

Responsible Sourcing & Business Partnering

As a purpose-led company, Unilever is committed to doing business in a manner that improves the lives of workers across our value chain, their communities and the environment. Unilever expects its suppliers and business partners to adhere to values and principles consistent with our own.

This Code Policy sets out responsibilities of employees who engage with third parties.

Our requirements for third parties are set out in the [Responsible Sourcing Policy \(RSP\)](#) for suppliers and in the [Responsible Business Partner Policy \(RBPP\)](#) for distributors, customers and other partners subject to the RBPP.

Unilever could face legal and reputational liabilities if third parties fail to comply with these requirements.

The RSP and RBPP outline the fundamental principles and mandatory requirements that third parties must meet.

Teams responsible for setting the standards of these policies are Integrated Social Sustainability (Supply Chain) for the RSP and Customer Development for the RBPP.

Musts

Employees who contract and / or work with Unilever's third parties **must**:

- Read and understand the RSP or RBPP policies and consult their Line Manager and / or the relevant responsible teams if they have any questions
- Ensure that all our third parties are subject to our RSP or RBPP policies and controls. This includes adequate and timely onboarding, contracting and monitoring (including verification and remediation where necessary)
- Ensure that all our agreements with suppliers (inclusive of MSAs, UPAs, CTCs, POs*) and distributors and customers (including DOs*), to the extent required by our internal controls, include contract clauses that specify that the supplier must acknowledge adherence to our RSP or RBPP as a condition of engagement
- Notify their Line Manager and the relevant responsible team if they know or suspect that third parties are not meeting relevant RSP or RBPP requirements or if they are performing contrary to the agreed contractual terms
- Ensure that any selection, shortlisting or tendering processes for new third parties consider their compliance with the RSP or RBPP

Must nots

Employees who contract and / or work with Unilever's third parties **must not**:

- Agree to any contractual changes or exclusions with respect to the RSP or RBPP without consulting their Legal Business Partner and in respect of the RSP, prior written authorisation from the Integrated Social Sustainability function
- Continue transacting with third parties that have been declared as not compliant with the RSP or RBPP unless a dispensation or exemption is provided, or when they have been identified on the Prohibited Third Parties list



*Footnote: Master Service Agreements, Unilever Purchase Agreements, Commercial Terms Contracts, Purchase Orders, Distribution Orders.