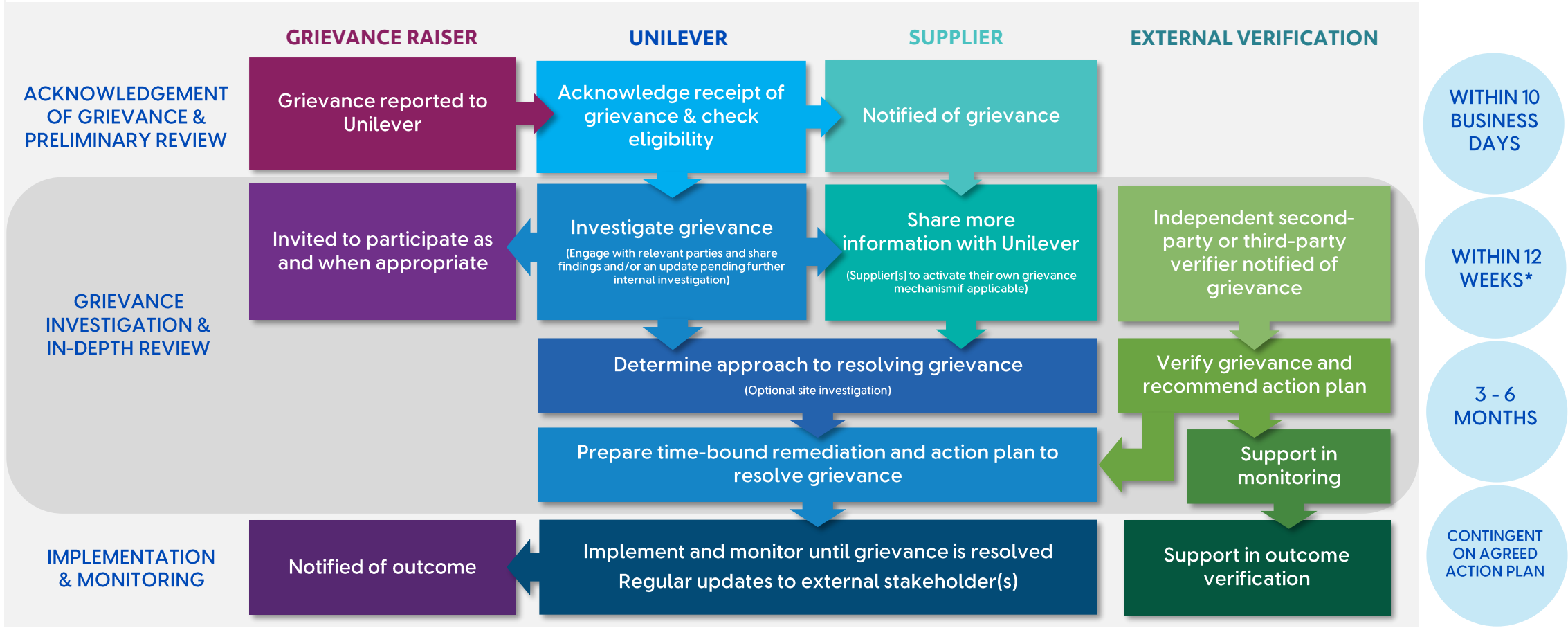
Unilever People and Nature Grievance Mechanism



* We recognize that grievances may vary widely in complexity, especially in cases involving land and human rights (including labour rights). In these cases, investigation may require a longer timeframe, throughout which we will strive to maintain an open communication on progress with all parties involved.

- Unilever take seriously any verified breaches to our **People and Nature Policy (2020) and Responsible Partner Policy (RPP) (2022)** and will work with our business partners to address, remediate, and mitigate them. When a supplier refuses to engage or take steps towards remediation, Unilever will take actions to address this in a manner that is consistent with these Policies. In some cases, this may lead to a suspension of the supplier.
- Unilever will initiate a key incident process aligned with the RPP for the most serious issues, such as immediate threat to life, which immediately escalates the grievance internally to allow quick planning and remediation.

* Grievances can be submitted through the following email channel: **peoplenature-grievances@unilever.com**