously imports technology from Unilever under the TCA, which is fully absorbed.

Your Company also receives continuous support and guidance from Unilever to drive functional excellence in marketing, supply management, media buying and IT, among others, which help your Company build capabilities, remain competitive and further step-up its overall business performance. Unilever is committed to ensuring that the support in terms of new products, innovations, technologies and services is commensurate with the needs of your Company and enables it to win in the marketplace.

# Report of Board of Directors (continued)

## B. OUR RISKS

### Our Risk Appetite and Approach to Risk Management

Risk management is integral to your Company's strategy and to the achievement of HUL's long-term goals. Our success as an organisation depends on our ability to identify and leverage the opportunities that India offers us. In doing this, we take an embedded approach to risk management which puts risk and opportunity assessment at the core of the Board's agenda, which is where we believe it should be.

HUL's appetite for risk is driven by the following:

- Our growth should be consistent, competitive, profitable and responsible.
- Our actions on issues such as plastic and climate change must reflect their urgency, and not be constrained by the uncertainty of potential impacts.
- Our behaviours must be in line with our Code of Business Principles and Code Policies.
- Our ambition should be to continuously improve our operational efficiency and effectiveness.

Our approach to risk management is designed to provide reasonable, but not absolute, assurance that our assets are safeguarded, the risks facing the business are being assessed and mitigated and all information that may be required to be disclosed is reported to HUL's senior management including, where appropriate, the Chairman and Managing Director and Chief Financial Officer, the Audit Committee and the Board.

For each of our principal risks, we have a risk management framework detailing the controls we have in place and who is responsible for managing both the overall risk and the individual controls mitigating that risk. Our assessment of risk considers both short and long-term risks, including how these risks are changing, together with emerging risk areas. These are reviewed on an ongoing basis, and formally signed off by the Risk Management Committee and the Board at least once a year.

### Processes

HUL operates a wide range of processes and activities across all its operations covering strategy, planning, execution and performance management. Risk management is integrated into every stage of this business cycle. These procedures are formalised and documented and are increasingly being centralised and automated into transactional and other information technology systems.

### Risk and Internal Adequacy

The Board, advised by the Risk Management Committee, where appropriate, regularly reviews the significant risks and decisions that could have a material impact on HUL. These reviews consider the level of risk that HUL is prepared to take in pursuit of the business

strategy and the effectiveness of the management controls in place to mitigate the risk exposure.

The Company's internal control systems are commensurate with the nature of its business and the size and complexity of its operations. These are routinely tested and certified by Statutory as well as Internal Auditors and cover all offices, factories and key business areas. Significant audit observations and follow up actions thereon are reported to the Audit Committee. The Audit Committee reviews adequacy and effectiveness of the Company's internal controls environment and monitors the implementation of audit recommendations, including those relating to strengthening of the Company's risk management policies and systems.

### Principal Risks

On the following pages, we have identified the risks that we regard as the most relevant to our business. These are the risks that we see as most material to HUL's business and performance at this time. There may be other risks that could emerge in the future.

The most significant emerging risk is the ongoing outbreak of the novel coronavirus (COVID-19). These are challenging times for the world at large. The outbreak of COVID-19 and its rapid acceleration across the globe are concerning.

While the human impact of the virus takes precedence for all of us, we continue to monitor the developments closely and are wary of the adverse impact on our business.

The manifold disruptions in terms of Government announced lockdowns, challenges in running production, managing supply and distribution network and fall in consumer spending pose risks that are multi-dimensional and rapidly evolving.

The dynamics of this situation make it difficult to fully assess the risk impact. However, we are doing all we can to ensure business continuity and working tirelessly to mitigate the risks. We are monitoring the evolving situation carefully to understand the potential impact on our people and our business.

Our other principal risks have not fundamentally changed this year except for the addition of –

1. **Climate change risk** – In recognition of the growing significance and our increasing understanding of the impacts of climate change on our business, we have included it amongst our principal risks, recognising the need for urgency in actions to mitigate the same.
2. **Macro-Economic Instability risk** – Macro Economic instability on account of the fallout of COVID-19, global political and trade tensions and Government actions in the aftermath have created an extremely volatile macro-economic environment which is a key risk impacting our business in the current scenario.

We identify the most relevant risks for our business, but also reflect on whether we think the level of risk associated with each of our principal risks is increasing or decreasing. The corresponding increase / decrease has been called out for each of the below listed risks.

### Nature of risk

### Management of risk

#### Brand Preference

➔ Risk change since last year: No change

**Our success depends on the value and relevance of our brands and products to our consumers and on our ability to innovate and remain competitive.**

Consumer tastes, preferences and behaviours are changing more rapidly than ever before. Under indexation of product portfolio in segments, where a substantial section of the market is moving, will lead to loss of market share and long-term competitive disadvantage. Our ability to create innovative products that continue meeting the needs of customers and deploy the right communication, both in terms of messaging content and medium, is critical to the continued strength of our brands.

Your Company monitors external market trends and collates consumer, customer and shopper insights in order to develop category and brand strategies. We invest in markets and segments where we have built, or are confident that we can build, competitive advantage. Our Research and Development function actively searches for ways in which to translate the trends in consumer preference and taste into new technologies for incorporation into future products. Our innovation management process converts category strategies into projects which deliver new products to market. We develop product ideas both in house and with selected partners to enable us to respond to rapidly changing consumer trends with speed. Our brand communication strategies are designed to optimise digital communication opportunities. We develop and customise brand messaging content specifically for each of our chosen communication channels (both traditional and digital) to ensure that our brand messages reach our target consumers.

#### Supply Chain

⬆ Risk change since last year: Increase (In View of COVID-19)

**Our business depends on purchasing materials, efficient manufacturing and the timely distribution of products to our customers.**

Our Supply Chain network is exposed to potentially adverse events such as physical disruptions, environmental and industrial disruptions, labour unrest, transportation strikes or disruptions at a key supplier, which could impact our ability to deliver orders to our customers.

The cost of our products can be significantly affected by the cost of the underlying commodities and materials from which they are made. Fluctuations in these costs may negatively impact business especially if such movements are not effectively managed.

We have contingency plans designed to enable us to secure alternative key material supplies at short notice, to transfer or share production between manufacturing sites and to use substitute materials in our product formulations and recipes. We have policies and procedures designed to ensure the health and safety of our employees and the products in our facilities, and to deal with major incidents including business continuity and disaster recovery. Commodity price risk is actively managed through forward buying of traded commodities and other hedging mechanisms. Trends are monitored and modelled regularly and integrated into our forecasting process.

As COVID-19 virus spreads across the nation, our Supply Chain teams have risen to the challenge. We are working tirelessly to keep our production and distribution ongoing so that our consumers and communities have uninterrupted access to our products which help them meet their basic needs of health, hygiene and nutrition. We are working closely with the Government to provide necessary hygiene solutions, we are prioritising key SKUs and are continuously making our planning cycles more agile while unlocking flexible alternatives. This has helped us reboot our supply lines to a large extent. Your Company has enhanced its production capacities of home and hygiene products in keeping with consumer needs in these times.



# Report of Board of Directors (continued)

## Nature of risk Management of risk

### Business Transformation

⬆️ Risk change since last year: Increase (In View of GSK CH Integration)

**Successful execution of business transformation projects is key to delivering their intended business benefits and avoiding disruption to other business activities.**

HUL is continually engaged in major change projects, including acquisitions, disposals and organisational transformation, to drive continuous improvement in our business and to strengthen our portfolio and capabilities.

We have an extensive programme of transformation projects. Failure to execute such initiatives successfully could result in under-delivery of the expected benefits and there could be a significant impact on the value of the business.

All acquisitions, disposals and transformation projects have steering groups in place led by senior leadership teams. Sound project discipline is followed in all transformation projects and these projects are resourced by dedicated and appropriately qualified personnel. All such projects are monitored through strong governance and reviewed by the Board of the Company for delivery of maximum synergies.

In order to ensure we seamlessly integrate the Nutrition portfolio of GSK CH into our business, we have put in place a dedicated team resourced with senior leadership. There is a detailed plan on the key aspects of integration with clear and measurable milestones. This is continuously monitored through strong governance and review by the management for overall business integration, process harmonisation and delivery of synergies. For instance, from a customer development lens, your Company's Go-To-Market capabilities are being leveraged to drive front-end integration. In supply chain, your Company is focusing on the integration of sales and operations planning, manufacturing technology excellence and quality amongst other capabilities. Throughout the integration, Nutrition business specific capabilities are being preserved and protected to be harnessed for generating long-term business benefits.

### Plastic Packaging

➡️ Risk change since last year: No change

**We use a significant amount of plastic to package our products. A reduction in the amount of single use plastic we use, the use of recycled plastic and an increase in the recyclability of our packaging are critical to our future success.**

Consumer and customer responses to environmental impact of plastic waste and emerging regulation by Governments to tax or ban the use of certain plastics require us to find solutions to reduce the amount of plastic we use, increase recycling post-consumer use and to source recycled plastic for use in our packaging. Not only is there a risk around finding appropriate replacement materials, due to high demand, but also the cost of recycled plastic or other alternative packaging materials could significantly increase in the foreseeable future and this could impact our profitability. We could also be exposed to higher costs as a result of taxes or fines if we are unable to comply with plastic regulations which would again impact our profitability and reputation.

We are working on three different streams to address the risk.

**Advocacy:** We are working with Government and Industry bodies on packing substitutes, central regulation for all States, definition of single use plastics and framing of EPR regulation framework.

**Collection and Recovery:** We are driving waste management pilots through tie ups with various companies / NGOs deploying mass collection, processing and disposal models.

**Design and development of alternative packing:** We are working on innovative solutions such as accelerated development of multi-unit pack, modular packaging and wider use of refills.

## Nature of risk Management of risk

### Legal & Regulatory

➡️ Risk change since last year: No change

**Compliance with laws and regulations is an essential part of HUL's business operations.**

Proliferation or instability in regulatory policies related to levy of direct/indirect taxes, imports, data privacy, the environment, corporate governance, listing and disclosure may lead to adverse impact on growth and profitability and increased exposure to civil and/or criminal actions leading to damages, fines and criminal sanctions against us and/or our employees with possible consequences for our corporate reputation. Changes to laws and regulations could have a material impact on the cost of doing business.

HUL is committed to complying with the laws and regulations of the country. In specialist areas, the relevant teams are responsible for setting detailed standards and ensuring that all employees are aware of and comply with regulations and laws specific and relevant to their roles. Our legal and regulatory specialists are heavily involved in monitoring and reviewing our practices to provide reasonable assurance that we remain aware of and are in line with all relevant laws and legal obligations.

### Systems & Information

⬆️ Risk change since last year: Increase (On account of COVID-19)

**HUL's operations are increasingly dependent on IT systems and the management of information.**

The cyber-attack threat of unauthorised access and misuse of sensitive information or disruption to operations continues to increase. Such an attack could inhibit our business operations in a number of ways, including disruption to sales, production and cash flows, ultimately impacting our results. In addition, increasing digital interactions with customers, suppliers and consumers place ever greater emphasis on the need for secure and reliable IT systems and infrastructure and careful management of the information that is in our possession to ensure data privacy.

To reduce the impact of external cyber-attacks impacting our business, we have firewalls and threat monitoring systems in place, complete with immediate response capabilities to mitigate identified threats. We also maintain a robust system for the control and reporting of access to our critical IT systems. This is supported by an annual programme of testing of access controls. We have policies covering the protection of both business and personal information, as well as the use of IT systems and applications by our employees. Our employees are trained to understand these requirements. We also have a set of IT security standards and closely monitor their operation to protect our systems and information. Hardware that runs and manages core operating data is fully backed up with separate contingency systems to provide real-time backup operations, should they ever be required. We have standardised ways of hosting information on our public websites and have systems in place to monitor compliance with appropriate privacy laws and regulations, and with our own policies.

### Quality and Safety

➡️ Risk change since last year: No change

**The quality and safety of our products are of paramount importance for our brands and our reputation.**

The risk that raw materials are accidentally or maliciously contaminated in the supply chain or that other product defects occur due to human error, equipment failure or other factors cannot be excluded. Labelling errors can have potentially serious consequences for both consumer safety and brand reputation. Therefore on-pack labelling needs to provide clear and accurate ingredient information so that consumers can make informed decisions regarding the products they buy.

Our product quality processes and controls are comprehensive, from product design to customer shelf. Our internal safety and quality norms are constantly reviewed to ensure that our products meet the most stringent norms. HUL has a robust quality inspection process in all manufacturing and warehousing locations to avoid and detect quality and safety issues. Our key suppliers are externally certified, and the quality of material received is regularly monitored to ensure that it meets the rigorous quality standards that our products require. We have processes in place to ensure that the data used to generate on-pack labelling is compliant with applicable regulations and HUL labelling policies in order to provide the clarity and transparency needed for consumers.

## Report of Board of Directors (continued)

Nature of risk	Management of risk
<p><b>Talent</b></p> <p>→ Risk change since last year: No change</p> <p><b>A skilled workforce in keeping with the transformational business environment driven by digital technologies and new age business models, is essential for the continued success of our business.</b></p> <p>With the rapidly changing nature of work and skills, there is a risk that our workforce is not equipped with the skills required for the new environment. Our ability to attract, develop and retain a diverse range of skilled people is critical if we are to compete and grow effectively. The loss of management or other key personnel or the inability to identify, attract and retain qualified personnel could make it difficult to manage the business and could adversely affect operations and financial results.</p>	<p>Over the years, we have developed a good equity to attract top talent from the markets. We have an integrated management development process which includes regular performance reviews underpinned by a common set of leadership behaviours, skills and competencies. We have development plans to upskill and reskill employees for future roles and will bring in flexible talent to access new skills. We have targeted programmes to attract and retain top talent and we actively monitor our performance in retaining a diverse talent pool within HUL.</p>
<p><b>Ethics</b></p> <p>→ Risk change since last year: No change</p> <p><b>HUL's brands and reputation are valuable assets and the way in which we operate, contribute to society and engage with the world around us is always under scrutiny.</b></p> <p>Acting in an ethical manner, consistent with the expectations of customers, consumers and other stakeholders, is essential for the protection of the reputation of your Company and its brands. Any significant breach to our Code of Business Principles by employees or extended enterprises would lead to damage to HUL's corporate reputation and business results.</p>	<p>Our Code of Business Principles and Code Policies govern the behaviour of our employees, suppliers, distributors and other third parties who work with us. Our processes for identifying and resolving breaches of our Code of Business Principles and Code Policies are clearly defined and regularly communicated throughout HUL. Data relating to such breaches is reviewed by the Company Management Committee and by relevant Board Committees that helps to determine the allocation of resources for future policy development, process improvement, training and awareness initiatives. Our Responsible Sourcing Policy and Responsible Business Partner Policy help us improve the lives of the people in our supply chains by ensuring human rights are protected and make healthy and safe workplace a mandatory requirement for our suppliers.</p>
<p><b>Macro-Economic Instability</b></p> <p>→ Risk change since last year: New Risk</p> <p><b>Global and local macro-economic factors may result in a reduction in disposable income of consumers and a slowdown in FMCG Markets. This may impact our growth and profitability adversely.</b></p>	<p>HUL's flexible business model allows us to adapt our portfolio and respond quickly to develop new offerings that suit consumers' and customers' changing needs during economic downturns. We regularly update our forecast of business results and cash flows and, where necessary, rebalance investment priorities. We believe that many years of exposure to challenging markets have given us experience of operating and developing our business successfully during periods of macro-economic volatility.</p>

Nature of risk	Management of risk
<p><b>Climate Change</b></p> <p>→ Risk change since last year: New Risk</p> <p><b>Climate change and Governmental actions to reduce such changes may disrupt our operations and/or reduce consumer demand for our products.</b></p> <p>Climate change may impact our business in various ways leading to reduced growth and profitability. It could lead to water shortages which would reduce demand for those of our products that require a significant amount of water during consumer use or decrease in sales on account of reduced product efficacy due to water shortage. Uncertainty in timing and severity of summer, winter and monsoon may impact the seasonal swings that we get on our mixes.</p>	<p>We have ongoing plans to de-seasonalise our product portfolios. Water saving formulations are being made available for seasonal deployment across portfolio. We monitor trends in raw material availability and pricing due to short-term weather impacts, and proactively reformulate our products where appropriate to ensure continued availability of input materials. We monitor Governmental developments around actions to combat climate change and take proactive action to minimise the impact on our operations.</p>
<p><b>Opportunities</b></p> <p><b>Growing in Channels of the Future</b></p> <p>With advent of technology enabled distribution models, there has been a hyper fragmentation of channels. Accelerated growth of e-Commerce and Modern Trade has brought about a huge opportunity to tap into these channels and drive business growth.</p>	<p><b>What we are doing to respond to opportunities</b></p> <p>While HUL continues to drive growth in the traditional trade and route to market, it is also critical to increase its footprint in emerging channels such as e-Commerce and Modern Trade. Several new initiatives have been piloted to strengthen our capability in channels of the future. HUL continues to collaborate with key players in e-Commerce to drive strategic priorities.</p>
<p><b>Premiumisation and Market Development</b></p> <p>HUL's strategic investment choices in keeping with changing consumer demographics, aspirations and spending power will bring about an opportunity for growth and improved margins. There is a huge headroom to grow through building our product portfolio in high growth super premium segments.</p>	<p>Our strategy and our business plans are designed to ensure that resources are prioritised towards high growth segments. HUL is focused on making the core brands aspirational and driving premiumisation across the breadth of the product portfolio with investments in robust pipeline of innovations designed to meet the premiumisation trend. HUL has significantly enhanced brand propositions and marketing investments to increase adoption in under-penetrated categories</p>
<p><b>Digital Transformation</b></p> <p>Opportunities arising from rapidly emerging digital technologies, analytics and big data present a chance to make meaningful interventions and develop capabilities across the value chain redefining the way we do business.</p>	<p>HUL has been a leader in using big data and analytics as a tool to drive sustainable growth. We continue to drive organisation wide digital transformation agenda under the umbrella of 'Reimagining HUL' to capture the digital opportunity. Pre-empting the imminent disruption, we have established a sharp digital innovation portfolio in each Function and continue investments in Innovation. These innovations include those around our core ERP platform using Cloud, Artificial Intelligence and other digital technologies. Each day, we build new capabilities in Systems, Workforce and Business Models.</p>
<p><b>Improving Digital Skill Footprint</b></p> <p>The pace of change in technology is affecting how we work. Business is increasingly becoming more digital and automated. As new roles and ways of working emerge, people increasingly need different skills. This could be a huge disruption but it is also a huge opportunity. With automation and digital transformation, employees have the opportunity to reinvent themselves and learn new skills. As an organisation, we can make strides towards becoming more agile and tech savvy.</p>	<p>HUL's vision of 'Reimagining HUL' incorporates a thrust on building the firm of the future with talent equipped and empowered to ride the digital transformation wave. Ongoing learning is critically important for the required enablement. We use digital platforms to give people control of their own learning. The Digi-Council further supports development of niche digital skills and capabilities. The leadership of HUL is invested to make sure that it's talent is digitally enabled and future fit.</p>

# Report of Board of Directors (continued)

## C. FINANCIAL REVIEW (STANDALONE)

### Results

	(₹ crores)	
	For the year ended 31st March, 2020	For the year ended 31st March, 2019
Sales	38,273	37,660
EBITDA	9,600	8,637
Profit before exceptional items and tax	9,289	8,749
Profit for the year	6,738	6,036

### Division Wise Turnover

	For the year ended 31st March, 2020		For the year ended 31st March, 2019	
	Sales	Others*	Sales	Others*
Home Care	13,559	83	12,763	113
Beauty & Personal Care	17,019	326	17,323	332
Foods and Refreshment	7,395	55	7,068	65
Others (including Exports, Infant and Feminine Care)	300	48	506	54
<b>Total</b>	<b>38,273</b>	<b>512</b>	<b>37,660</b>	<b>564</b>

\* Others include service income from operations, relevant to the respective businesses.

### Summarised Profit and Loss Account

	(₹ crores)	
	For the year ended 31st March, 2020	For the year ended 31st March, 2019
<b>Sale of products</b>	38,273	37,660
Other operational income	512	564
<b>Total Revenue</b>	<b>38,785</b>	<b>38,224</b>
Operating Costs	29,185	29,587
<b>Profit Before Depreciation, Interest, Tax (PBDIT)</b>	<b>9,600</b>	<b>8,637</b>
Depreciation	938	524
<b>Profit Before Interest &amp; Tax (PBIT)</b>	<b>8,662</b>	<b>8,113</b>
Other Income (net)	627	636
<b>Profit before exceptional items</b>	<b>9,289</b>	<b>8,749</b>
Exceptional items	(197)	(227)
<b>Profit Before Tax (PBT)</b>	<b>9,092</b>	<b>8,522</b>
Taxation	2,354	2,486
<b>Profit for the year</b>	<b>6,738</b>	<b>6,036</b>
<b>Basic EPS (₹)</b>	<b>31.13</b>	<b>27.89</b>

### Key Financial Ratios:

Particulars	2019-20	2018-19	2017-18
Return on Net Worth (%)	92.0	90.5	84.5
Return on Capital Employed (%)	128.5	131.2	118.9
Basic EPS (after exceptional items) (₹)	31.1	27.9	24.2
Debtors turnover	28.2	26.7	33.4
Inventory turnover	15.1	15.8	14.7
Interest coverage ratio*	81.7	289.8	340.9
Current ratio	1.3	1.4	1.3
Debt equity ratio	1.4	1.3	1.4
Operating profit margin (%)	22.6	21.5	19.6
Net profit margin (%)	17.6	16.0	15.1

\*Interest coverage ratio has dropped because of accounting impact of Ind AS 116.

There is no significant change (i.e. change of 25% or more as compared to the immediately previous financial year) in the key financial ratios except Interest coverage ratio.

### Detailed explanation of ratios

- (i) **Return on Net Worth**  
Return on Net Worth (RONW) is a measure of profitability of a Company expressed in percentage. It is calculated by dividing total comprehensive income for the year by average capital employed during the year.
- (ii) **Return on Capital Employed**  
Return on Capital Employed (ROCE) is a financial ratio that measures a Company's profitability and the efficiency with which its capital is used. In other words, the ratio measures how well a Company is generating profits from its capital. It is calculated by dividing profit before exceptional items and tax by average capital employed during the year.
- (iii) **Basic EPS**  
Earnings Per Share (EPS) is the portion of a Company's profit allocated to each share. It serves as an indicator of a Company's profitability. It is calculated by dividing Profit for the year by Weighted average number of shares outstanding during the year.
- (iv) **Debtors Turnover**  
The above ratio is used to quantify a Company's effectiveness in collecting its receivables or money owed by customers. The ratio shows how well a Company uses and manages the credit it extends to customers and how quickly that short-term debt is collected or is paid. It is calculated by dividing turnover by average trade receivables.
- (v) **Inventory Turnover**  
Inventory Turnover is the number of times a Company sells and replaces its inventory during a period. It is calculated by dividing turnover by average inventory.
- (vi) **Interest Coverage Ratio**  
The Interest Coverage Ratio measures how many times a Company can cover its current interest payment with its available earnings. It is calculated by dividing PBIT by finance cost.
- (vii) **Current Ratio**  
The Current Ratio is a liquidity ratio that measures a Company's ability to pay short-term obligations or those due within one year. It is calculated by dividing the current assets by current liabilities.
- (viii) **Debt Equity Ratio**  
The ratio is used to evaluate a Company's financial leverage. It is a measure of the degree to which a Company is financing its operations through debt versus wholly owned funds. It is calculated by dividing a Company's total liabilities by its shareholder's equity.
- (ix) **Operating Profit Margin (%)**  
Operating Profit Margin is a profitability or performance ratio used to calculate the percentage of profit a Company produces from its operations. It is calculated by dividing the EBIT by turnover.
- (x) **Net Profit Margin (%)**  
The net profit margin is equal to how much net income or profit is generated as a percentage of revenue. It is calculated by dividing the profit for the year by turnover.

### Other Financial Disclosures

There has been a material change and commitment affecting the financial position of the Company which occurred between the end of the financial year to which this financial statement relates and the date of this Report. The Board at its meeting held on 1st April, 2020, declared the Scheme of Amalgamation between GSK CH and the Company and their respective shareholders and creditors under Sections 230 to 232 of the Companies Act, 2013 ('Scheme') effective.

During the financial year, there was no amount proposed to be transferred to the Reserves.

Capital Expenditure during the year was at ₹ 765 crores (₹ 728 crores in the previous year).

During the year, your Company did not accept any public deposits under Chapter V of the Companies Act, 2013.

Your Company manages cash and cash flow processes assiduously, involving all parts of the business. There was a net cash surplus of

₹ 5,017 crores (FY 2018-19: ₹ 3,688 crores), as on 31st March, 2020. The Company's low debt equity ratio provides ample scope for gearing the Balance Sheet, should the need arise. Foreign Exchange transactions are fully covered with strict limits placed on the amount of uncovered exposure, if any, at any point in time. There are no materially significant uncovered exchange rate risks in the context of Company's imports and exports. The Company accounts for mark-to-market gains or losses every quarter end, are in line with the requirements of Ind AS 21. The details of foreign exchange earnings and outgo as required under Section 134 of the Companies Act, 2013 and Rule 8(3) of Companies (Accounts) Rules, 2014 are mentioned below:

	(₹ crores)	
	For the year ended 31st March, 2020	For the year ended 31st March, 2019
Foreign Exchange earnings	283	324
Foreign Exchange outgo	1,565	1,382

# Report of Board of Directors (continued)

## Performance of Subsidiaries

The summary of performance of the Subsidiaries of your Company is provided as below:

### Unilever India Exports Limited

Unilever India Exports Limited (UIEL) is a 100% subsidiary of your Company and is engaged in FMCG exports business. The focus of the FMCG exports operation is two-fold: to develop overseas markets by driving distribution of brands, such as Vaseline, Dove, Pears, BRU, Red Label, Lakmé and to effectively provide cross-border sourcing of FMCG products to other Unilever companies across the world. This was a challenging year for UIEL in view of localisation in some of the markets, which led to drop in export demand.

### Lakme Lever Private Limited

Lakme Lever Private Limited (LLPL) is a 100% subsidiary of your Company. LLPL is engaged in Salons business and also operates a manufacturing unit at Gandhidham which carries out job work operations for your Company manufacturing toilet soaps, bathing bars and detergent bars.

LLPL has over 485 owned / managed and franchisee salons. LLPL has continued to expand its salons business across markets with 102 new salons in the year. The 'Lakmé Salon Blockbuster Brides collection' inspired by Bollywood brides and the 'Garam Masala Hair' colour collection inspired by rich Indian spices were launched at Lakmé Fashion Week in collaboration with leading designers. The 'Runway Rewards' customer club re-launch with new attractive benefits was received well. Compelling thematic campaigns like Good Hair Day, Happy New You and BFF - Best Face Forward helped drive growth. Dermalogica the world's leading professional skincare brand was launched in over 100 salons. Some of the customer delight metrics such as Net Promoter Score and Magic Moments during the year. LLPL continues to derive support from your Company to drive growth in this attractive market opportunity.

### Hindustan Unilever Foundation

Hindustan Unilever Foundation (HUF) is a not-for-profit Company that anchors water management related community development and sustainability initiatives of your Company.

HUF operates the 'Water for Public Good' programme, with a specific focus on water conservation, building local community institutions to govern water resources and enhancing farm-based livelihoods through adoption of judicious water practices. HUF's programmes reached out to over 4,300 villages cumulatively in 53 districts, 10 states and 2 union territories across India in partnership through 23 NGO partners and multiple co-funders. HUF also supports several knowledge initiatives in water conservation and governance.

By the end of 2019, the cumulative and collective achievements through partnered programmes HUL (independently assured up to financial year 2018-19) include:

**Water Conservation:** Over 980 billion litres of water saving potential created through improved supply and demand management of water resources. Till financial year 2019-20, HUF's water conservation estimate stood at 1,200 billion litres\* cumulatively.

\*pending independent assurance

**Crop Yield:** Additional agriculture production of over 0.95 million tonnes has been generated.

**Livelihoods:** Over 10 million person days of employment have been created though water conservation and increased agriculture production.

### Unilever Nepal Limited

Unilever Nepal Limited (UNL), a subsidiary of your Company and is engaged in manufacturing, marketing and sale of detergents, foods and refreshment products, toilet soaps, personal products and laundry soaps in Nepal.

During the year, UNL enhanced its growth trajectory which was broad based across all categories. UNL has maintained its bottom-line performance, driven by mix, judicious price management and by leveraging the current manufacturing capability. Transformation programmes such as Distributor Management System with Central Bill Monitoring System (CBMS) capability, SAP migration and leveraging 3 tier model to standardised processes are helping in faster decision-making, localised and swifter innovation delivery and increased speed-to market, which has helped in driving business performance.

### Other Subsidiaries

**Pond's Exports Limited** is a subsidiary of your Company which was engaged in leather business and has currently discontinued operations.

**Bhavishya Alliance Child Nutrition Initiatives** is a subsidiary of your Company which is not-for-profit subsidiary of your Company and had launched a hand washing behaviour change programme in the state of Bihar that aims to reduce diarrhoea and pneumonia in children under the age of five years. It discontinued operations & a similar handwashing programme is now being driven by your Company directly.

**Daverashola Estates Private Limited** is a subsidiary of your Company which has been exploring opportunities to enter into appropriate business activities.

**Jamnagar Properties Private Limited** is a subsidiary of your Company. The litigation over the land of the Company is now over and accordingly the land has been surrendered to the Government and a Deed of Surrender was signed to this effect.

**Levers Associated Trust Limited, Levindra Trust Limited and Hindlever Trust Limited**, subsidiaries of your Company, act as trustees of the employee benefits trusts of your Company.

Your Company has not made any downstream investments in subsidiaries.

## D. OTHERS

### Cost Audit

In terms of the Section 148 of the Companies Act, 2013 read with Rule 8 of the Companies (Accounts) Rules, 2014, the cost audit is applicable for following businesses such as Coffee, Drugs and Pharmaceuticals, Insecticides, Milk Powder, Organic Chemicals, Other Machinery, Petroleum Products and Tea. The accounts and records for the above applicable businesses are made and

maintained by the Company as specified by the Central Government under sub-section (1) of Section 148 of the Companies Act, 2013.

### Employee Stock Option Plan (ESOP)

Details of the shares issued under Employee Stock Option Plan (ESOP), as also the disclosures in compliance with SEBI (Share Based Employee Benefits) Regulations, 2014, are uploaded on the website of the Company <https://www.hul.co.in/investor-relations/annual-reports/hul-annual-report-related-documents.html>. No employee has been issued share options during the year equal to or exceeding one per cent of the issued capital of the Company at the time of grant.

Pursuant to the approval of the Members at the Annual General Meeting held on July 23, 2012, the Company adopted the '2012 HUL Performance Share Scheme'. In accordance with, the terms of the Performance Share Plan, employees are eligible for award of conditional rights to receive equity shares of the Company at the face value of ₹ 1/- each. These awards will vest only on the achievement of certain performance criteria measured over a period of three years. The Company confirms that the 2012 HUL Performance Share Scheme complies with the provisions of SEBI (Share Based Employee Benefits) Regulations, 2014.

No shares were awarded to employees under the '2012 HUL Performance Share Scheme' in the financial year 2019-20.

The employees of the Company are eligible for Unilever PLC (the 'Holding Company') share awards namely, the Management Co-Investment Plan (MCIP) and the SHARES Plan. The MCIP scheme has two sets of eligibilities – for Managers, it allows eligible employees to invest up to 20% of their annual bonus and for eligible senior leaders to invest up to 100% of their annual bonus in the shares of the Holding Company and to receive a corresponding award of performance related shares. The awards under the MCIP plan vests after 4 years between 0-200% of grant level, depending on the satisfaction of the performance metrics. Under the SHARES Plan, eligible employees can invest in the shares of the Holding Company upto a specified amount and after three years, one share is granted to the employees for every three shares invested, subject to the fulfilment of conditions of the scheme. The Holding Company charges the Company for the grant of shares to the Company's employees based on the market value of the shares on the exercise date.

Disclosures with respect to the remuneration of Directors and employees as required under Section 197 of the Companies Act, 2013 and Rule 5(1) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 ('Rules') have been appended as Annexure to this Report. Details of employee remuneration as required under provisions of Section 197 of the Companies Act, 2013 and Rule 5(2) and 5(3) of the Rules are available to any shareholder for inspection on request. Such details are also available on your Company's website at <https://www.hul.co.in/investor-relations/annual-reports/hul-annual-report-related-documents.html>.

### Unilever Sustainable Living Plan (USLP)

Your Company's vision is to accelerate growth in the business, while reducing environmental footprint and increasing positive social impact. This vision has been codified in the USLP launched in

2010, which is your Company's blueprint for achieving sustainable growth. By spurring innovation, strengthening the supply chain, lowering costs, reducing risks and building trust, sustainability is creating value for your Company as well as the society.

Your Company has made good progress on the three USLP big goals to be achieved globally: to help more than a billion people improve their health and well-being, to halve the environmental footprint of our products and to source 100% of our agricultural raw materials sustainably and enhance the livelihoods of people across our value chain.

Detailed information on the progress of your Company's USLP initiatives and CSR activities are available in the Annual Report on CSR and Business Responsibility Report which is appended as an Annexure to this Report.

### Dividend

Your Directors are pleased to recommend a Final Dividend of ₹ 14/- per equity share of face value of ₹ 1/- each for the year ended 31st March, 2020. The Interim Dividend of ₹ 11/- per equity share was paid on Tuesday, 5th November, 2019.

The Final Dividend, subject to the approval of Members at the Annual General Meeting on Tuesday, 30th June, 2020, will be paid on or after Friday, 3rd July, 2020, to the Members whose names appear in the Register of Members, as on the Book Closure date, i.e. from Thursday, 23rd June, 2020, to Tuesday 30th June, 2020, (both days inclusive). The total dividend for the financial year, including the proposed Final Dividend, amounts to ₹ 25/- per equity share and will absorb ₹ 6,141 crores (including Dividend Distribution Tax of ₹ 470 crores on Interim Dividend). In view of the changes made under the Income-tax Act, 1961, by the Finance Act, 2020, dividends paid or distributed by the Company shall be taxable in the hands of the Shareholders. Your Company shall, accordingly, make the payment of the Final Dividend after deduction of tax at source.

### Unpaid / Unclaimed Dividend

In terms of the provisions of Investor Education and Protection Fund (Accounting, Audit, Transfer and Refund) Rules, 2016 / Investor Education and Protection Fund (Awareness and Protection of Investors) Rules, 2001, ₹ 13.83 crores of unpaid / unclaimed dividends were transferred during the year to the Investor Education and Protection Fund.

### Mergers and Acquisitions

Your Company completed the merger of GSK CH on 1st April, 2020. The merger is in line with Company's strategy to build a sustainable and profitable Foods and Refreshment (F&R) business in India by leveraging the megatrend of health and wellness. GSK CH is the undisputed leader in the Health Food Drinks category, with iconic brands such as Horlicks and Boost, and a product portfolio supported by strong nutritional claims. This merger will bolster your Company's focus to build a profitable and sustainable Nutrition business in India. This is one of the largest deals in the FMCG sector in recent times and will lead to significant value creation for all stakeholders.

The approval of the Scheme of amalgamation of GSK CH with your Company was announced on 3rd December, 2018 which was

## Report of Board of Directors (continued)

subject to obtaining necessary statutory approval and sanction of the Scheme by the Mumbai and the Chandigarh benches of the National Company Law Tribunal (NCLT). The Scheme was approved by Members and Creditors of the Company with an overwhelming majority in June, 2019. The Scheme was approved by the Mumbai bench of the NCLT in September, 2019 and by the Chandigarh bench of the NCLT on 26th February, 2020. With the competition of the requisite statutory filings and completion of conditions precedent under the Scheme, the Board of Directors of your Company declared the Scheme effective from 1st April, 2020.

The Board of Directors of your Company at its meeting held on 1st April, 2020 approved the proposal for acquiring Horlicks Brand for India from GlaxoSmithKline (GSK) exercising the option available in the original agreement made between Unilever and GSK. This will enable your Company to utilise cash on its balance sheet and create value for shareholders. In addition, it will enable your Company to drive better salience in a local context. The other brands which were under the ownership of GSK CH like Boost, Maltova and Viva come to your Company's brand portfolio by virtue of the merger.

In accordance with the Scheme, your Company has issued and allotted 18,46,23,812 Equity Shares of ₹ 1/- each to the eligible shareholders of the now amalgamated GSK CH who were holding shares of GSK CH as on the Record Date i.e. 17th April, 2020 in the ratio of 4.39 shares of the Company for every one share held in GSK CH. Consequent to the Scheme, the Authorised Share Capital of your Company stood increased to 2,85,00,00,000 equity shares of ₹ 1/- each.

In order to ensure seamless integration of the acquired GSK CH business, your Company had constituted a dedicated Integration team with cross functional representation under the direct supervision of the Chairman and Managing Director and members of the Management Committee. The Integration team was responsible for a seamless transition with minimal disruption to the existing business, focusing on growth and value creation. The integration team was also responsible for seamless onboarding of the incoming employees and leverage their capabilities. These principles of integration shall help your Company in creating value for the organisation, allowing all the stakeholders to be part of the growth story of this merger.

Your Company will be partnering with GSK (via a consignment selling arrangement) to distribute brands of the GSK family in India. This partnership, with world-class brands from GSK (like Eno, Crocin, Sensodyne etc.) and your Company's distribution strength, will help build further the Company's go-to-market capabilities.

### Acquisition of female intimate hygiene wash brand 'VWash'

During the year, your Company entered into an agreement with Glenmark Pharmaceuticals Limited to acquire its intimate hygiene brand VWash. The deal involved acquisition of intellectual property rights including trademarks, design and know-how related to VWash brand. The proposed acquisition is in line with the Company's strategic intent to enter fast-growing segments of the future in the premium Beauty & Personal Care Category.

### Particulars of Loan, Guarantee or Investments

Details of loans, guarantee or investments made by your Company under Section 186 of the Companies Act, 2013, during financial year 2019-20 are appended as an Annexure to this Report.

### Governance, Compliance and Business Integrity

The Legal function of the Company continues to be a valued business partner that provides solutions to protect your Company and enable it to win in the volatile, uncertain, complex and ambiguous environment. Through its focus on creating 'value with values', the function provides strategic business partnership in the areas including product claims, mergers and acquisitions, legislative changes, combatting unfair competition, business integrity and governance.

As the markets continue to be disrupted with newer technologies and ever-evolving consumer preferences, the need to have a framework around data security and privacy is paramount. Your Company continues to ensure it has an appropriate framework and safeguards for data privacy of its stakeholders with enhanced legal and security standards. The legal function of your Company continues to embrace newer technologies to make the function future ready to support the growth agenda of the business.

Your Company is of the view that the menace of counterfeits can be effectively addressed if enforcement actions are supplemented with building awareness amongst the consumers of tomorrow. Your Company continued to engage with various stakeholders including e-Commerce Channel Partners, Industry Bodies and Regulators to curb the menace of counterfeiting on the e-Commerce platforms.

One of the key activities undertaken by your Company in this direction is propagating intellectual property awareness, particularly among school students. Your Company believes it is important to educate students on intellectual property and build awareness and understanding of the subject so that students start respecting intellectual property rights from a young age.

The Legal function of your Company works with leading industry associations, national and regional regulators and key opinion formers to develop a progressive regulatory environment in the best interest of all stakeholders.

### Business Integrity

Our principles and values apply to all our employees through our Code and Code Policies. Our employees undertake mandatory annual training on these Policies via online training modules and an annual business integrity pledge. Our Business with Integrity governance framework includes clear processes for dealing Code breaches.

During the financial year, we closed 222 incidents across all areas of our Code and Code Policies, with 119 confirmed breaches. During the year, we terminated the employment of 15 employees as a consequence of such breaches. The Code and Code Policies reflect our desire to fight corruption in all its forms. We are committed to eradicating any practices or behaviours though our zero-tolerance approach to such practices. The Code of Business Principles is periodically refreshed and updated so that it provides a current

reflection of the way we do business at Unilever. Our Code and associated policies were re-visited recently to align them with the changes in the internal and the external environment. Without changing the substance, the Code of Business Principles have been refreshed.

Our Responsible Sourcing Policy and Responsible Business Partner Policy help to give us visibility of our third parties to ensure their business principles are consistent with our own.

### Corporate Governance

Maintaining high standards of Corporate Governance has been fundamental to the business of your Company since its inception. A separate report on Corporate Governance is provided together with a Certificate from the Statutory Auditors of the Company regarding compliance of conditions of Corporate Governance as stipulated under Listing Regulations. A Certificate of the CEO and CFO of the Company in terms of Listing Regulations, *inter-alia*, confirming the correctness of the financial statements and cash flow statements, adequacy of the internal control measures and reporting of matters to the Audit Committee, is also annexed.

The extract of annual return in Form MGT-9 as required under Section 92(3) of the Companies Act and Rule 12 of the Companies (Management and Administration) Rules, 2014 is appended as an Annexure to this Report and also available on the Company's website at <https://www.hul.co.in/investor-relations/annual-reports/hul-annual-report-related-documents.html>.

### Prevention of Sexual Harassment at Workplace

As per the requirement of the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 ('POSH Act') and Rules made thereunder, your Company has constituted Internal Committees (IC). While maintaining the highest governance norms, the Company have appointed external independent persons who worked in this area and have the requisite experience in handling such matters, as Chairpersons of each of the Committees. During the year, 3 complaints with allegations of sexual harassment were received by the Company and they were investigated and resolved as per the provisions of the POSH Act. To build awareness in this area, the Company has been conducting induction / refresher programmes in the organisation on a continuous basis. Your Company has also engaged with Government Authority and made suggestions to make POSH Act more enabling and easier to administer so that matters under this Act can be dealt with more efficiently.

### Update on Kodaikanal Soil Remediation

Your Company had informed the Members that soil remediation trials had been concluded. Pursuant to which the authorities permitted the Company to commence full scale soil remediation work on the premises of the former factory of your Company as per the approved up-scaling plan. In the meantime, the permission granted for soil remediation and the Site-Specific Target Level specified by the authorities was challenged before the National Green Tribunal. The National Green Tribunal after hearing the petition that was filed and ordered that the remediation be carried out as per the approval granted by the authorities. The decision of the National Green Tribunal was challenged before the Supreme

Court of India; the Supreme Court of India dismissed the petition and has allowed the soil remediation to go ahead. The Company is taking steps to commence full-scale soil remediation at the factory site at the earliest.

### Related Party Transactions

In line with the requirements of the Companies Act, 2013 and amendment to the Listing Regulations, your Company has formulated a revised Policy on Related Party Transactions which is also available on the Company's website at [https://www.hul.co.in/Images/policy-on-materiality-of-rpt-and-dealing-with-rpt\\_tcm1255-547442\\_1\\_en.pdf](https://www.hul.co.in/Images/policy-on-materiality-of-rpt-and-dealing-with-rpt_tcm1255-547442_1_en.pdf). The Policy intends to ensure that proper reporting, approval and disclosure processes are in place for all transactions between the Company and Related Parties.

All Related Party Transactions are placed before the Audit Committee for review and approval. Prior omnibus approval is obtained for Related Party Transactions on a quarterly basis for transactions which are of repetitive nature and / or entered in the Ordinary Course of Business and are at Arm's Length. All Related Party Transactions are subjected to independent review by a reputed accounting firm to establish compliance with the requirements of Related Party Transactions under the Companies Act, 2013, and Listing Regulations.

All Related Party Transactions entered during the year were in Ordinary Course of the Business and at Arm's Length basis. No Material Related Party Transactions, i.e. transactions exceeding 10% of the annual consolidated turnover as per the last audited financial statement, were entered during the year by your Company. Accordingly, the disclosure of Related Party Transactions as required under Section 134(3)(h) of the Companies Act, 2013, in Form AOC-2 is not applicable.

### Board of Directors and Key Managerial Personnel

During the year, Mr. Pradeep Banerjee, Whole-time Director designated as an Executive Director, Supply Chain stepped down from the Board as his contract of service came to an end on 31st December, 2019. The Board places on record its deep sense of gratitude and appreciation for Mr. Banerjee's immense contribution, strategic guidance provided during his tenure as a Whole-time Director of the Company.

During the year, on the recommendation of Nomination and Remuneration Committee, the Board appointed Mr. Wilhelmus Uijen as a Whole-time Director of the Company, designated as an Executive Director, Supply Chain for a period of 5 (five) years with effect from 1st January, 2020, liable to retire by rotation and the appointment of Mr. Uijen has been approved by the Shareholders of the Company by approving the ordinary resolution conducted through Postal Ballot dated 18th March, 2020. As the appointment of Mr. Uijen requires the approval of the Central Government, the Company has made application to the Central Government in this regard.

During the year, based on the recommendation of Nomination and Remuneration Committee, the Board of Directors appointed Dr. Ashish Gupta as an Additional Director with effect from 31st January, 2020, to hold office up to the date of the forthcoming Annual General Meeting. The Board considered the

## Report of Board of Directors (continued)

domain knowledge and experiences of Dr. Gupta in the areas of future-facing technology and digital ecosystems, while approving his appointment as Independent Director on the Board of the Company. The Board is of the opinion that Dr. Gupta, Independent Director possesses requisite qualification, experience, expertise and holds high standards of integrity. Being eligible, Dr. Gupta has offered himself to be appointed as the Independent Director of your Company.

Further, Mr. Aditya Narayan, Independent Director of the Company, who was re-appointed by the Shareholders as an Independent Director for his second term at the last Annual General Meeting ceases to be the Independent Director of the Company effective 29th June, 2020 after serving 19 years on the Board of the Company. The Board places on record its deep sense of gratitude and appreciation for Mr. Narayan immense contribution, strategic guidance provided during his tenure as an Independent Director and as the Chairperson of the Audit Committee of the Company.

As per the provisions of the Companies Act, 2013, the Independent Directors not liable to retire by rotation. The Independent Directors of your Company have given the certificate of independence to your Company stating that they meet the criteria of independence as mentioned under Section 149(6) of the Companies Act, 2013 and the Listing Regulations. All other Directors, except the Managing Director, will retire at the ensuing Annual General Meeting and being eligible, offer themselves for re-election.

The details of training and familiarisation programme and Annual Board Evaluation process for Directors have been provided under the Corporate Governance Report. The policy on Director's appointment and remuneration including criteria for determining qualifications, positive attributes, independence of Director, and also remuneration for key managerial personnel and other employees, forms part of the Corporate Governance Report of this Annual Report.

During the year, six meetings of the Board of Directors were held. The details of meetings held and attended by each Director are detailed in the Corporate Governance Report, which forms part of this Annual Report.

### Management Committee

The day-to-day management of the Company is vested with the Management Committee, which is subjected to the overall superintendence and control of the Board. The Management Committee is headed by the Chairman and Managing Director and has Functional / Business Heads as its members.

During the year, Mr. Wilhelmus Uijen was appointed as an Executive Director, Supply Chain and member of Management Committee of the Company in succession to Mr. Pradeep Banerjee. During the year, Mr. Sandeep Kohli, Executive Director, Beauty & Personal Care was appointed as Vice President, Beauty & Personal Care for the Unilever Business in North Africa, Middle East, Turkey and Russia markets. Ms. Priya Nair, Executive Director, Home Care took over the role of Executive Director, Beauty & Personal Care in succession to Mr. Sandeep Kohli. Ms. Prabha Narasimhan was appointed as an Executive Director, Home Care and Member of Management

Committee in place of Ms. Priya Nair. The Board places on record its appreciation for the contribution made by Mr. Sandeep Kohli during his tenure as Executive Director, Beauty & Personal Care.

### Auditors

M/s. B S R & Co. LLP, Chartered Accountants were re-appointed as Statutory Auditors of your Company at the Annual General Meeting held on 29th June, 2019, for the second term of five consecutive years. The Auditors have confirmed that they are not disqualified from being re-appointed as Auditors of the Company.

The Report given by the Auditors on the financial statement of the Company is part of this Report. There has been no qualification, reservation, adverse remark or disclaimer given by the Auditors in their Report. During the year under review, the Auditors had not reported any matter under Section 143 (12) of the Companies Act, 2013.

M/s. R A & Co., Cost Accountants carried out the cost audit for applicable businesses during the year. The Board of Directors have appointed M/s. R A & Co., Cost Accountants as Cost Auditors for the financial year 2019-20.

The Board of Directors had appointed M/s. S. N. Ananthasubramanian & Co., Company Secretaries to conduct Secretarial Audit for the financial year 2019-20. The Secretarial Audit Report forms part of this Annual Report. The Secretarial Audit Report does not contain any qualification, reservation or adverse remark.

### Disclosure

The details in relation to the composition of Audit Committee, establishment of Vigil Mechanism for directors and employees, Internal Financial Controls and Director's Remuneration Policy of the Company have been given in the Corporate Governance Report forming part of this Annual Report.

No significant or material orders were passed by the Regulators or Courts or Tribunals which impacts the going concern status and Company's operations in future.

### Compliance With Secretarial Standards

The Company has complied with all the applicable provisions of Secretarial Standard – 1 and Secretarial Standard – 2 relating to 'Meetings of the Board of Directors' and 'General Meetings', respectively issued by Institute of Company Secretaries of India.

### Stakeholder Engagement

Our multi-stakeholder model aims to respect the interests of and be responsive towards all stakeholders.

Stakeholder engagement and partnership is essential to grow your Company's business and to reach the ambitious targets set out in the USLP. The CoBP, which is the statement of values and represents the standard of conduct for everyone associated with your Company, and the Code Policies guide how we interact with the partners, suppliers, customers, employees, shareholders, Government, Non-Governmental Organisations (NGOs), trade associations and industry bodies. Through the underlined standards set in CoBP and Code policies, your Company is committed to transparency,

honesty, integrity and openness in all its engagements with the various stakeholders.

### Outlook

2019-20 has been a challenging year with weakening consumer sentiment given the macro-economic conditions and finally, the COVID-19 outbreak and its terrible impact on lives and livelihoods. The human impact of the virus and the containment efforts have resulted in supply and demand disruptions, resulting in a sharper growth deceleration. The situation remains volatile with the trajectory of the virus undetermined, evolving hot spot geographies, the success of containment measures uncertain, the severity and duration of resulting economic crisis and the extent of structural damage unknown. There are many unknowns today and hence, the near-term outlook is extremely uncertain. We stand united with the nation in the fight against COVID-19 as we navigate our way through these dynamic uncertain times together. Our focus remains on safety of our people, protecting supply lines, serving demand, contributing to the society and optimising cost and cash.

Despite the near-term ambiguity, we remain confident of the medium to long-term growth prospects of the FMCG sector. We are working closely with Governments and our partners to ensure that we overcome this global health crisis together. We have a strong portfolio of trusted brands and capable teams with a resilient mindset. We are built to survive times like these. We have naturally seen strong as well as challenging conditions over the decades and your Company has manoeuvred through all of these and come out stronger. Although the current situation is much more uncertain than normal, we are confident about our ability to manage the immediate crisis and come out of it in a strengthened competitive position. We remain focused on delivering consistent, competitive, profitable and responsible growth through our fundamentals of growth and sustainable business model.

### Responsibility Statement

The Directors confirm that:

- In the preparation of the Annual Accounts, the applicable accounting standards have been followed and that no material departures have been made from the same;
- They have selected such accounting policies and applied them consistently and made judgements and estimates that are reasonable and prudent, so as to give a true and fair view of the state of affairs of the Company at the end of the financial year and of the profits of the Company for that period;
- They have taken proper and sufficient care for the maintenance of adequate accounting records in accordance with the

provisions of the Companies Act, 2013, for safeguarding the assets of the Company and for preventing and detecting fraud and other irregularities;

- They have prepared the annual accounts on a going concern basis;
- They have laid down internal financial controls for the Company and such internal financial controls are adequate and operating effectively; and
- They have devised proper systems to ensure compliance with the provisions of all applicable laws and such systems are adequate and operating effectively

### Appreciations and Acknowledgments

Your Directors place on record their deep appreciation to employees at all levels for their hard work, dedication and commitment. The enthusiasm and unstinting efforts of the employees have enabled the Company to remain an industry leader.

Your Directors would also like to acknowledge the excellent contribution by Unilever to your Company in providing the latest innovations, technological improvements and marketing inputs across almost all categories in which it operates. This has enabled the Company to provide higher levels of consumer delight through continuous improvement in existing products, and introduction of new products.

The Board places on record its appreciation for the support and co-operation your Company has been receiving from its suppliers, distributors, retailers, business partners and others associated with it as its trading partners. Your Company looks upon them as partners in its progress and has shared with them the rewards of growth. It will be your Company's endeavour to build and nurture strong links with the trade based on mutuality of benefits, respect for and co-operation with each other, consistent with consumer interests.

Your Directors also take this opportunity to thank all Shareholders, Clients, Vendors, Banks, Government and Regulatory Authorities and Stock Exchanges, for their continued support.

On behalf of the Board

**Sanjiv Mehta**

Chairman and Managing Director  
(DIN : 06699923)

Mumbai, 30th April, 2020

## Annexure to the Report of Board of Directors

### Statement of Disclosure of Remuneration under Section 197 of the Companies Act, 2013 and Rule 5(1) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014

- i. Ratio of the remuneration of each Executive Director to the median remuneration of the Employees of the Company for the financial year 2019-20, the percentage increase in remuneration of Chief Executive Officer, Chief Financial Officer and other Executive Director(s) and Company Secretary during the financial year 2019-20.

Sr. No.	Name of Director(s)/KMP	Designation	Ratio of remuneration of each Director to median remuneration of Employees	Percentage increase in Remuneration
1	Sanjiv Mehta	Chairman and Managing Director	151.22	Refer Note iv.
2	Srinivas Phatak	Executive Director, Finance & IT and CFO	39.65	
3	Pradeep Banerjee#	Executive Director, Supply Chain	44.30	
4	Dev Bajpai	Executive Director, Legal & Corporate Affairs and Company Secretary	43.02	
5	Wilhelmus Uijen#	Executive Director, Supply Chain	55.62	

# Mr. Pradeep Banerjee ceased to be a Whole-time Director of the Company w.e.f. 31st December, 2019 and Mr. Wilhelmus Uijen was appointed as a Whole-time Director of the Company w.e.f. 1st January, 2020. Point (iv) given below with respect to salary increase is not applicable for Mr. Wilhelmus Uijen.

- ii. The percentage increase in the median remuneration of Employees for the financial year was 4.26%.
- iii. The Company has 7,082 permanent Employees on the rolls of Company as on 31st March, 2020.
- iv. Average increase made in the salaries of Employees other than the managerial personnel in the financial year was 5.04%. The average increases every year is an outcome of Company's market competitiveness as against its peer group companies. In keeping with our reward philosophy and benchmarking results, the increases this year reflect the market practice. Your Company follows a rigorous practice of assessing the value of every role in the Company and benchmark the same to the market. With respect to Management Committee members, the Company has, after seeking the approval of Nomination and Remuneration Committee of the Board, introduced a new grade for the members of the Management Committee, considering the responsibilities and complexity of the roles involved. Accordingly, salary increase in the range of 20% -25% was given for certain Management Committee Members, effective 1st February, 2020.
- v. It is hereby affirmed that the remuneration paid during the year is as per the Remuneration Policy of the Company.

#### Notes:

- a) The Non-Executive Directors of the Company are entitled for sitting fee and commission as per the statutory provisions and within the limits approved by the Members. The details of remuneration of Non-Executive Directors are provided in the Corporate Governance Report and is governed by the Differential Remuneration Policy, as detailed in the said Report. The ratio of remuneration and percentage increase for Non-Executive Directors Remuneration is therefore not considered for the purpose above.
- b) Percentage increase in remuneration indicates annual target total compensation increases, as approved by the Nomination and Remuneration Committee of the Company during the financial year 2019-20.
- c) Employees for the purpose above includes all employees excluding employees governed under collective bargaining.

### Particulars of Loans, Guarantees or Investments

Amount outstanding as at 31st March, 2020

Particulars	Amount
Loans given	226
Guarantee given	8
Investments made	1,500

#### Loan, Guarantee and Investments made during the financial year 2019-20

Name of Entity	Relation	Amount (In crores)	Particulars of loan, guarantee and investments	Purpose for which the guarantee and investments are proposed to be utilised
Lakme Lever Private Limited	Subsidiary	55	Loan	Business purpose
Unilever India Exports Limited	Subsidiary	237	Loan	Business purpose
Mutual Funds#	-	(565)	Investments	Cash Management

#For details refer to Note (6) of Notes to the financial statements

On behalf of the Board

**Sanjiv Mehta**  
Chairman and Managing Director  
(DIN : 06699923)

Mumbai, 30th April, 2020

## Annexure to the Report of Board of Directors

### Extract of Annual Return

#### FORM NO. MGT-9

(As on the Financial Year ended on 31st March, 2020)  
[Pursuant to Section 92(3) of the Companies Act, 2013 and Rule 12(1) of the Companies (Management and Administration) Rules, 2014]

#### I. REGISTRATION AND OTHER DETAILS

i) CIN	: L15140MH1933PLC002030
ii) Registration Date	: 17th October, 1933
iii) Name of the Company	: Hindustan Unilever Limited
iv) Category / Sub-Category of the Company	: Public Company / Subsidiary of Foreign Company limited by shares
v) Address of the Registered Office and contact details	: Unilever House, B. D. Sawant Marg, Chakala, Andheri (East), Mumbai - 400 099. Tel : 022 50432791 / 50432792 E-mail : <a href="mailto:levercare.shareholder@unilever.com">levercare.shareholder@unilever.com</a> Website : <a href="http://www.hul.co.in">www.hul.co.in</a>
vi) Whether listed Company	: Yes
vii) Name, Address and contact details of Registrar and Transfer Agent, if any	: M/s. KFin Technologies Private Limited, (Formerly known as Karvy Fintech Private Limited), Unit : Hindustan Unilever Limited, Selenium Tower B, Plot 31-32, Gachibowli Financial District, Nanakramguda, Hyderabad - 500 032 Phone : +91 - 40 - 67161500, 67162222 Fax : +91 - 40 - 23420814 Toll Free no.: 1800-345-4001 E-mail : <a href="mailto:einward.ris@kfintech.com">einward.ris@kfintech.com</a> Website : <a href="http://www.kfintech.com">www.kfintech.com</a>

#### II. PRINCIPAL BUSINESS ACTIVITIES OF THE COMPANY (Activities contributing 10% or more of the turnover)

Sr. No.	Name and Description of Products	NIC Code of the Product	% to total turnover of the Company
1	Soaps	20231	27.00%
2	Detergents	20233	22.50%
3	Cosmetics & Toiletries	20237	16.90%

## Annexure to the Report of Board of Directors (Continued)

### III. PARTICULARS OF HOLDING, SUBSIDIARY COMPANIES

Sr. No.	Name and address of the Company	CIN / GLN	% of shares held
<b>Holding Company [Section 2(46)]</b>			
1	Unilever PLC Port Sunlight, Wirral, Merseyside CH624ZD	N.A.	51.48
2	Brooke Bond Group Limited#	N.A.	4.93
3	Unilever Overseas Holdings AG Hinterbergstrasse 28, Postfach 5364, 6330 Cham 2, Switzerland	N.A.	3.18
4	Unilever UK & CN Holdings Limited#	N.A.	2.78
5	Brooke Bond South India Estates Limited#	N.A.	2.44
6	Brooke Bond Assam Estates Limited#	N.A.	1.52
7	Unilever Overseas Holdings B. V.#	N.A.	0.87
<b>Subsidiary Companies [Section 2(87)(ii)]</b>			
1	Unilever India Exports Limited*	U51900MH1963PLC012667	100
2	Pond's Exports Limited*	U24246MH1981PLC261125	90
3	Lakme Lever Private Limited*	U24247MH2008PTC188539	100
4	Unilever Nepal Limited Basamadi V.D.C. - 5, P. O. Box-11, Hetauda, District Makwanpur, Nepal	N.A.	80
5	Daverashola Estates Private Limited*	U15200MH2004PTC149035	100
6	Jamnagar Properties Private Limited*	U70101MH2006PTC165144	100
7	Levers Associated Trust Limited*	U74999MH1946PLC005403	100
8	Levindra Trust Limited*	U67120MH1946PLC005402	100
9	Hindlever Trust Limited*	U65990MH1958PLC011060	100
10	Hindustan Unilever Foundation*	U93090MH2010NPL201468	76
11	Bhavishya Alliance Child Nutrition Initiatives*	U93090MH2010NPL208544	100

# Registered Office at Unilever House, 100 Victoria, Embankment, London EC4Y0DY

\* Registered Office at Unilever House, B. D. Sawant Marg, Chakala, Andheri (East), Mumbai - 400 099

### IV. SHARE HOLDING PATTERN (Equity Share capital breakup as percentage of total equity)

#### i) Category-wise Shareholding

Category of Shareholders	No. of Shares held at the beginning of the year				No. of Shares held at the end of the year				% Change during the year
	Demat	Physical	Total	% of Total Shares	Demat	Physical	Total	% of Total Shares	
<b>A. Promoters</b>									
1. Indian	-	-	-	-	-	-	-	-	-
2. Foreign	-	-	-	-	-	-	-	-	-
- Bodies Corporates	1,45,44,12,858	-	1,45,44,12,858	67.19	1,45,44,12,858	-	1,45,44,12,858	67.18	(0.01)
<b>Total Promoter Shareholding (A)</b>	<b>1,45,44,12,858</b>	<b>-</b>	<b>1,45,44,12,858</b>	<b>67.19</b>	<b>1,45,44,12,858</b>	<b>-</b>	<b>1,45,44,12,858</b>	<b>67.18</b>	<b>(0.01)</b>
<b>B. Public Shareholding</b>									
<b>1. Institutions</b>									
- Mutual Funds	4,62,00,855	38,744	4,62,39,599	2.14	6,19,85,369	38,744	6,20,24,113	2.87	0.73
- Alternate Investment Funds	7,46,444	-	7,46,444	0.03	11,11,658	-	11,11,658	0.05	0.02
- Banks / Financial Institutions	1,19,46,627	1,29,110	1,20,75,737	0.56	78,01,118	1,27,600	79,28,718	0.36	(0.20)
- State Government	-	20	20	-	-	20	20	-	-
- Insurance Companies	9,31,76,602	9,500	9,31,86,102	4.30	7,32,99,749	9,500	7,33,09,249	3.39	(0.91)
- Foreign Institutional Investors	25,60,42,230	27,340	25,60,69,570	11.83	26,19,11,568	27,340	26,19,38,908	12.10	0.27
<b>Sub-total (B)(1):-</b>	<b>40,81,12,758</b>	<b>2,04,714</b>	<b>40,83,17,472</b>	<b>18.86</b>	<b>40,61,09,462</b>	<b>2,03,204</b>	<b>40,63,12,666</b>	<b>18.77</b>	<b>(0.09)</b>
<b>2. Non-Institutions</b>									
- Bodies Corporates									
i) Indian	3,75,15,690	2,89,020	3,78,04,710	1.75	1,17,38,882	2,43,780	1,19,82,662	0.55	(1.20)
ii) Overseas	500	-	500	-	-	-	-	-	-
- Individuals									
i) Individual shareholders holding nominal share capital upto ₹ 1 lakh	20,58,78,659	3,28,98,424	23,87,77,083	11.03	20,59,09,288	2,68,76,238	23,27,85,526	10.75	(0.28)
ii) Individual shareholders holding nominal share capital in excess of ₹ 1 lakh	34,96,284	7,10,350	42,06,634	0.18	38,93,303	7,10,350	46,03,653	0.21	0.03
- Others									
i) Trust	59,95,013	-	59,95,013	0.28	80,40,996	-	80,40,996	0.37	0.09
ii) Non Resident Indians	97,78,534	3,61,170	1,01,39,704	0.47	1,06,18,817	3,35,900	1,09,54,717	0.51	0.04
iii) Foreign Nationals	12,259	120	12,379	-	12,019	120	12,139	-	-
iv) Foreign Banks	6,220	-	6,220	-	6,220	-	6,220	-	-
v) Directors & their Relatives	1,11,547	-	1,11,547	0.01	59,397	-	59,397	-	(0.01)
vi) Clearing Members	14,20,306	-	14,20,306	0.07	13,79,238	-	13,79,238	0.06	(0.01)
vii) Qualified Foreign Investors	24,391	-	24,391	-	-	-	-	-	-
viii) IEPF	34,75,588	-	34,75,588	0.16	43,47,592	-	43,47,592	0.20	0.04
vix) Qualified Institutional Buyer	-	-	-	-	2,99,46,523	-	2,99,46,523	1.38	1.38
<b>Sub-total (B)(2):-</b>	<b>26,77,14,991</b>	<b>3,42,59,084</b>	<b>30,19,74,075</b>	<b>13.95</b>	<b>27,59,52,275</b>	<b>2,81,66,388</b>	<b>30,41,18,663</b>	<b>14.05</b>	<b>0.10</b>
<b>Total Public Shareholding (B)=(B)(1)+(B)(2)</b>	<b>66,88,52,346</b>	<b>4,12,63,573</b>	<b>71,01,15,919</b>	<b>32.81</b>	<b>68,20,61,737</b>	<b>2,83,69,592</b>	<b>71,04,31,329</b>	<b>32.82</b>	<b>0.01</b>
<b>C. Shares held by Custodian for GDRs &amp; ADRs</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Grand Total (A+B+C)</b>	<b>2,13,02,40,607</b>	<b>3,44,63,798</b>	<b>2,16,47,04,405</b>	<b>100.00</b>	<b>2,13,64,74,595</b>	<b>2,83,69,592</b>	<b>2,16,48,44,187</b>	<b>100.00</b>	<b>-</b>



## Annexure to the Report of Board of Directors (Continued)

### ii) Shareholding of Promoters

Sr. No.	Shareholder's Name	Shareholding at the beginning of the year			Shareholding at the end of the year			% change in the shareholding during the year
		No. of Shares	% of total Shares of the Company	% of Shares Pledged/ Encumbered to total Shares	No. of Shares	% of total Shares of the Company	% of Shares Pledged/ Encumbered to total Shares	
1	Unilever PLC	1,11,43,70,148	51.48	-	1,11,43,70,148	51.48	-	-
2	Brooke Bond Group Limited	10,67,39,460	4.93	-	10,67,39,460	4.93	-	-
3	Unilever Overseas Holdings AG	6,87,84,320	3.18	-	6,87,84,320	3.18	-	-
4	Unilever UK & CN Holdings Limited	6,00,86,250	2.78	-	6,00,86,250	2.78	-	-
5	Brooke Bond South India Estates Limited	5,27,47,200	2.44	-	5,27,47,200	2.44	-	-
6	Brooke Bond Assam Estates Limited	3,28,20,480	1.52	-	3,28,20,480	1.52	-	-
7	Unilever Overseas Holdings B. V.	1,88,65,000	0.87	-	1,88,65,000	0.87	-	-
	<b>Total</b>	<b>1,45,44,12,858</b>	<b>67.19*</b>	-	<b>1,45,44,12,858</b>	<b>67.18*</b>	-	-

\*Percentage rounded off

### iii) Change in Promoters' Shareholding

There are no changes in the Promoter's shareholding during the financial year 2019 -20.

### iv) Shareholding Pattern of top ten Shareholders (other than Directors, Promoters and Holders of GDRs and ADRs) as on 31st March, 2020

Sr. No.	Name of Shareholders	Shareholding		Cumulative Shareholding during the year	
		No. of Shares	% of total Shares of the Company	No. of Shares	% of total Shares of the Company
<b>1</b>	<b>Life Insurance Corporation of India</b>				
	At the beginning of the year	7,02,07,020	3.24	7,02,07,020	3.24
	Bought during the year	-	-	7,02,07,020	3.24
	Sold during the year	1,41,87,679	0.65	5,60,19,341	2.59
	At the end of the year	5,60,19,341	2.59	5,60,19,341	2.59
<b>2</b>	<b>Vanguard Total International Stock Index Fund</b>				
	At the beginning of the year	1,10,32,659	0.51	1,10,32,659	0.51
	Bought during the year	18,61,924	0.08	1,28,94,583	0.59
	Sold during the year	5,04,020	0.02	1,23,90,563	0.57
	At the end of the year	1,23,90,563	0.57	1,23,90,563	0.57
<b>3</b>	<b>ICICI Prudential Life Insurance Company Limited</b>				
	At the beginning of the year	79,61,971	0.37	79,61,971	0.37
	Bought during the year	63,09,502	0.29	1,42,71,473	0.66
	Sold during the year	36,80,194	0.17	1,05,91,279	0.49
	At the end of the year	1,05,91,279	0.49	1,05,91,279	0.49
<b>4</b>	<b>SBI-ETF NIFTY 50</b>				
	At the beginning of the year	78,45,230	0.36	78,45,230	0.36
	Bought during the year	27,55,184	0.13	1,06,00,414	0.49
	Sold during the year	48,030	-	1,05,52,384	0.49
	At the end of the year	1,05,52,384	0.49	1,05,52,384	0.49
<b>5</b>	<b>Vanguard Emerging Markets Stock Index Fund, A Series</b>				
	At the beginning of the year	1,11,16,432	0.51	1,11,16,432	0.51
	Bought during the year	1,55,222	0.01	1,12,71,654	0.52
	Sold during the year	8,79,549	0.04	1,03,92,105	0.48
	At the end of the year	1,03,92,105	0.48	1,03,92,105	0.48

Sr. No.	Name of Shareholders	Shareholding		Cumulative Shareholding during the year	
		No. of Shares	% of total Shares of the Company	No. of Shares	% of total Shares of the Company
<b>6</b>	<b>Government of Singapore</b>				
	At the beginning of the year	68,90,086	0.32	68,90,086	0.32
	Bought during the year	48,05,262	0.22	1,16,95,348	0.54
	Sold during the year	20,01,037	0.09	96,94,311	0.45
	At the end of the year	96,94,311	0.45	96,94,311	0.45
<b>7</b>	<b>General Insurance Corporation of India</b>				
	At the beginning of the year	83,95,698	0.39	83,95,698	0.39
	Bought during the year	1,29,242	0.01	85,24,940	0.40
	Sold during the year	9,80,961	0.05	75,43,979	0.35
	At the end of the year	75,43,979	0.35	75,43,979	0.35
<b>8</b>	<b>The New India Assurance Company Limited</b>				
	At the beginning of the year	98,00,673	0.45	98,00,673	0.45
	Bought during the year	1,00,000	0.01	99,00,673	0.46
	Sold during the year	25,23,780	0.12	73,76,893	0.34
	At the end of the year	73,76,893	0.34	73,76,893	0.34
<b>9</b>	<b>Government Pension Fund Global</b>				
	At the beginning of the year	55,71,104	0.26	55,71,104	0.26
	Bought during the year	22,05,050	0.10	77,76,154	0.36
	Sold during the year	5,86,031	0.03	71,90,123	0.33
	At the end of the year	71,90,123	0.33	71,90,123	0.33
<b>10</b>	<b>People's Bank of China</b>				
	At the beginning of the year	56,00,381	0.26	56,00,381	0.26
	Bought during the year	18,48,177	0.08	74,48,558	0.34
	Sold during the year	2,99,096	0.01	71,49,462	0.33
	At the end of the year	71,49,462	0.33	71,49,462	0.33

Notes:

- The above information is based on the weekly beneficiary position received from Depositories.
- The date wise increase or decrease in shareholding of the top ten shareholders is available on the website of the Company at <https://www.hul.co.in/investor-relations/annual-reports/hul-annual-report-related-documents.html>

### v) Shareholding of Directors and Key Managerial Personnel (KMP)

Sr. No.	Name of Directors / KMP	Shareholding at the beginning of the year		Cumulative Shareholding during the year	
		No. of shares	% of total Shares of the Company	No. of shares	% of total Shares of the Company
<b>1</b>	<b>Mr. Sanjiv Mehta</b>				
	At the beginning of the year	10	-	10	-
	Bought during the year	-	-	10	-
	Sold during the year	-	-	10	-
	At the end of the year	10	-	10	-
<b>2</b>	<b>Mr. Srinivas Phatak</b>				
	At the beginning of the year	10,208	-	10,208	-
	Bought during the year	-	-	10,208	-
	Sold during the year	-	-	10,208	-
	At the end of the year	10,208	-	10,208	-

## Annexure to the Report of Board of Directors (Continued)

Sr. No.	Name of Directors / KMP	Shareholding at the beginning of the year		Cumulative Shareholding during the year	
		No. of shares	% of total Shares of the Company	No. of shares	% of total Shares of the Company
<b>3</b>	<b>Mr. Dev Bajpai</b>				
	At the beginning of the year	45,817	-	45,817	-
	Bought during the year	3,362*	-	49,179	-
	Sold during the year	-	-	49,179	-
	At the end of the year	49,179	-	49,179	-

\* Shares allotted under ESOP.

### Note:

- Mr. Aditya Narayan, Mr. O. P. Bhatt, Dr. Sanjiv Misra, Ms. Kalpana Morparia, Mr. Leo Puri, Mr. Wilhelmus Uijen (appointed as a Whole-time Director of the Company w.e.f. 1st January, 2020) and Dr. Ashish Gupta (appointed as an Independent Director of the Company w.e.f. 31st January, 2020) did not hold any shares of the Company during the financial year 2019-20.
- Mr. Pradeep Banerjee ceased to be a Whole-time Director of the Company w.e.f. 31st December, 2019 and his shareholding as on 1st April, 2019 was 55,477 shares and as on cessation date it was 57,899 shares. The difference between the shares held by Mr. Pradeep Banerjee is due to the shares allotted under ESOP.
- Mr. S. Ramadorai ceased to be an Independent Director of the Company w.e.f. 29th June, 2019 and his shareholding as on 1st April, 2019 and as on cessation date was 35 shares.

## V. INDEBTEDNESS

The Company had no indebtedness with respect to Secured or Unsecured Loans or Deposits during the financial year 2019-20.

## VI. REMUNERATION OF DIRECTORS AND KEY MANAGERIAL PERSONNEL

### A. Remuneration to Managing Director (MD), Whole-time Directors (WTD) and Key Managerial Personnel (KMPs)

Sr. No.	Particulars of Remuneration	NAME OF THE MD / WTD / KMP					Total Amount
		Sanjiv Mehta	Srinivas Phatak	Pradeep Banerjee*	Dev Bajpai	Wilhelmus Uijen*	
			Executive Director, Finance and IT & Chief Financial Officer	Executive Director, Supply Chain	Executive Director, Legal and Corporate Affairs & Company Secretary	Executive Director, Supply Chain	
<b>1</b>	<b>Gross salary</b>						
	(a) Salary as per provisions contained in section 17(1) of the Income-tax Act, 1961	1,246	244	-	246	130	1,866
	(b) Value of perquisites u/s 17(2) Income-tax Act, 1961	-	1	-	1	18	20
	(c) Profits in lieu of salary under Section 17(3) Income-tax Act, 1961	331	141	-	130	20	622
<b>2</b>	Stock Option	320	77	-	128	3	528
<b>3</b>	Sweat Equity	-	-	-	-	-	-
<b>4</b>	Commission	-	-	-	-	-	-
	Others (Contribution to PF & Superannuation and Consultancy fees)	45	45	569#	46	8	713
	<b>Total (A)</b>	<b>1,942</b>	<b>508</b>	<b>569</b>	<b>551</b>	<b>179</b>	<b>3,749</b>
	Ceiling as per the Companies Act, 2013	₹ 90,664 lakhs (being 10% of Net Profits of the Company has calculated as per Section 198 of the Companies Act, 2013)					

\*Mr. Pradeep Banerjee ceased to be a Whole-time Director of the Company w.e.f. 31st December, 2019 and Mr. Wilhelmus Uijen was appointed as a Whole-time Director of the Company w.e.f. 1st January, 2020.

#Consultancy fees paid to Pradeep Banerjee Associates LLP.

### B. Remuneration to other Directors:

Particulars of Remuneration	Name of other Directors							(₹ lakhs)
	Independent Directors							Total Amount
	Aditya Narayan	S. Ramadorai*	O. P. Bhatt	Sanjiv Misra	Kalpana Morparia	Leo Puri	Ashish Gupta**	Total
- Fee for attending Board /Committee meetings	5.40	0.60	6.30	5.70	2.40	5.10	0.30	25.80
- Commission#	23.74	6.50##	26.00	23.50	21.00	22.00	7.50##	130.24
<b>Total (B)</b>	<b>29.14</b>	<b>7.10</b>	<b>32.30</b>	<b>29.20</b>	<b>23.40</b>	<b>27.10</b>	<b>7.80</b>	<b>156.04</b>
Ceiling as per the Companies Act, 2013	₹ 9,066 lakhs (being 1% of Net Profits of the Company calculated as per Section 198 of the Companies Act, 2013)							
<b>Total Managerial Remuneration = (A+B)</b>								
Overall Ceiling as per the Companies Act, 2013	₹ 99,730 lakhs (being 11% of Net Profits of the Company calculated as per Section 198 of the Companies Act, 2013)							

\* Mr. S. Ramadorai, ceased to be a Non-Executive Independent Director of the Company w.e.f. 29th June, 2019.

\*\*Dr. Ashish Gupta was appointed as an Independent Director of the Company w.e.f. 31st January, 2020.

# The commission for the financial year ended 31st March, 2020 will be paid after adoption of accounts by the shareholders at the AGM to be held on 30th June, 2020.

## Pro-rata annual commission

### VII. PENALTIES / PUNISHMENT/ COMPOUNDING OF OFFENCES:

There were no penalties / punishment / compounding of offences for breach of any Section of the Companies Act against the Company or its Directors or other officers in default, if any, during the year.

On behalf of the Board

**Sanjiv Mehta**

Chairman and Managing Director  
(DIN : 06699923)

Mumbai, 30th April, 2020

# Annexure to the Report of Board of Directors

## Annual Report on Corporate Social Responsibility

(Pursuant to Companies (Corporate Social Responsibility Policy) Rules, 2014)

### 1. BRIEF OUTLINE OF THE COMPANY'S CSR POLICY, INCLUDING OVERVIEW OF PROJECTS / PROGRAMMES UNDERTAKEN:

Your Company has a clear purpose – to make sustainable living commonplace. Your Company believes this is the best way to deliver long-term sustainable growth, while reducing its environmental footprint and increasing its positive social impact.

That is why Unilever Sustainable Living Plan (USLP) (<http://www.hul.co.in/sustainable-living>) is at the heart of your Company's business model. The USLP has three global goals, namely:

- (i) help more than a billion people take action to improve their health and well-being;
- (ii) halve the environmental footprint in the making and use of products; and
- (iii) enhance the livelihoods of millions of people while growing the business.

These goals contribute to and are covered by activities listed in the Schedule VII of Section 135 of the Companies Act, 2013. USLP commits to a value chain approach which is integrated across your Company's brands and operations. Your Company also contributes to achieving United Nation's Sustainable Development Goals through its initiatives.

The Corporate Social Responsibility (CSR) Policy of the Company, as approved by the Board of Directors, is available on the Company's website at <https://www.hul.co.in/investor-relations/corporate-governance/hul-policies/corporate-social-responsibility-policy/>.

A brief overview of your Company's projects is given below. This report is divided into two parts – Section A provides details of the initiatives that are covered under activities listed in the Schedule VII of the Companies Act, 2013 and are considered for the purpose of computing prescribed CSR spends. Section B of this Report deals with USLP and other initiatives for societal good but are not included for the purposes of computing CSR spends.

#### SECTION A

##### i. Water Conservation Project(s)

Hindustan Unilever Foundation (HUF) is a not-for-profit Company that anchors water management related community development and sustainability initiatives of Hindustan Unilever Limited. The Foundation supports reputed NGOs in the country to scale up solutions that can help address India's water challenges – specifically for rural communities that intersect with agriculture.

HUF operates the 'Water for Public Good' programme, with specific focus on empowering local community institutions to govern water resources and enhancing farm-based livelihoods through adoption of judicious water management practices.

Through HUF's initiatives, we have created a water saving potential of over 980 billion litres, generating over 9,60,000 tonnes of additional agriculture and biomass production and over 10 million person days of employment (as assured till end of March 2019). In financial year 2019-20, HUF's water conservation capacity stood at 1,200 billion litres\* cumulatively. To underscore the importance of the water potential created by HUF; one billion litres of water can meet the drinking water needs of over 8 lakhs adults for an entire year.

Some of the key projects initiated in 2019-20 were in partnership with Foundation for Ecological Security (FES) in Odisha, People's Action for National Integration (PANI) in Eastern UP, PRADAN in West Bengal and Development Support Centre (DSC) in Gujarat.

By 2024, HUF aims to create an additional water potential of 1 trillion litres of water for India.

##### ii. Swachh Aadat Swachh Bharat

'Swachh Aadat, Swachh Bharat' (SASB) programme is in line with the Government of India's Swachh Bharat Abhiyan (Clean India Mission) to promote good health and hygiene practices. In 2019, the programme continued to promote good health and hygiene practices by stressing the need to adopt three clean habits ('Swachh Aadat') of washing hands five times a day, using a toilet for defecation and adopting safe drinking water practices.

A part of SASB, Swachhata Doot (Messenger of Cleanliness) is a volunteering programme that enables any person to become a change agent in his / her community. More than 4,000 of the Company's employees across our 25 factories in India have embraced a new role as agents of change (Swachhata Doot). They educate and motivate their communities to adopt better Water, Sanitation & Hygiene (WASH) habits. Since its inception in 2015, the Programme has reached out to 21 million people.

Your Company also contributes to the Chief Minister of Maharashtra's Village Social Transformation Mission (VSTM). In this regard, it has also created Swachhata Curriculum that teaches students the importance of adopting three clean habits – washing hands with soap, safe drinking water practices and using clean toilets over a 21-day period.

The Community Hygiene Centre – 'Suvidha' is another important project by our Company that contributes to SASB. 'Suvidha' is a first-of-its-kind urban water, hygiene and sanitation community centre, that was first set up at Chiragnagar, Ghatkopar, one of the largest slums in Mumbai. This year, we opened two more Suvidha centres in Mumbai in partnership with HSBC to give people access to clean water, sanitation and

\*pending independent assurance

laundry facilities bringing the total to three, with two more under development.

In December 2018, your Company launched the campaign, 'Start a little good' to urge 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 around 149 million households by end of March, 2020.

##### iii. Project Shakti

Project Shakti is your Company's initiative that aims to financially empower and provide livelihood opportunities to women in rural India. The Shakti Entrepreneurs are given training for familiarisation with your Company's products and basic tenets of distribution management. Your Company has a team of Rural Sales Promoters (RSPs) who coach and help Shakti Entrepreneurs in managing their business. Across 18 States, Project Shakti has nearly 1,20,000 Shakti Entrepreneurs whom we call 'Shakti Ammas'. This programme has helped Shakti Entrepreneurs gain selling skills, become self-confident, improve their self-esteem and learn communication skills. Most importantly, our interventions have helped in building and fostering entrepreneurial mindset amongst Shakti Entrepreneurs.

##### iv. Handwashing Behaviour Change Programme

Around 0.9 million children under the age of five die due to diarrhoeal and respiratory diseases in India\*. Handwashing with soap has been cited as one of the most cost-effective solutions to improve health & hygiene and reduce infant mortality. A review of several studies shows that the simple act of handwashing with soap reduces the incidence of diarrhoeal diseases by an average of 30%\*\*. Your Company's Lifebuoy handwashing behaviour change initiative helps in promoting the benefits of handwashing with soap at key times during the day and encouraging people to adopt and sustain good handwashing behaviour. From 2010 to 31st March, 2020, your Company has reached out to over 72 million people in India through the handwashing behaviour change initiatives. Your Company has been driving handwashing behaviour change programmes in partnership with Global Alliance for Vaccine Initiative (GAVI) Plan, World Association of Girl Guides & Girl Scouts (WAGGGS), Naman Seva Samiti, NGOs in Uttar Pradesh, Jharkhand, Orissa, Madhya Pradesh and Maharashtra. Through the programmes, the practice of using soap at critical occasions every day is spread across communities, thereby protecting people from infections.

\* <https://data.unicef.org/country/ind/>

\*\* <https://www.unicef.org/india/stories>

##### v. Plastic Waste Management

Your Company has made clear commitments to make 100% of its plastic packaging reusable, recyclable or compostable by 2025. Further, 25% of all the plastic we use is expected to come from recycled sources by 2025. Unilever has committed to halve the use of virgin plastic, by reducing their absolute use of plastic packaging by more than 1,00,000 tonnes and accelerate the use of recycled plastic. Unilever will also help collect and process more plastic packaging than it sells.

Your Company has done significant work in this area. Your Company has collected and safely disposed more than 59,000 tonnes of post-consumer use plastic laminates waste in aggregate since 2018, through collection and disposal partners in more than 50 cities across India. In 2019, your Company arranged environment friendly disposal of over 39,000 tonnes.

Your Company is also working closely with the Government and other partners such as United Nations Development Programme (UNDP) for end-to-end pilot projects for plastic waste management. So far, the project has reached out to 32,616 households, collected 2,262 tonnes of plastic waste and onboarded 385 Safai Saathis (sanitation workers) in the project.

To, advocate and create awareness in the area of waste management, your Company has partnered with Xynteo India Private Limited. Your Company has developed a curriculum called 'Plastic Safari' to create awareness and drive behaviour change on waste segregation and recycling among school children and people in housing societies. The programme has reached out to more than 80,000 students and 2,000 households. Your Company in partnership with State Bank of India (SBI) and Municipal Corporation of Greater Mumbai, initiated and operationalised a Dry Waste Collection and Segregation Centre in D ward, Mumbai. The centre is collecting an average of 700-900 kg of dry waste per day, with a target to increase to 5 MT by 2020.

##### vi. Project Prabhat

'Prabhat' is your Company's USLP-linked programme which contributes to the development of local communities around key sites including our manufacturing locations. Prabhat is building on the local community needs at grassroot level through targeted pillars of enhancing livelihoods, water conservation and 'health and well-being' awareness. Project Prabhat is live in over 26 locations across the country. It has directly benefited over 4.5 million people across 12 states and two union territories in India through partnerships with over 20 NGOs. More than 5,000 HUL employee volunteers participated in the volunteering activities under Project Prabhat in the last seven years.

## Annexure to the Report of Board of Directors (Continued)

In 2019, Prabhat launched a first-of-its kind centre in Kolkata wherein PwDs (Persons with Disability) will be trained to become e-Commerce professionals. By linking artisans to the digital world of e-Commerce through our trained Prabhat beneficiaries, the centre in Kolkata will help enhance livelihoods. In our Chhindwara Livelihood Centre, we are promoting community collectives and value chain interventions to enhance employability and income of local communities, especially women. Prabhat also aligns with the National Nutrition Mission through the newly launched Poshan Saathis programme, where young girls and women reach out to people around the HUL factories, demystifying nutrition for women, especially pregnant and lactating.

To encourage sustainable waste management, Prabhat is enabling waste segregation at household level and create community bio-gas plant for powering streetlights in Haridwar.

### vii. Domex Toilet Academy

Domex Toilet Academy (DTA), launched by the Company in 2014, is a unique market-based entrepreneurial model to support Government of India's Swachh Bharat Mission and improve sanitation coverage across the country by achieving the goal of open-defecation free (ODF) India. Since then, DTA programme has 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 moved focus from 'Access' to 'Usage' through a science-based behaviour change model. DTA has partnered with PSI India to reach out to more than 0.7 million people in 300 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 age groups and gender.

In 2019, we partnered with the Swachh Bharat Mission – Grameen team from the Jal Shakti Ministry (erstwhile Ministry of Drinking Water and Sanitation) to create awareness driving campaigns for Swachh Survekshan Grameen and furthering the agenda on sustaining Open defecation free status.

### viii. Asha Daan

Asha Daan is a home in Mumbai for abandoned and differently-abled children, HIV-positive patients and destitute people. Since the inception of Asha Daan in 1976, your Company has been looking after the maintenance and upkeep of the premises. At any time, there are about over 400 inmates at Asha Daan. During the year, the project for re-development of Asha Daan was initiated and the re-development work is expected to commence as soon as the statutory approvals are obtained for construction.

### ix. Sanjeevani

Your Company runs a free mobile medical service camp 'Sanjeevani' for the local community near Doom Dooma factory in Assam. There are two mobile vans dedicated to the project. Each vehicle has one male and one female doctor, two nurses, a medical attendant and a driver. The vans are equipped with basic kits such as diagnostic kit, blood pressure measuring unit, medicines and a mobile stretcher. More than 3,42,000 patients have been treated in these service camps since its inception in 2003. In 2019 alone, nearly 12,000 patients were treated through this programme.

### x. Ankur

Ankur was set up in 1993 as a centre for special education for children with disabilities at Doom Dooma in Assam. Ankur has provided educational and vocational training to 359 children with disabilities.

### xi. COVID-19 Relief Work

Your Company was one of the first corporates to commit ₹ 100 crores towards societal work to complement Government's work on dealing with COVID-19. During the challenging phase of COVID-19, your Company stands united with the Nation.

As a responsible Company, we have amplified our efforts to ensure that we tackle this global health crisis. Some of the steps initiated are as follows:

We are supporting hospitals in Maharashtra, West Bengal and Tamil Nadu and several other areas by donating soaps, handwash, sanitisers, floor and bathroom cleaners. We are also distributing health kits, including health and hygiene products and food items for patients, health officials and low-income families. To ensure that our products reach low-income families, we are working with social organisations like the United Way and the United Nations Development Programme.

We are supporting hospitals in Maharashtra, West Bengal, Tamil Nadu, Uttar Pradesh, Assam and several other areas by donating Lifebuoy soaps, handwash, sanitisers, Domex floor and bathroom cleaners. We have also donated Lifebuoy sanitisers to the local administration including the police in cities such as Delhi, Mumbai, Kolkata, Lucknow, Chennai, Indore and Bangalore.

In partnership with United Nations Development Programme we are distributing sanitation and hygiene products to Sanitation Workers across 15 cities in India including Mumbai.

The Company is supporting Government hospitals to upgrade medical infrastructures in hospital by providing them with medical equipments and Personal Protection Equipment (PPE), in collaboration with public health authorities, near our factories and offices in Uttar Pradesh, Madhya Pradesh, Maharashtra, Tamil Nadu, Karnataka, Dadra & Nagar Haveli. In

Maharashtra, we are supporting the hospitals with medical equipments and PPE worth of ₹ 5 crores in consultation with public health officials.

Your Company has tied up with Apollo Hospitals, State Bank of India, OYO, Lemon Tree and others to create isolation facilities in metros that are equipped with medical supervision. This will help reduce the burden on hospitals while providing acute care for the patients in need.

Together with the local administration in Haridwar, Uttarakhand, the Company has helped setup a 30-bed isolation facility in record time of three days to help fight curb the spread of COVID-19.

Through Project Prabhat, our sustainable community development initiative, we are supporting 1,00,000 migrant labour families by donating food kits and essential hygiene products. We are also distributing soaps to 5,00,000 families in communities around our factory sites.

The Company has donated Horlicks biscuits and sachets to 5 lakhs vulnerable children in the age group of 3 years to 10 years in New Delhi worth ₹ 1 crore. These are being distributed through 10 Government centres and shared as part of ration to less privileged families.

Your Company is implementing mass communication to drive the message of social distancing and the importance of personal hygiene among citizens. The Company has partnered with Municipal Corporation of Greater Mumbai (MCGM) to create public awareness campaign on COVID-19.

Your Company has also partnered with UNICEF to create a large scale awareness campaign on social distancing and handwashing to prevent spread of COVID-19. The mass media campaign, titled '#BreakTheChain' / '#VirusKiKadiTodo' has simple yet powerful five and 15-second informative assets to empower the general public with prevention strategies.

### xii. New Areas of CSR activity

Your Company during the year expanded its CSR policy to include contribution in the area of maintenance and development of road central medians and protection of flora and fauna of the public areas near the Company's Head Office, its Regional Offices and Factory locations along with contribution to Non Academic Technopark Technology Business Incubator (TBI) not located within an academic Institution but approved and supported by Department of Science and Technology, Government of India.

### xiii. Nutrition Business

The CSR committee in its meeting held on 30th April, 2020, consequent to the amalgamation of the GSK CH business with your Company effective from 1st April, 2020, approved inclusion of projects pertaining to nutrition business in the Company's CSR policy which

inter-alia included support in COVID-19 relief response, distribution of meals and ration kits to COVID-19 effected people, addressing nutrition needs of migrant communities and initiatives around Company's manufacturing facilities.

## SECTION B

### Improving Health and Well-being:

#### i. Well-Being and Nutrition Initiatives

Your Company continuously works to improve the taste and nutritional quality of its products using globally recognised dietary standards, which are also compliant with applicable Indian regulations. As per USLP commitment, by 2020, we will double the proportion of our portfolio that meets the highest nutritional standards, based on globally recognised dietary guidelines. In 2019, in India 50% of your Company's total food and refreshment portfolio met the highest nutritional standards.

#### ii. Dove Self-Esteem programme

In India, 6 in 10 girls say they do not have high body esteem\*. Dove's mission is to ensure that the next generation grows up enjoying a positive relationship with the way they look and helping young people raise their self-esteem and realise their full potential.

Your Company is working with partners such as Fountainhead and World Association of Girl Guides & Girl Scouts (WAGGGS) to reach out to two million girls by 2020 and work towards enhancing their self-esteem.

### Reducing Environmental Impact:

#### i. Reducing GHG, Waste, Water in Manufacturing

In 2019, CO<sub>2</sub> emissions per tonne of our production reduced by 85%\*\*. Water usage (cubic meter per tonne of production) in manufacturing operations reduced by 58%\*\*. Total waste generated from the factories reduced by 63%\*\*. Your Company maintained the status of 'zero non-hazardous waste to landfill' in all its factories and offices. 100% of the non-hazardous waste generated at our factories was recycled in environment friendly ways.

#### ii. Sustainable Sourcing

In 2019, 76% of tomatoes used in Kissan ketchup continued to be sourced sustainably. In 2019 over 78% of tea in India procured for Unilever brands was sourced from sustainable sources. By the end of 2019, 100% of the chicory was sourced sustainably as all the Unilever chicory farmers in India were covered under the Unilever Sustainable Agriculture Code providing farmers knowledge and expertise in sustainable agriculture practices

### Enhancing Livelihoods:

#### i. Fair & Lovely Career Foundation

Fair & Lovely Career Foundation is a mobile platform designed to help women create an identity for themselves

\* The 2017 Dove Global Girls Beauty and Confidence Report

\*\* compared to 2008 baseline

## Annexure to the Report of Board of Directors (Continued)

by providing them career guidance, skill-based courses and training for 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 very few local institutes. The 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 [www.testbook.com](http://www.testbook.com) and [www.idreamcareer.com](http://www.idreamcareer.com). Over 1 million users have registered on the platform. The platform has facilitated over 4,30,000 course enrollments and supported over 3,60,000 users in accessing relevant Career Guidance.

### ii. Rin Shine Academy

Rin Shine Academy (erstwhile Rin Career Ready Academy), aims to provide career readiness skills to the youth in India. It focuses on three simple but valuable skills which are English Speaking, Office Dressing and Interview Training. Keeping up with the times, the delivery platform has now changed from IVRS & Website to a Mobile App. So far, over 5,57,000 people have benefitted from this programme.

### iii. Kwaliti Wall's Vending Operations

Our Kwaliti Wall's mobile vending initiative, 'I am Wall's', has provided entrepreneurship opportunities to 15,285 people and 153 differently abled persons 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.

Your Company's work over the last several years has touched large number of people in India. To scale up your Company's initiatives, partnerships are crucial. Your Company is working in partnership with Governments, NGOs, suppliers and others to help forge alliances and address big societal challenges.

The above is a brief overview of the Corporate Social Responsibility projects undertaken by your Company and the work your Company does under the USLP.

Your Company has shared further progress on the sustainability initiatives and partnerships in the Business Responsibility Report in line with the key principles enunciated in the 'National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business' framed by the Ministry of Corporate Affairs. The Business Responsibility Report forms a part of this Annual Report.

## 2. COMPOSITION OF THE CSR COMMITTEE:

Please refer to the Corporate Governance Report for the composition of the CSR Committee.

## 3. DETAILS OF CSR SPEND

		(₹ lakhs)
<b>1</b>	<b>Average Net Profit of the Company for last 3 financial years:</b>	7,10,988
<b>2</b>	<b>Prescribed CSR Expenditure</b>	14,220
<b>3</b>	<b>Details of CSR spends during the FY 2019-20:</b>	
a.	Total amount to be spent for the financial year (2% of Average Net Profit for the last 3 financial years)	14,220
b.	Total amount spent during the financial year	14,374
c.	Amount unspent, if any	-

d. Manner in which the amount was spent during the financial year is detailed below:

		(₹ lakhs)						
Sr. No.	CSR project / activity identified	Relevant Section of Schedule VII in which the project is covered (Note 1)	Projects/ Programmes Coverage	Amount outlay (budget) project	Amount spent on the project/programme		Cumulative expenditure up to 31st March, 2020	Amount spent: Direct / through implementing agency
					Direct expenditure	Overheads		
1	Project Shakti	(ii)	PAN India	5,340	5,340	-	5,340	Direct
2	Swachh Aadat Swachh Bharat	(i)	PAN India	4,134	4,134	-	4,134	Direct
3	Water Conservation Project	(iv)	PAN India	2,980	2,620	360	2,980	Implementing Agencies (Multiple NGOs) (Note 2 [ii])
4	Asha Daan	(iii)	Mumbai	720	720	-	720	Implementing Agencies (Missionaries of Charity)

		(₹ lakhs)						
Sr. No.	CSR project / activity identified	Relevant Section of Schedule VII in which the project is covered (Note 1)	Projects/ Programmes Coverage	Amount outlay (budget) project	Amount spent on the project/programme		Cumulative expenditure up to 31st March, 2020	Amount spent: Direct / through implementing agency
					Direct expenditure	Overheads		
5	Project Prabhat	(x)	PAN India	724	707	17	724	Implementing Agencies (Note 2 [ii])
6	Sanjeevani	(i)	Assam	66	66	-	66	Direct
7	Ankur	(iii)	Assam	37	37	-	37	Direct
8	Fani Cyclone Relief	(xii)	Orissa	250	250	-	250	Direct
9	Development and Maintenance of public areas	(iv)	Mumbai	92	92	-	92	Direct
10	Contribution to Technology Business Incubator	(ix)	PAN India	15	15	-	15	Direct
11	Relief activities towards COVID-19	(xii)	PAN India	16	16	-	16	Direct
<b>TOTAL</b>				<b>14,374</b>	<b>13,997</b>	<b>377</b>	<b>14,374</b>	

### Note 1:

- (i) Eradicating hunger, poverty and malnutrition, promoting health care including preventive health care and sanitation, including contribution to the Swachh Bharat Kosh set-up by the Central Government for the promotion of sanitation and making available safe drinking water.
- (ii) promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly and the differently abled and livelihood enhancement projects.
- (iii) promoting gender equality, empowering women, setting up homes and hostels for women and orphans; setting up old age homes, day care centres and such other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups.
- (iv) ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources and maintaining quality of soil, air and water, including contribution to the Clean Ganga Fund set-up by the Central Government for rejuvenation of river Ganga.
- (ix) contribution to incubators funded by Central Government or State Government or any agency or Public Sector Undertaking of Central Government or State Government, and contributions to public funded Universities, Indian Institute of Technology (IITs), National Laboratories and Autonomous Bodies (established under the auspices of Indian Council of Agricultural Research (ICAR), Indian Council of Medical Research (ICMR), Council of Scientific and Industrial Research (CSIR), Department of Atomic Energy (DAE), Defence Research and Development Organisation (DRDO), Department of Biotechnology (DBT), Department of Science and Technology (DST), Ministry of Electronics and Information Technology engaged in conducting research in science, technology, engineering and medicine aimed at promoting Sustainable Development Goals (SDGs).
- (x) rural development projects
- (xii) disaster management, including relief, rehabilitation and reconstruction activities.

### Note 2:

- (i) **List of HUF's Implementing Agencies**  
People's Action for National Integration (PANI), Center for International Projects Trust (CIPT), Vikram Sarabai Centre for Development Interaction (an activity of Nehru Foundation for Development), Self-Reliant Initiatives through Joint Action (Srijan), BAIF Development Research Foundation, Parmarth Samaj Sevi Sansthan, Mysore Resettlement and Development Agency (MYRADA), Advanced Center for Water Resources Development and Management (ACWADAM), VILLGRO, DHAN FOUNDATION, Professional Assistance for Development Action (PRADAN), Samaj Pragati Sahayog, SAMUHA, Foundation for Ecological Security, Development Support Centre India, Aga Khan Rural Support Programme (India) - AKRSP, Watershed Organisation Trust (WOTR), Sahjeevan.
- (ii) **Project Prabhat Implementing Agencies**  
Labour Net Services India Private Limited, Mann Deshi Foundation, Development Alternatives, Yusuf Meherally Centre (YMC), Uday (AVTEG Pvt. Ltd.) & ConnectED Technologies.

### Note 3:

During the year, the Company has spent an amount of ₹ 1,488 lakhs on Fair & Lovely Foundation and ₹ 60 lakhs on Rin Shine Academy. However, these spends have not been considered for the purpose of computing prescribed CSR spend of two percent of the Average Profits.

## 4. RESPONSIBILITY STATEMENT

This is to confirm that the implementation and monitoring of the CSR Policy, is in compliance with CSR Objectives and CSR Policy of the Company.

On behalf of the CSR Committee

**Sanjiv Mehta** **O. P. Bhatt**

Chairman and Managing Director  
Chairman, CSR Committee

Mumbai, 30th April, 2020  
(DIN : 06699923) (DIN : 00548091)

# Annexure to the Report of Board of Directors

## Business Responsibility Report

### SECTION A – GENERAL INFORMATION ABOUT THE COMPANY

1. Corporate Identity Number (CIN) of the Company	L15140MH1933PLC002030
2. Name of the Company	Hindustan Unilever Limited
3. Registered address	Unilever House, B. D. Sawant Marg, Chakala, Andheri (East), Mumbai - 400 099
4. Website	<a href="http://www.hul.co.in">www.hul.co.in</a>
5. E-mail id	<a href="mailto:levercare.shareholder@unilever.com">levercare.shareholder@unilever.com</a>
6. Financial Year reported	1st April, 2019 to 31st March, 2020
7. Sector(s) that the Company is engaged in (industrial activity code-wise)	<ul style="list-style-type: none"> <li>20231 Soaps</li> <li>20233 Detergents</li> <li>20236 Shampoos</li> <li>20235 Toothpastes</li> <li>20234 Deodorants</li> <li>20237 Cosmetics</li> <li>10791 Tea</li> <li>10792 Coffee</li> <li>10750 Packaged Foods (Including Frozen Desserts)</li> <li>27501 Water Purifiers</li> <li>28195 Air Purifiers</li> </ul>
8. List three key products / services that the Company manufactures / provides (as in balance sheet)	<ul style="list-style-type: none"> <li>Home Care (Fabric Solutions, Home and hygiene and Life Essentials)</li> <li>Beauty &amp; Personal Care (Skin Cleansing, Skin Care, Hair Care, Oral Care, Colour Cosmetics and Deodorants)</li> <li>Foods &amp; Refreshment (Culinary products, Foods, Tea, Coffee, Ice cream and Frozen Desserts)</li> </ul>
9. Total number of locations where business activity is undertaken by the Company	None
i. Number of International Locations	
ii. Number of National Locations	<ul style="list-style-type: none"> <li><b>Registered Office:</b> Unilever House, B. D. Sawant Marg, Chakala, Andheri (East), Mumbai - 400 099</li> <li><b>Research Centre:</b> 64, Main Road, Whitefield P O, Bangalore - 560 066 9th floor, Prestige Shantiniketan, the Business Precinct, Tower - A, Whitefield Main Road, Bangalore - 560 048</li> <li><b>Regional Office (East):</b> Brooke House, 9 Shakespeare Sarani, Kolkata - 700 071 Unit 208, 2nd floor, Ecospace Campus B (3B), Rajarhat, North 24 Parganas, Kolkata 700 156</li> <li><b>Regional Office (West):</b> Uttara, Plot No. 2, Sector No. 11, CBD Belapur, Navi Mumbai - 400 614 6th floor, Part A, Westin building, Oberoi Commerz Garden City, Off Western Express Highway, Goregaon E, Mumbai - 400 068</li> <li><b>Regional Office (North):</b> Block No. A, Plot No. B, South City I, Delhi - Jaipur Highway, Gurgaon - 122 001 24 floor, One horizon Center, Golf Course Road, DLF Phase 5, Gurgaon - 122 002 Research &amp; Development Centre, Plot No. 67, Sector-32, Gurgaon-122 001, Haryana Training Centre, EG-1/32, Garden estate, Gurgaon</li> <li><b>Regional Office (South):</b> 101, Santhome High Road, Chennai - 600 028 6th floor, KRM Towers, No. 1, Harrington Road, Chetpet, Chennai - 600 031</li> <li><b>Regional Office (Central):</b> Office Space Number 101, 102, 103, 108 and 109, Shalimar Titanium, Vibhuti Khand, Gomti Nagar, Lucknow, Uttar Pradesh - 226 010 Unit No. 511 To 514, 5th floor, Princes' Business Skypark, Block No. 22,23,24, Sch No. 54, Pu-3 Commercial, Opposite Orbit, A. B. Road, Indore - 452 001, Madhya Pradesh</li> </ul>
10. Markets served by the Company	Details of manufacturing locations is provided at page no. 217 of this Report. India

### SECTION B – FINANCIAL DETAILS OF THE COMPANY

	(₹ lakhs)
1. Paid up Capital:	21,648
2. Total Turnover:	38,27,313
3. Total profit after taxes:	6,73,799
4. Total Spending on Corporate Social Responsibility (CSR) as percentage of average Net profit of the Company for last 3 Financial Years:	2.02% (₹ 14,374 lakhs)
5. List of activities in which expenditure in 4 above has been incurred: Please refer to CSR Annual Report from page nos. 54 to 59 of this Report.	

### SECTION C – OTHER DETAILS

1. Does the Company have any Subsidiary Company / Companies?	As on 31st March, 2020, the Company has 11 Subsidiary Companies. Hindustan Unilever Foundation and Bhavishya Alliance Child Nutrition Initiatives - both are not-for-profit Companies incorporated to promote and implement the Corporate Social Responsibility agenda. Both the Companies work in the areas of social, economic and environmental concerns and contribute to the sustainability initiatives of the Company. In addition, Unilever India Exports Limited and Lakme Lever Private Limited also contribute to the sustainability initiatives of the Company.
2. Do the Subsidiary Company / Companies participate in the Business Responsibility (BR) initiatives of the parent Company? If yes, then indicate the number of such subsidiary Company(ies)?	Your Company works with stakeholders in its extended value chain through its business responsibility initiatives.
3. Do any other entity / entities (e.g. suppliers, distributors etc.) that the Company does business with, participate in the BR initiatives of the Company? If yes, then indicate the percentage of such entity / entities? [Less than 30%, 30-60%, More than 60%]	Your Company also requires its third-party business partners to adhere to business principles set out in Responsible Sourcing Policy (RSP) and Responsible Business Partner Policy (RBPP), which underpin the third-party compliance programme.

### SECTION D – BUSINESS RESPONSIBILITY (BR) INFORMATION

#### Details of Director / Directors Responsible for BR

The details of members of Corporate Social Responsibility (CSR) Committee and their roles and responsibilities are elaborated in CSR Annual Report and Corporate Governance Report forming part of the Annual Report.

The DIN details of the CSR Committee members are as follows:

Name	Designation	DIN
Mr. O. P. Bhatt*	Independent Director	00548091
Mr. Aditya Narayan	Independent Director	00012084
Dr. Sanjiv Misra	Independent Director	03075797
Ms. Kalpana Morparia	Independent Director	00046081
Mr. Sanjiv Mehta	Chairman and Managing Director	06699923
Mr. Srinivas Phatak	Executive Director, Finance & IT and Chief Financial Officer	02743340

\*Chairman of the Committee

#### Details of BR Head:

The Company has a governance mechanism and scorecard to monitor the progress on USLP commitments. The Council reports the progress to the Chairman and Managing Director and Management Committee on a quarterly basis.

Particulars	Details
DIN Number	06699923
Name	Sanjiv Mehta
Designation	Chairman and Managing Director

#### PRINCIPLE-WISE (AS PER NVGs) BR POLICY / POLICIES (REPLY IN Y/N)

Respect and Integrity for its people, environment and other businesses have always been at the heart of your Company's Corporate Responsibility. Your Company's Corporate Purpose is to make Sustainable Living Commonplace and it believes that this is the best way to deliver long-term sustainable growth.

## Annexure to the Report of Board of Directors (Continued)

This purpose is supported by the Code of Business Principles (CoBP), which describes the standards that everyone at HUL follow. Unilever Sustainable Living Plan (USLP) is the Company's blueprint for achieving sustainable growth.

CoBP and the USLP framework supplement the requirements under the National Voluntary Guidelines and cover principles beyond those enunciated under the National Voluntary Guidelines.

The National Voluntary Guidelines provide the following nine principles.

Principle 1: Ethics, Transparency and Accountability [P1]	Principle 6: Environment [P6]
Principle 2: Products Lifecycle Sustainability [P2]	Principle 7: Policy Advocacy [P7]
Principle 3: Employees' Well-being [P3]	Principle 8: Inclusive Growth [P8]
Principle 4: Stakeholder Engagement [P4]	Principle 9: Customer Value [P9]
Principle 5: Human Rights [P5]	

(a) Details of compliance (Reply in Y/N)

Sr. No.	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1	Do you have policy / policies for...	Y	Y	Y	Y	Y	Y	Y	Y	Y
2	Has the policy been formulated in consultation with the relevant stakeholders?	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Does the policy conform to any national / international standards? If yes, specify?	Y	Y	Y	Y	Y	Y	Y	Y	Y
		The CoBP of the Company confirms to the United Nations Global Compact (UNGC) guidelines and International Labour Organisation (ILO) principles.								
		The USLP Progress Report conforms to Global Reporting Initiative (GRI) indicators.								
4	Has the policy been approved by the Board. If yes, has it been signed by MD / owner / CEO / appropriate Board Director?	Y	Y	Y	Y	Y	Y	Y	Y	Y
		The CoBP and the USLP are frameworks adopted by Unilever globally and have been adopted by the Company.								
5	Does the Company have a specified Committee of the Board / Director / Official to oversee the implementation of the policy?	Y	Y	Y	Y	Y	Y	Y	Y	Y
		The CoBP is administered under the overall supervision of the Management Committee of the Company, headed by the Chairman and Managing Director. The Audit Committee of the Board reviews the implementation of CoBP. The CSR Committee of the Board reviews the implementation of the USLP besides the scope that has been laid out for this Committee under the Companies Act 2013.								
6	Indicate the link for the policy to be viewed online	USLP: <a href="https://www.hul.co.in/sustainable-living/">https://www.hul.co.in/sustainable-living/</a>								
		CoBP: <a href="https://www.hul.co.in/Images/4297-cobp-summary-doc_tcm1255-409220_en.pdf">https://www.hul.co.in/Images/4297-cobp-summary-doc_tcm1255-409220_en.pdf</a>								
		Supplier Code: <a href="https://www.hul.co.in/about/who-we-are/purpose-and-principles/Business-Partner-Code/">https://www.hul.co.in/about/who-we-are/purpose-and-principles/Business-Partner-Code/</a>								
7	Has the policy been formally communicated to all relevant internal and external stakeholders'?	Y	Y	Y	Y	Y	Y	Y	Y	Y
8	Does the Company have in-house structure to implement the policy / policies?	Y	Y	Y	Y	Y	Y	Y	Y	Y
9	Does the Company have a grievance redressal mechanism related to the policy / policies to address stakeholders' grievances related to the policy / policies?	Y	-	Y	Y	Y	Y	-	-	Y
10	Has the Company carried out independent audit / evaluation of the working of this policy by an internal or external agency?	Y	Y	Y	Y	Y	Y	Y	Y	Y

(b) If answer to the question at serial number 1 against any principle, is 'No', please explain why: **Not Applicable**

### GOVERNANCE RELATED TO BR

The Management Committee of the Company reviews complaints, issues and concerns received under the CoBP framework as well as the implementation of the CoBP on a monthly basis. The Audit Committee of the Company reviews the implementation of the CoBP on a quarterly basis. The CSR Committee of the Company comprising a majority of Independent Directors is responsible for formulating, implementing and monitoring the CSR Policy of the Company. The Committee meets at least twice a year to review progress on various sustainability initiatives, including progress under the USLP.

Reporting progress to stakeholders on USLP targets forms an important part of the governance procedures of your Company. Your Company publishes an update on progress in India under USLP every year. The USLP India Progress Report can be accessed at [https://www.hul.co.in/Images/unilever-sustainable-living-plan--hul-summary-of-progress-2019\\_tcm1255-551089\\_1\\_en.pdf](https://www.hul.co.in/Images/unilever-sustainable-living-plan--hul-summary-of-progress-2019_tcm1255-551089_1_en.pdf). In line with the requirements of the Companies Act, 2013, your Company has also published the CSR Annual Report which forms part of this Report. The CSR Annual Report and this Business Responsibility Report can also be accessed at <https://www.hul.co.in/investor-relations/annual-reports/hul-annual-report-related-documents.html>.

### PRINCIPLE 1: ETHICS, TRANSPARENCY AND ACCOUNTABILITY

#### BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH ETHICS, TRANSPARENCY AND ACCOUNTABILITY

The standards on ethics, transparency and accountability are stated under the CoBP and Code policies of your Company. CoBP is the statement of values and represents the standard of conduct which everyone associated with your Company is expected to observe in all business endeavours. Your Company also has a Whistle Blower Policy which allows employees to bring to the attention of the Management, promptly and directly, any unethical behaviour, suspected fraud or irregularity in the Company practices which is not in line with the CoBP. The CoBP and Whistle Blower Policy and their implementation are explained in detail under the Report of Board of Directors and the Corporate Governance Report.

### PRINCIPLE 2: PRODUCTS LIFECYCLE SUSTAINABILITY

#### BUSINESSES SHOULD PROVIDE GOODS AND SERVICES THAT ARE SAFE AND CONTRIBUTE TO SUSTAINABILITY THROUGHOUT THEIR LIFE CYCLE

Consumers increasingly prefer responsible brands and responsible businesses. Your Company's brands have integrated responsibility and sustainability into both their purpose and products. For example, your Company's brands such as Pureit (Water), Domex (Sanitation) and Lifebuoy (Hygiene) have driven the water, sanitation and hygiene (WASH) agenda in India. Your Company has reached over 152 million people by end of 2019 through its initiatives in the area of health and well-being and has also contributed to an important national agenda through its Swachh Aaadat, Swachh Bharat programme.

Understanding and managing the environmental impact of your Company's products is crucial to achieving the USLP goals.

Life Cycle Analysis (LCA) is one of several techniques your Company uses. It enables the Company to understand the impact of its products across each stage of their life cycle – from the sourcing of raw materials to product manufacture, distribution, consumer use and disposal. We use LCA in three main ways:

- New Product Design:** LCA is used to compare the environmental performance of new vs. existing products - helping to guide the choices product developers make. It is also used to communicate the environmental performance of our products to consumers.
- Existing products:** LCA helps the Company identify opportunities to improve the environmental impact of existing products. It can also improve the quality and availability of data used by us and others e.g. it is used when working with suppliers to reduce the environmental impact of our ingredients.
- Science and Methodology:** Your Company engages with partners to develop and promote the science used for LCA, aiming to improve both the robustness and scope of life cycle-based approaches and assessment. Your Company has contributed to the science of LCA assessment methods in a number of areas including land use, biodiversity and water-related impacts and the challenges of applying a planetary boundary-based approach.

### Sustainable purpose, sustainable products

These purpose-driven brands are not limited to being socially relevant, but are also environmentally sustainable. Many of your Company's food products are made from sustainably sourced agricultural raw materials. For example, 76% of tomatoes used in your Company's Kissan ketchup are from sustainable sources. This sustainable sourcing is enabled through partnerships with various private and Government bodies. 78% of the tea sourced from India for Unilever brands was from sustainable sources. In 2019, we continued our process of buying RSPO (Roundtable on Sustainable Palm Oil) certified palm oil to achieve the ambition of reaching 100% sustainable sourcing. 100% of paper and board used by your Company in packaging are sourced from mills that are certified sustainable by Forest Stewardship Council (FSC). Your Company is also working through its supplier partners with 15,000 smallholder farmers for sustainable farming of gherkins, that are exported to multiple countries for Unilever. This is a part of the innovative Responsible Farming Programme that aims to increase productivity, develop best practices and improve livelihoods.

Your Company has taken an environment friendly target of eliminating coal usage in its operations by 2020. All coal using boilers will be modified to use Biomass briquettes and other renewable fuels. This will result in substantial reduction in our fossil fuel usage and corresponding reduction in carbon footprint. The same will be extended to the sites acquired upon the merger of GSK CH with your Company by 2021. Further, your Company shall source 100% of its energy across its operations from renewable sources by 2030.

## Annexure to the Report of Board of Directors (Continued)

### Product safety

Being responsible also means ensuring that your Company's products are of high quality and completely safe for use by its consumers. Unilever has a Safety & Environmental Assurance Centre (SEAC) which assures the safety and environmental sustainability of the products as well as the processes used to manufacture them. Your Company works closely on all safety and environmental assurance aspects with SEAC and releases any new product to market only after clearance from SEAC.

Your Company also prescribes processes and protocols to ensure that consumers get promised quality of product and its safety is assured during the life cycle of product distribution and usage.

In case consumers face any issues with the products, they can reach the Company through Levercare - an initiative of the Company that allows consumers to register complaints and obtain information regarding the Company's products.

### PRINCIPLE 3: EMPLOYEES' WELL-BEING

#### BUSINESSES SHOULD PROMOTE THE WELL-BEING OF ALL EMPLOYEES

Your Company's well-being strategy aims to create a working environment that is supportive of employees' personal lives, while meeting your Company's business needs.

#### Safety Vision – An incident-free organisation

Your Company is committed to become a safe and injury-free organisation. We have been able to consistently reduce workplace injury rates or Total Recordable Frequency Rate (TRFR) year on year. During 2019, WCM (World Class Manufacturing) Safety approach was deployed across all factory sites so that the low TRFR can be sustained and injury severity can be reduced further. Company Safety performance is regularly reviewed by Central Safety, Health and Environment Committee, which consists of all Members of Management Committee and is led by the Chairman and Managing Director.

#### Holistic well-being

Your Company's focus is on physical, mental and emotional well-being:

- **Physical Health:** In India, as part of Lamplighter Program, the Company measures the Personal Vitality of individual employees by calculation of the Vitality Index\*.
- Your Company uses ekinicare as a well-being resource. This is a technology enabled holistic tool that offers Medical digitisation. It also offers a variety of other services that support self-care and goal-setting, challenges and competitions over a wide range of resources for improving health and well-being.
- **Mental Health:** Your Company's aim is to build a World Class Mental Health Support system. Your Company launched the Employee Assistance Programme - ReachOut for its employees in 2016. On World Mental Health Day 2019, your Company touched 6,433 employees across locations promoting mental

health awareness through floor-walks, webinars and focused mental health sessions led by experts and industry speakers.

#### Capability building

Apart from physical, mental and emotional well-being your Company focuses on continuous learning and building organisational capabilities of its people:

- Your Company has helped over 3,800 white collar employees and over 8,000 blue collar workers to be part of a customised 'Discover your Purpose' workshop. This is a unique format for sharing life stories to help employees discover their 'true north' to be their best selves and unlock & realise their potential.
- **Sparkle:** It is a technology tool designed for capability management of shop-floor Blue collar employees. Your Company has invested in 2,63,508 training man hours in Blue Collar employee training across units. These have primarily been across the areas of safety & First-aid, electrical & emergency response, knowledge for effective machine & system orientation, World Class Manufacturing, Process Safety and Risk Analysis, among others.
- **70:20:10 Capability Building:** Your Company follows the 70:20:10 capability building approach with 70% capability built on the job through live assignments, short-term projects and exposures 20% through coaching and 10% through classroom, virtual and e-learning.
- Over 1,50,000 training hours were invested in white collar employee trainings. Over 30% of this investment was via online learning that is a key enabler to moving towards a connected and sustained learning model as we scale our business. These trainings were conducted across functions, upskilling on specific skills that include quality, manufacturing process, sales and marketing process, new ages skills including digital and data analytics as well leadership sessions in line with Unilever Standards of Leadership.
- **Unilever Future Leaders Programme (UFLP):** Your Company identifies talent early and invests in building capability through its flagship UFLP programme.
- **People Planning Processes:** Leaders at each level review and assess talent on both, the 'What' and the 'How' of performance through an objective process. Capability building and career plans for talent form an integral part of this process.
- **Growth through Diversity of Experience:** Job rotation and diversity of experiences are integrated at all stages of the individual's career.

#### Diversity and inclusion

Your Company continues to place significant importance on diversity and inclusion (D&I) in the workplace. Active steps have been taken over the years to improve gender balance, with a focus on managerial and senior leadership levels. The Company achieved 41.43% gender balance at the managerial level (WL2+) in March 2020 vs 39.94% in March 2019. The Gender Balance for senior leadership positions (WL4+) improved from 19.05% in March 2019 to 33.33% in March 2020. The progress continues on

account of enablers such as focusing on hiring top women talent across work levels, providing career development and mentorship opportunities, agile working and parental support.

In March 2020, your Company launched the #HULStandsforWomenSafety initiative in partnership with Son Rise and UN Women to encourage each employee to take the HeforShe Pledge. Your Company is committed to cover 1 lakh+ women through an awareness programme on safety in 2020 and pay it forward by encouraging other like minded organisations to join the movement.

In 2019, your Company launched a host of enablers to improve gender inclusion in the workplace. In addition to the head office, the Company this year rolled out at various offices of the Company state of the art day care facilities and also rolled out site crèches in 15 of its factory sites this year.

Your Company continues to provide agile / flexible working arrangements, a formal career break policy and parental support to employees of all genders and orientations. Career by Choice continues to be your Company's flagship 'back to work' programme for women returning from a career break by giving them a platform to transition back to mainstream work.

- **Inclusion of Persons with Disability (PwD):** We are committed to including persons with disability into our employment ecosystem and workforce. Additionally, we are building an accessible workplace for persons with disability with over 17 of our sites already audited and work underway to convert them. In 2019, the Company launched Voluntary Self Disclosure and Reasonable Accommodation Policy to enable employees to discreetly disclose their disability and avail support.
- **LGBTQ+ Inclusion:** The Company conducted its first PRIDE celebration in 2019 to create awareness about diversity of genders and orientations and build a culture of allyship through theatre based inclusion workshops, screening of India's first internationally acclaimed LGBTQ+ movie Sisak and celebration of game changers from the community. Your Company has ensured provision of 22 all Gender Inclusive Restrooms across its main offices in 2019.

#### Affirmative action and prevention from sexual harassment

Your Company believes in providing Equal Opportunity / Affirmative Action. It has a Policy on Affirmative Action and a Policy on Prevention of Sexual Harassment at Workplace (POSH Policy) to provide a work environment that ensures every person at the workplace is treated with dignity, respect and afforded equal treatment. Sexual harassment cases are dealt with as per the Company's POSH Policy, the CoBP and applicable laws. Communication is sent to all employees on a regular basis on various aspects of Prevention of Sexual Harassment at Workplace through e-articles and other means of communication. During the financial year 2019-20, three complaints with allegation of sexual harassment were filed with the Company and the same

have been handled as per the provisions of the Prevention of Sexual Harassment Act. More than 1500 people were trained on Prevention of Sexual Harassment at Workplace and related topics. Trainings included:

- Induction sessions for New Joiners / Trainees / Interns / Third-party business partners on the subject of Prevention of Sexual Harassment of Women at Workplace.
- Employees across locations were taken through refresher cascades on Appropriate Workplace Behaviours, Gender Sensitisation and Prevention of Sexual Harassment at Workplace.
- Inside offices, women employees are discouraged from working beyond 8.30 p.m. Any instances of late working are detected by the attendance card reader and sent to the employee's Line Manager automatically. In circumstances where late working becomes unavoidable, women employees are required to (i) Take a drop home from a Company approved car vendor only; (ii) Be escorted by a male colleague back home; (iii) Inform their Line Managers upon reaching home that they have reached safely.

#### Fair labour practices

Your Company drives fairness in the workplace by advancing human rights across its operations and extended supply chain. Your Company has an excellent record on industrial relations. Since 2015, it has maintained a record of near-zero loss of man-days due to industrial unrest. Your Company currently has over 7,159 employees (excluding workmen) and has over 5,000 people employed on contractual / temporary basis as on 31st March, 2020.

#### Freedom of association, participation and collective bargaining

All workers are free to exercise their right to form and / or join trade unions or to refrain from doing so and to bargain collectively. There are 90+ employee associations across your Company.

More than 10,000 permanent employees are members of these associations. There are over 95 female shop-floor Blue collar employees and over 16 permanent shop-floor Blue collar employees with disabilities in your Company's factories.

During the last year, your Company entered into long-term settlements with around 725 employees across India.

#### Managing grievances

Your Company's grievance redressal mechanisms ensure that all employees and third parties can raise issues and concerns. The CoBP and Whistle Blower Policy provide for reporting in confidence of issues like child labour, sexual harassment etc. The Company has established a vigil mechanism for Directors and employees to report their genuine concerns, details of which have been given in the Corporate Governance Report. During the financial year, there have been no complaints alleging child labour, forced labour, involuntary labour and discriminatory employment.

\*comprising of 4 health parameters i. e. Blood Pressure, Body Mass Index, Blood Cholesterol Levels & Blood Glucose Levels



# Annexure to the Report of Board of Directors (Continued)

## PRINCIPLE 4: STAKEHOLDER ENGAGEMENT

**BUSINESSES SHOULD RESPECT THE INTERESTS OF, AND BE RESPONSIVE TOWARDS ALL STAKEHOLDERS', ESPECIALLY THOSE WHO ARE DISADVANTAGED, VULNERABLE AND MARGINALISED.**

Your Company actively engages with stakeholders in its own operations and beyond to bring transformational change.

Internal and external stakeholder engagement and partnership is essential to grow your Company's business and to reach the ambitious targets set out in the USLP. The CoBP and Code Policies guide how your Company interacts with the partners – among other suppliers, customers, Governments, Non-Governmental Organisations (NGOs) and trade associations. Only authorised and appropriately trained employees or representatives can engage with these groups. All engagement must be conducted in a transparent manner with honesty, integrity and openness; in compliance with local and international laws and in accordance with Unilever's values. The Company engages in multiple ways with specific important stakeholders:

### Suppliers

Every day, we work with thousands of suppliers who are helping us achieve success in the market. Our suppliers help us innovate, create value, build capacity and capability, deliver quality and service and drive market transformation. We invest in long-term mutually beneficial relationships with our key suppliers through our Partner to Win programme, so we can share capabilities and co-innovate for shared growth.

### Consumers and customers

Your Company constantly seeks to understand the needs of the consumers and brings in technology to ensure that the consumers are kept informed and engaged on your Company's products and services.

- **Winning In Many Indias:** Your Company consolidated the ambitious transformation agenda of 'Winning In Many Indias' (WiMi) in 2016. Since then, it has been a journey strengthening the WiMi thinking across markets, end-to-end planning and ways of working. This has helped the Company to differentially deploy local media outreach and tailored models of demand fulfilment to deal with complexity across different geographies. By also leveraging macro-economic data and insights of local fairs and festivals, your Company has been able to improve physical and mental reach measures across categories and population strata.
- **Dial Up The Big Q:** Your Company has been a pioneer in the area of big data and analytics to generate insights leading to execution improvement and intelligent shopper targeting. Using billions of transactions of sales billing and shopper transactions data, your Company has built a strong Data Lake that marries information across the entire journey of demand generation, capture and fulfilment - leading to sharper, timelier and more precise actionables. These have been deployed with greater visibility on-the-go and have in turn driven up on-shelf availability of packs in stores. Your Company will continue to

invest in the power of knowledge and big data to enhance the impact and effectiveness of execution.

- **Building Brands In Store:** Investments made by your Company in building brands in stores in the Modern Trade channel has delivered good results. Your Company saw strong growth across all key modern trade retail partners, driven by technological interventions leading to increased focus on in-store execution. Your Company's position in FMCG as market leader coupled with the early investments in the e-Commerce channel has helped your Company take the lead in developing this channel with key online and offline retailers.
- **Levercare:** Your Company has Levercare, a toll-free number, e-mail and a postal address where consumers can reach the Company directly. Levercare gives consumers the promise of better service and helps the Company to connect with consumers and understand their needs, expectations and aspirations. It helps consumers voice their queries, grievances and offer suggestions / ideas. Levercare has leveraged technology to deliver personalised service that helps build one-on-one relationships with consumers and customers to delight them. Detailed description of more such initiatives is given in Principle 9 (Customer Value).

### Shareholders and investors

Your Company regularly interacts with its shareholders and investors through results announcements, annual report, Company's microsite on digital performance highlights, media releases, Company's website and subject-specific communications. The Annual General Meeting gives the shareholders an opportunity to come in direct communication with the Board of Directors and the Management. During this meeting, the Board engages with shareholders and answers their queries on varied subjects.

Your Company has a designated e-mail address for shareholders. The Investor Service Department regularly engages with the shareholders to resolve queries, grievances, if any, and provides guidance to shareholders for any Company-related matters. The Investor Relations team also interacts regularly with investors and analysts, through quarterly results calls, one-on-one and group meetings, participation at investor conferences and the annual investors meet.

### Government

Your Company co-operates and engages with Governments, regulators and legislators, both directly and through trade associations, in the development of proposed legislation and regulation which may affect your business interests.

### NGOs

Your Company is building transformational partnerships in collaboration with NGOs and other stakeholders who share the Company's vision for a sustainable future. These partnerships are instrumental in improving the quality of people's lives, achieving the Company's USLP targets and driving the business growth. Your Company's wholly-owned subsidiary, Hindustan Unilever Foundation, partners with several NGOs for undertaking water conservation programme. The Company has also partnered

with NGOs for implementing the Swachh Aadat curriculum and conducted pilot projects for waste collection and segregation.

### Media

Your Company engages with media to update about the developments in the Company. Regular interactions with print, television and online media take place through press releases, media events and quarterly results announcements. Your Company also ensures timely and appropriate responses to media for any information requests within the stipulated disclosure norms.

### Employee engagement

Your Company has several communication processes instituted to ensure a two-way communication channel with its employees. These include:

- **Quarterly Report Back:** Quarterly performance update delivered by the Management Committee to all employees.
- **Annual Review:** All employees are invited to the Annual Review by the Chairman and Managing Director which is webcast from the Head Office across all HUL locations and sites.
- **Others:** The Company has other in-house communication channels both digital and offline that help employees to connect, bond, inspire, express and celebrate their achievements.

## PRINCIPLE 5: HUMAN RIGHTS

**BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS**

Your Company seeks to uphold and promote human rights in its operations, in relationships with business and partners; and by working through external initiatives such as the United Nations Global Compact. Unilever has identified eight human rights issues as priority and is committed to addressing them across its operations globally. The eight priority issues are: discrimination, fair wages, forced labour, freedom of association, harassment, health and safety, land rights and working hours. Unilever's approach to managing these critical human rights issues globally is elaborated on the Unilever website.

The report on human rights released by Unilever in 2015 outlines Unilever's goals not only to respect human rights but to actively advance them across all areas of the business.

In India, your Company fully adheres to Unilever's approach to human rights. In addition to this, your Company's CoBP upholds the principles of human rights and fair treatment. The Code also conforms to the International Labour Organisation (ILO) principles.

The principles of human rights are followed in the same spirit within as well as outside the organisation when engaging with business partners. Your Company's Responsible Sourcing Policy for suppliers reinforces the principles of human rights and labour rights for all suppliers of your Company and is available on Unilever's website. No complaints were received regarding human rights violation during the year.

## PRINCIPLE 6: ENVIRONMENT

**BUSINESSES SHOULD RESPECT, PROTECT AND MAKE EFFORTS TO RESTORE THE ENVIRONMENT**

In line with USLP commitment, your Company's vision is to grow the business whilst decoupling the environmental footprint from growth and increasing the positive social impact.

Your Company has been implementing environmental best practices adopted from Unilever operations across the globe in manufacturing operations and has achieved significant reduction of waste (kg / tonne of production), water usage (m<sup>3</sup> / tonne of production) and greenhouse gas (CO<sub>2</sub>) emission (kg / tonne of production).

The reductions for financial year 2019-20 based on 2008 baseline are:

- CO<sub>2</sub> emissions (kg / tonne of production) reduced by 85%.
- Water consumption (m<sup>3</sup> / tonne of production) reduced by 58%.
- Total waste (kg / tonne of production) generated from the factories reduced by 63%.

Your Company also segregates and disposes the waste generated in manufacturing operations in an environmentally friendly manner. All our manufacturing sites have not sent any non-hazardous waste to landfills since 2014. The Company has also progressing Unilever's global target of ensuring that all of its plastic packaging is fully reusable, recyclable or compostable by 2025.

Your Company has undertaken multiple sustainability initiatives, which are elaborated as under:

- **Water** - Major contributors to water usage reduction were rainwater harvesting projects in Chhindwara & Khamgaon, direct rainwater use in processes and utilities, increase in steam condensate reuse, improving recovery efficiency and maximising use of RO plants, reduction of cooling tower drift losses and boiler blowdown optimisation.
- **Waste** - Factories have identified creative reuse opportunities for various waste streams. For example, Nashik factory developed an innovative cleaning and handling arrangement in collaboration with supplier and are now able to reuse RM drums and buckets multiple times. This scheme is being replicated across sites. All factories have provided segregation at source facilities to improve recyclability.
- **Energy** - Reduction in total energy footprint through upgradation of equipment is an ongoing activity. During the year, installation of energy efficient pumps and motors was carried out in Haridwar, Barotiwala & Rajpura besides installation of VVFDs (advanced digital drives for motors). A boiler efficiency improvement project was also undertaken in Rajpura with excellent results.
- **CO<sub>2</sub>** - Purchase of IREC for Grid Electricity, Coal elimination in Khamgaon factory, Modification in Thermic Fluid Heater (TFH) in Bhuj to use residue in TFH and use of biomass briquette in FBC boiler, Solar initiatives in Chiplun & Nashik aided in

## Annexure to the Report of Board of Directors (Continued)

CO<sub>2</sub> reduction. This is in addition to the ongoing coal usage elimination projects as described above.

- The contribution of renewable energy in total energy has increased to 71%.
- **Plastic** - In partnership with a waste to electricity installation we have been able to process ~12000 tonnes of plastic waste and convert it into electricity which is fed to the Grid. In addition to this ~27000 tonnes of plastic waste was collected with the help of NGOs and EPR partners and sent for energy recovery via co-processing in cement kilns in 2019.

### Monitoring procedures

The progress on sustainability is monitored at different levels as mentioned below:

- **Sustainability Governing Council:** The top leadership from respective business verticals and functions constitute the Sustainability Governing Council. The Company has a governance mechanism and scorecard to monitor the progress on USLP commitments. The Council reports the progress to the Chairman and Managing Director and Management Committee on a quarterly basis.
- **Global Environmental Performance Monitoring Portal:** A global level database is maintained for all Unilever sites. Environmental performance data is uploaded monthly on the portal by all sites. The 'Group Manufacturing Environment Team' monitors the performance against set targets and provides feedback as well as management updates. Audits are conducted at sites randomly selected by above team through reputed external auditors (e.g. PwC).
- **Environment Sub-Committee:** The Environment Sub-committee consists of team members from various functions such as Supply Chain, Engineering, Finance, Research and Development, Legal and Corporate SHE. It is led by the Executive Director, Supply Chain and convenes periodically to assess EPR (Extended Procure Responsibility) plan execution, Environmental performance in sites (e.g. reduction in water consumption, reduction in waste generation, improved methods for waste disposal, reduction in electricity usage and CO<sub>2</sub> emission etc.) and initiatives like Rain Water use in operations etc.

### Risk Assessment

All the emissions / waste generated by your Company are generally within the permissible limits given by respective state Pollution Control Boards (PCBs).

Your Company had informed the Members that soil remediation trials had been concluded. Pursuant to which the authorities permitted the Company to commence full scale soil remediation work on the premises of the former factory of your Company as per the approved up-scaling plan. In the meantime, the permission granted for soil remediation and the Site-Specific Target Level specified by the authorities was challenged before the National Green Tribunal. The National Green Tribunal after hearing the petition that was filed and ordered that the remediation be carried

out as per the approval granted by the authorities. The decision of the National Green Tribunal was challenged before the Supreme Court of India; the Supreme Court of India dismissed the petition and has allowed the soil remediation to go ahead. The Company is taking steps to commence full-scale soil remediation at the factory site at the earliest.

### PRINCIPLE 7: POLICY ADVOCACY

#### BUSINESSES, WHEN ENGAGED IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A RESPONSIBLE MANNER

Your Company's approach to advocacy is guided by the CoBP. The Code provides that any contact by the Company or its business associates with Government, legislators, regulators or NGOs must be done with honesty, integrity, openness and in compliance with applicable laws. Only authorised and appropriately trained individuals can interact with these organisations. Prior internal approval is required for initiating any contact between the Company, its representatives and officials, aimed at influencing regulation or legislation.

The Company is represented in key industry and business associations which include Confederation of Indian Industry (CII), Federation of Indian Chamber of Commerce and Industry (FICCI), Associated Chamber of Commerce and Industry of India (ASSOCHAM), Bombay Chamber of Commerce and Industry (BCCI) and Advertising Standards Council of India (ASCI).

Many of the Board and senior leadership team members are associated with several global bodies like the World Economic Forum (WEF), United Nations Global Compact (UNGC), apart from the leading business Chambers in India.

Your Company participates in multi-stakeholder engagements and, when relevant, responds to public consultations. Some of the key issues on which your Company engaged with the Government in 2019-20 include:

- Effective plastic waste management.
- Engagement with Government on 'Ease of Doing Business' initiatives.
- Recommending changes on upcoming e-Commerce policy to mitigate the issue of counterfeits and fakes sold online.
- Recommending changes to Consumer Protection law.
- Engagement with Government on fiscal issues including Goods and Services Tax (GST).
- IPR: Right Holders recommending changes in policy framework and adoption of practices to mitigate the menace of counterfeits; seeking action against parallel imports of goods in the country.
- Effective changes to the Prevention of Sexual Harassment at Workplace.
- Recommending changes and suggestions under the Labour Codes.

- Engagement with the Government on changes in the Legal Metrology Act and Packaged Commodity Rules.
- Recommending changes to the proposed law on Drugs and Magic Remedies.
- Engagement with the Government to drive changes in the Drugs and Cosmetics Act and Rules.
- Engaging with the Government on the proposed Data Privacy law.
- Engagement with the Government on Company Law issues ranging from National Company Law Tribunal Merger approvals to requirement of obtaining the Central Government's approval under the Section 196 of the Companies Act.

### PRINCIPLE 8: INCLUSIVE GROWTH

#### BUSINESSES SHOULD SUPPORT INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

Your Company's inclusive growth approach focuses on improving the livelihoods of smallholder farmers, supporting small-scale retailers and helping young entrepreneurs. Some of the important initiatives are mentioned below:

#### Improving livelihoods of smallholder farmers

Your Company has been associated with a number of smallholder farmers through its supplier partners, training them on good agricultural practices like drip irrigation, nutrient management, pest and disease management to improve their livelihood. Through these programs, smallholder farmers have benefitted by a higher yield, more certain demand and higher incomes.

In Tea, Unilever worked with partners like IDH to start the Trustea Programme in 2012, which was aligned with USLP. The Programme has now expanded into a much larger scale in the industry. Through the programme, 620k plantation workers (56% of them women workers) and 55.6k SHFs have been positively impacted. 78% of tea in India procured for Unilever brands is from sustainable sources.

Over 15,000 smallholder gherkin farmers have benefitted from Unilever's innovative Responsible Farming Programme. The aim of this programme is to increase productivity, develop best practices and improve livelihoods of farmers. The gherkins grown in India are exported globally to other Unilever businesses.

Your Company has worked with its suppliers to partner with smallholder farmers for cultivation of tomatoes. These farmers have also benefitted from similar training initiatives. Till date, your Company has reached out to over 8,000 smallholder farmers who cultivated tomatoes on more than 11,000 acres of land.

Your Company has expanded the sustainable sourcing programme to Chicory farming, where 1,300 smallholder farmers benefit from the programme.

#### Empowering women micro-entrepreneurs

Project Shakti is your Company's initiative to provide livelihood enhancing opportunities to women micro entrepreneurs in rural India. The Shakti Ammas are given training for familiarisation with your Company's products and basic tenets

of distribution management. Currently, there are nearly 1,20,000 micro-entrepreneurs as part of Project Shakti.

#### Empowering communities through Prabhat

Project Prabhat is a community development initiative of your Company, that is linked to Unilever Sustainable Living Plan (USLP). It builds on local community needs at a grassroots level, in line with India's development agenda. By doing so, it's contributing to a fairer and more socially and environmentally inclusive world, while using HUL's scale for good. It ultimately aims to create sustainable communities in and around HUL sites through focused interventions on Livelihood, Water Conservation, Nutrition and Health & Hygiene.

Project Prabhat has reached out to over 4.5 million people across 12 states and 2 union territories. More than 5,000 employee volunteers of the Company participated in the volunteering activities under Project Prabhat in the last six years.

#### Rin Shine Academy

Rin Shine Academy (erstwhile Rin Career Ready Academy) aims to inspire, educate and equip the youth from modest backgrounds by helping them develop soft-skills to progress in their careers. Three popular skills on the platform are English Speaking, Interview Training & Office Dressing. So far, over 5.57 lakhs people have benefitted from this programme.

### PRINCIPLE 9: CUSTOMER VALUE

#### BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CUSTOMERS AND CONSUMERS IN A RESPONSIBLE MANNER

Your Company's strong distribution network comprises millions of outlets serviced by 4,500 distributors and associates who help deliver Company's products. Your Company has undertaken some important initiatives to become more customer-centric and win in the marketplace. These initiatives include:

- **Beyond call centres:** Apart from the call centres set up for retailers, the Company also has a direct outreach through or eB2B app which have helped many of your Company's traditional trade customers reach out directly to the Company and improve demand capture of orders. The feedback received from retail outlets provide useful into the demand and purchasing patterns of these retailers and enable your Company to serve them better with targeted promotions and attractive offers.
- **Partner of choice:** Your Company registered strong growth across all key modern trade retail partners, driven by strong joint business plans. Your Company made significant investment in capability building in e-Commerce. An efficient team with diverse talent combined with the best global practices is a competitive advantage for your Company in area of e-Commerce.

#### Responsible marketing and communication

Your Company has four clearly defined principles that guide its communications with consumers:

## Annexure to the Report of Board of Directors (Continued)

- Your Company is committed to building trust through responsible practices and through transparent communication – both directly to consumers and indirectly through other key stakeholders.
  - It is your Company's responsibility to ensure that its products are safe and that the Company provides clear information on their use and any risks that are associated with their use.
  - Your Company fully supports a consumer's right to know what is in the products and is transparent in terms of ingredients, nutrition values and the health and beauty properties of its products.
  - Your Company uses a combination of channels, which includes product labels, websites, careline phone numbers and leaflets to communicate openly with its consumers.
  - Your Company also supports industry self-regulation and the development of self-regulatory codes for all its marketing and advertising activities and applies these codes across its businesses. Your Company is one of the founder members of Advertising Standards Council of India (ASCI), a self-regulatory body which has developed principles and codes in the area of advertising and marketing. During the year, 60 complaints were filed with ASCI against advertisements made by your Company.
  - Your Company has certain legal cases, including those relating to consumer / customer disputes. At the end of the year, there were 62 consumer cases pending.
- nutrients on the back of the pack\*. In addition to national laws and self-regulatory codes in India, your Company also applies Unilever's principles to the marketing and advertising of all its food and beverage products directed at children (below 12 years). These principles require that marketing practices:
- Do not convey misleading messages
  - Do not undermine parental influence. Advertisements always show parents as gatekeepers to the product being consumed
  - Do not encourage 'pester power'
  - Do not suggest time / sense of urgency or price minimisation pressure
  - Do not encourage unhealthy dietary habits
  - Do not use broadcast or print media personalities in a way that obscures the distinction between programme or editorial content or commercial promotion
- All Marketing Communications directed to children between six (6) and twelve (12) years of age meets Unilever's Highest Nutritional Standards and / or where applicable, nutrition criteria agreed as signatories to India Pledge or any binding criteria set by public authorities.
- Your Company is also a signatory of the India Policy on Marketing Communications to Children. In accordance, your Company pledges to advertise products to children under the age of 12 that meet common 'Food & Beverage Alliance of India' nutrition criteria and / or Unilever Highest Nutrition Standards. Where differences in criteria exist, Unilever will apply the strictest criteria across all Marketing Communications directed to children.

### Labels and Pack Information

All Company products comply with the applicable regulations such as the Drugs and Cosmetics Act, Legal Metrology Act, Bureau of Indian Standards Specifications, Trademark Act and Copyright Act, Food Safety and Standards Act, Tea Act, Tea Board Regulations for Labels and Pack Information. The food and beverage products also carry a nutritional information table on the back of pack in compliance with local legislation.

As part of Guideline Daily Amounts (GDA) labelling, 100% of your food and beverage products included energy per portion information on the front of the pack and percentage GDA for five

Mumbai, 30th April, 2020

\*Where applicable and legally permissible in accordance with local or regional industry agreements

On behalf of the Board

**Sanjiv Mehta**

Chairman and Managing Director  
(DIN : 06699923)

## Corporate Governance

"I believe that nothing can be greater than a business, however small it may be, that is governed by conscience; and that nothing can be meaner or more petty than a business, however large, governed without honesty and without brotherhood.

– William Hesketh Lever

### COMPANY'S CORPORATE GOVERNANCE PHILOSOPHY THE BOARD OF DIRECTORS

The principles of Corporate Governance are based on transparency, accountability and focus on the sustainable success of the Company over the long-term. At Hindustan Unilever Limited, we feel proud to belong to a Company whose visionary founders laid the foundation stone for good governance long back and made it an integral principle of the business, as demonstrated in the words above.

Responsible corporate conduct is integral to the way we do our business. Our actions are governed by our values and principles, which are reinforced at all levels within the Company. At Hindustan Unilever, we are committed to doing things the right way which means taking business decisions and acting in a way that is ethical and is in compliance with applicable legislation. Our Code of Business Principles ('the Code') is an extension of our values and reflects our continued commitment to ethical business practices across our operations. We acknowledge our individual and collective responsibilities to manage our business activities with integrity. Our Code inspires us to set standards which not only meet applicable legislation but go beyond in many areas of our functioning.

To succeed, we believe, requires highest standards of corporate behaviour towards everyone we work with, the communities we touch and the environment on which we have an impact. This is our road to consistent, competitive, profitable and responsible growth and creating long-term value for our shareholders, our people and our business partners. The above principles have been the guiding force for whatever we do and shall continue to be so in the years to come.

The Board of Directors ('the Board') are responsible for and committed to sound principles of Corporate Governance in the Company. The Board plays a crucial role in overseeing how the management serves the short and long-term interests of shareholders and other stakeholders. This belief is reflected in our governance practices, under which we strive to maintain an effective, informed and independent Board. We keep our governance practices under continuous review and benchmark ourselves to best practices across the globe.

In recognition of its governance practices, your Company was conferred upon a Certificate of Recognition at the ICSI National Awards for Excellence in Corporate Governance for the year 2017 and 2018 by the Institute of Company Secretaries of India. In the year 2011, the Company had been bestowed with the National Award for Excellence in Corporate Governance.

Also, your Company was recognised on Top 10 scores of the S&P BSE Index constituents in the 'Leadership Category' for the Corporate Governance Scorecard which is a joint initiative of the International Finance Corporation (IFC) and the Bombay Stock Exchange Limited.

The Board of Directors have ultimate responsibility for the management, general affairs, direction, performance and long-term success of business as a whole. The Board has delegated the operational conduct of the business to the Chairman and Managing Director of the Company. The Management Committee of the Company is headed by the Chairman and Managing Director and has business / functional heads as its members, which look after the management of the day-to-day affairs of the Company.

### Composition

The Board of your Company has a good and diverse mix of Executive and Non-Executive Directors with majority of the Board Members comprising Independent Directors and the same is also in line with the applicable provisions of Companies Act, 2013 ('the Act') and Securities and Exchange Board of India (SEBI) (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('Listing Regulations'). As on date of this Report, the Board consists of ten Directors comprising one Executive Chairman, six Independent Directors and three Executive Directors. The composition of the Board represents an optimal mix of professionalism, knowledge and experience and enables the Board to discharge its responsibilities and provide effective leadership to the business.

The Board as part of its succession planning exercise periodically reviews its composition to ensure that the same is closely aligned with the strategy and long-term needs of the Company. During the year, Mr. Wilhelmus Uijen was appointed as a Whole-time Director of the Company designated as Executive Director, Supply Chain with effect from 1st January, 2020 and Dr. Ashish Gupta was appointed as an Independent Director with effect from 31st January, 2020. Mr. Sanjiv Mehta, Chairman and Managing Director was appointed as Chairman of the Company with effect from 30th June, 2018. As per the Listing Regulations, top 500 Companies by market capitalisation need to have separate positions for Chairman and Managing Director effective April 2022. The Company shall ensure compliance of this requirement of separation of position of Chairman and Managing Director on or before the due date.

Mr. Pradeep Banerjee, Whole-time Director designated as an Executive Director, Supply Chain stepped down from the Board as his contract of service came to an end on 31st December, 2019. Mr. Banerjee had superannuated and was on a contract of service for a period of one year after 38 years of service with the Company. The Board places on record its deep sense of gratitude and appreciation for Mr. Banerjee's immense contribution, strategic guidance provided during his tenure as a Whole-time Director of the Company.

### Confirmation and Certification

On an annual basis, the Company obtains from each Director, details of the Board and Board Committee positions he / she occupies in other Companies, and changes if any regarding their Directorships. The Company has obtained a certificate from M/s. S. N. Ananthasubramanian & Company, Company Secretaries,