



Unilever Sustainable Living Plan

10th Year
Assessment Report



Unilever



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Unilever Global

190 **300** **400**
countries **factories** **brands**

161,000 **52 billion**
employees **Euro turnover**

Unilever was established in **1930** as result of a merger of the Dutch margarine company, Unie and the English soap company, Lever Brothers.

Following **World War I**, Knorr began to produce meat stock cubes with the aim of providing nutritious food products to **low income earning consumers** who could not afford high priced products.

In 1926, Lever Brothers started a **Clean Hands Campaign** and encouraged children to wash their hands "before breakfast, before dinner and before and after school" as a part of children's health.

Unilever is a transparent, international and **100% publicly-held** company, with thousands of stakeholders throughout the world.

We reach

2.5 billion people

globally each year.



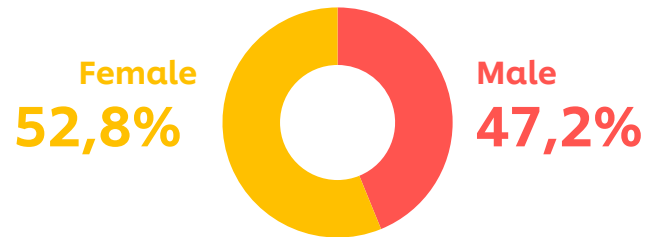
Unilever Turkey

7 **29** **37** countries
factories **brands** **of Export**

More than
5,000
employees

Over
20,000
suppliers

At the management level



There is 1 Unilever product in every Turkish household

We were ranked 1st among the sector for fast moving consumer products and ranked 25th in general in the list of the Turkey's 500 Largest Industry Organisations in 2018, compiled by Istanbul Chamber of Industry.

In June 2013, an investment of **95 million Euro** was made for our ice cream factory in Konya.

In 2017, nine facilities were established in Konya, including the Household and Personal Care Products Factory and the "Supply Village". With this investment, together with suppliers, a supply chain eco-system was established to the value of **350 million Euro**.

The Household and Personal Care Products Factory and the Konya Supply Village was the largest investment in the Turkey for the sector for fast moving consumer products in the last decade and for Konya to date.



FOOD SERVICE
2019



AXE



CLEAR



MAGNUM



We create value for Turkey

Our sustainable brands contributed **76%** to our growth in 2019.



As of 2019, 110 out of our 132 distributors received the 'Unilever Green Distributor' certificate by complying with many difference criteria.

7 factories in Turkey and our depots, distribution centres and offices are working on the "zero waste" status since 2013 and 2015, respectively.





Mustafa Seçkin

President of the Executive Board
Unilever Turkey, Central Asia & Iran

Just as our 130 year heritage provided guidance to our 10 Year Sustainable Living Plan, the lessons learned in the last decade will shape our future. As in the past, we are ready today to undertake the responsibility it takes to rebuild life after crisis times.

We believe that the success and progress of the Unilever Sustainable Living Plan in the 10-year period is a good reference for the future; together, we can construct a better future.

Due to the coronavirus pandemic, the world faced a new situation that has not been experienced before. As the habits of societies are radically changing, people around the world are now discussing how long this forced change will continue, or whether there will be a return to the order we once knew. People's retreat to their homes to prevent the spread of the outbreak, this situation has led to some improvements in favour of our tired old planet; however these are minor and they do not conceal the fact that the world is facing a multi-faceted crisis in social, economic and ecological terms. Moreover, the pandemic is thought to make people more vulnerable to the gradually increasing climate crisis.

In the light of this, let's not forget that life at large is dynamic, and humanity has always used their creativity to find various solutions after every disaster in the past. Once the world overcomes this critical threshold, we will build the new era together

We draw strength from our long standing heritage

As Unilever, we have the historical heritage of being a brand that works with the aim of reaching a wider consumer with nutritional and hygiene products since the establishment of the company Lever in the 1890's, where our roots extend. During this time, we have gone through many experiences of crisis, both locally and globally. After surviving two world wars, we have become a part of the reconstruction of Europe.

During a natural disaster, a rapidly spreading pandemic, increase in poverty as a result of a severe economic crisis or war, the first priority is always ensuring access to food and hygiene. For the past 130 years, we have been contributing to meeting these needs with our products. From lifesaving soap, to life changing products, we have been the pioneer of many innovations. In our rapidly changing world, each day, we seek to find what more we can do and continue to discover.

Overcoming challenges together

The impact of the corona pandemic, in addition to the accelerating climate crisis, our world awaits hard times. As Unilever, we have been trying to make sustainability a part of our business model for the last decade. While creating a transformation in our value chain with the Unilever Sustainable Living Plan, we also support the United Nations Sustainable Development Goals (SDG). Since 2010, we have taken action to help improve the health and well-being of over a billion people, halve our company's environmental footprint and increase the livelihoods of millions while our business grows. Although we have made significant progress, we realise that we need greater change and time regarding certain issues. Now we have new goals to be reached. For example, such goals as to reduce the first-time plastic packaging by 50 percent by 2025 and to help collect and process more plastic packaging than we sell.

By combining our heritage in hygiene and nutrition with our 10-year global strength and local experience in sustainability, we hope to overcome challenges altogether.

In the light of all these developments, we see that the goals and values that a company or brand advocates and represents are now more important than what they sell. We attach great importance to the fact that we have an aim behind everything we do and all of our brands. Unilever continues to grow in Turkey and also contributes to national development. We believe that, what is good for Turkey is also good for Unilever. Our efforts are to ensure we are a company that provides added value. In this scope, supporting the empowerment of women and young people and working towards a circular economy are among the strategic priorities of Unilever.

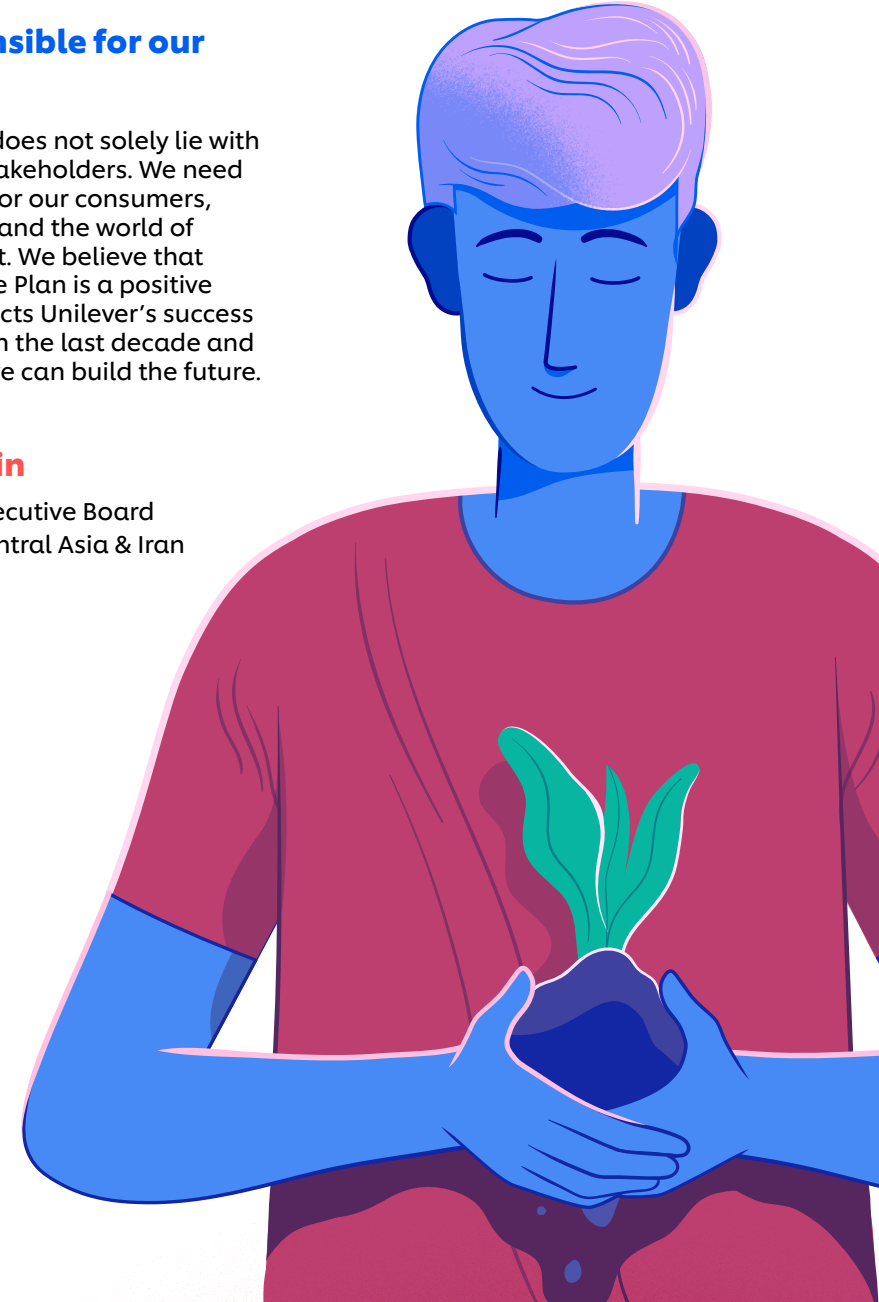
Within the scope of our global commitment, efforts were made in 2019 to gain further understanding of the complex issue of plastic and to reflect these in our product innovation work. Foundational work regarding a circular economy was conducted by means of sharing our skills with the business world as a global first. As a result of the tireless work of our R&D teams, we succeeded in producing the "world's first recyclable soup packaging". Our aim is to further extend our impact by making this packaging available to the sector, which Unilever has obtained the patent for.

We are responsible for our future

Our responsibility does not solely lie with our investor and stakeholders. We need to do what is best for our consumers, clients, the society and the world of which we are a part. We believe that the Sustainable Life Plan is a positive reference that reflects Unilever's success and progress within the last decade and that, collectively, we can build the future.

Mustafa Seçkin

President of the Executive Board
Unilever Turkey, Central Asia & Iran



Our Strategy

Our purpose is to make sustainable living commonplace

A decade of experience has shown us that brands with a purpose, grow. Soon, there will be no use for companies which do not undertake initiatives related to climate change, gender equality, access to education or the fight against poverty with the aim of creating a positive social impact.

In addition to our ambitious 10 year Sustainable Living Plan which we launched in 2010, we now also have a new compass that will guide us in our target to make sustainable living more widespread.



Our Values

We work together with our stakeholders to realise our goal of widespread sustainable living by honouring our core values of integrity, responsibility, respect and pioneering.

Integrity

We do the right thing in every decision we take, supporting Unilever's long-term success.

Respect

We treat people with dignity, honesty and fairness, And celebrate the diversity of people.

Responsibility

We take care of the people we serve and the world in which we operate.

Pioneering

We have a passion for leading our industry, winning in the market, and intelligent risk-taking.

Our understanding of sustainability encompasses our whole supply chain.



The Decade Long Story of Unilever's Sustainable Living Plan

While we maintain our business growth, we believe that this should not be at the expense of people or the Earth. To this end, we are re-designing our business model and growth targets for the next ten years with our Sustainable Living Plan.

Unilever's first step for sustainability activities was taken in 2005 with the 'Brand Mark' approach, which allowed measuring the social, economic and environmental impact of our brands. While trying to minimise our environmental footprint in line with the responsibility we feel towards our world and humanity, we set out with the idea that small changes by us and consumers can create a bigger difference when combined.

As one of the first companies to operationalise sustainability, for the last 10 years, we have changed the way we do business together with all our stakeholders within the scope of the Sustainable Living Plan.

Throughout our decade long journey, the Sustainable Living Plan has guided Unilever's entire brand portfolio and our activities in more than 190 countries where our products are sold, to increase our positive social impact with efforts to minimise our environmental footprint, while maintaining our growth.

The Unilever Sustainable Living Plan, which also aims to support the UN Sustainable Development Goals (SDG) has 9 social, environmental and economic performance commitments and targets within the value chain, which ultimately contribute to 3 main goals.

Unilever Sustainable Living Plan Goals

The Unilever Sustainable Living Plan (USLP), launched in 2010, is an ambitious desire to change, together with our stakeholders, starting with ourselves, to have a better future for the next decade.

Improving the well-being and health of more than 1 billion people



Reducing environmental impact by half



Enhancing livelihoods for millions



Some Goals are Harder to Reach Than Others

During our 10-year journey, our Sustainable Living Plan has changed and improved as a result of the collaboration we conducted with our stakeholders and the feedback we received from consumers. In 2013, we expanded the scope of our goal to improve the livelihoods of millions of people, as we quickly approached the goal of "100% of our agricultural raw materials from sustainable sources", which is one of the three major goals of the Sustainable Living Plan of 2010.

However, just as there is a need to reduce our environmental footprint in production, there is also a need for change in many parts of the value

change, including transportation, points of sale, consumer use, waste and recycling. Thus, some of the issues are not under our direct control, which makes reaching this goal challenging. For this reason, we aim to provide a wider system change by extending our duration to reach our goal of halving our environmental footprint.

As Unilever, we have new global goals for plastic: To reduce the first-time plastic packaging by 50 percent by 2025, to ensure that one third of the packaging comes from the net plastic reduction and to support the collection and processing of more plastic packaging than we sell by 2025.

Comparison of 10 Year Unilever Sustainable Living Plan Objectives

2010
Goals

To improve the health and well-being of more than 1 billion people by 2020.

Reducing environmental impact by half by 2020.

To source agricultural raw material from 100% sustainable resources.

2020 Revised
Goals and
Results

We have ensured a movement to improve the health and well-being of more than 1.3 billion people.

Since 2010, the amount of waste per consumer has reduced, our greenhouse gas and water impact has increased. Our aim is to reduce our environmental footprint by half until 2030.

We expanded its scope in 2013 to improve the livelihoods of millions of people.

Notes from Our Stakeholders

Mehmet Ali Çalışkan

Yaşama Dair Foundation,
Founding Member



The new coronavirus forces us to adapt to a new way of life. It requires us to review our current practices. Politicians are saying that we are in war and that we will win this war and return to our normal lives. However, for a more sustainable life, perhaps it is time to start thinking about new life values, rather than warring against, we should start listening to the call of the virus and review our accustomed way of life. We cannot win a war against nature, the climate, pandemics and disasters, but we do have the accumulation and experience to adapt to the new situation.

It seems that our sustainability agenda will also change. International institutions are publishing reports that inform us of economic recession and the inevitable increase of unemployment and poverty. It is stated that while the demand for food, hygiene, accommodation and care services will increase, there will be a decrease in

consumption demands. They emphasise that women, youth, migrants and the economically disadvantaged have entered an even more vulnerable period. States and companies should allow the opportunity for a more equal, solidarist and fair way of living to replace the competitive and growth-oriented way of thinking we are accustomed as a result of the coronavirus.

The Unilever Sustainable Living Platform is a candidate to be one of the platforms where this frame of mind and desire is held, together with its stakeholders. Many important issues such as gender equality, human rights in the business world, youth empowerment and reduction of plastic waste have been on the agenda of this platform and transformed into goals. Now, this platform can devote itself to setting new priorities for its sustainability agenda and mobilising shared wisdom.

The role of leaders who inspire while creating change is significant

We are using our brands to ensure the vision to create a lifestyle which correlates with sustainable development goals. All activities related to our brands have been directed towards these goals to ensure social benefit. The success behind our decade long journey is the unrelenting support that our leaders have given to the Sustainable Living Plan, by leading the change within Unilever and also other companies.

In 2018, Unilever CEO Paul Polman was awarded an honorary knighthood by Queen Elizabeth II of England for his services to the business world. Polman was also awarded France's Légion d'Honneur for support during the UN Paris Climate Change Conference (COP21).

Notes from Our Stakeholders

Ahmet Dördüncü

Global Compact Turkey
Chairman of the Executive Board



This is a time where we must all shoulder the responsibility for a future that is deserving of human dignity. When the business world focuses its knowledge base, agility and resources to bring solution to problems and takes responsibility for the work they know best, there is no reason why we cannot be the dynamo for change!

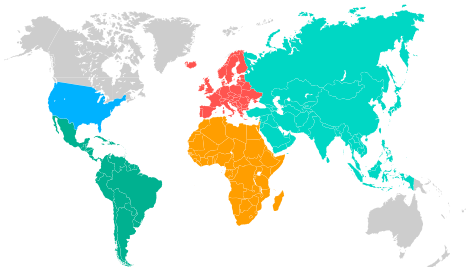
There is a long road ahead of us, however, we believe that Global Compact Turkey is the right address for stakeholders who want to create an impact.

As the President of the Executive Board, Mustafa Seçkin, has pioneered many firsts within Global Compact Turkey in the 2016-2019 period. These activities have no doubt contributed to becoming a platform which is exemplary worldwide, with its secretarial experience and capacity, and which is invited to all new platforms and which closely follows activities which are taking place.

Unilever was awarded the world's most prestigious award, the **Catalyst (Workplaces That Work For Women)** for its progressive representation of women in workplaces.



In 2019, **100% renewable mains electricity** began to be used in all Unilever facilities on **5 continents**.



As Unilever Global, we met our target of **50% female employees** at the management level



Our business model was re-designed to reflect a more participatory model by reaching **793,000 small scale farmers and 1.81 million small scale retailers**.



Notes from Our Stakeholders

Prof. Dr. Nilgün Ciliz

Boğaziçi University Sustainable Development and Cleaner Production Centre, Director



As the Boğaziçi University Sustainable Development and Cleaner Production Centre; we carried out an ecological footprint assessment within the scope of environmental sustainability of Unilever's latest products in both household and personal care and cosmetics categories. We saw that products that are economical in use of resources and are more compatible with nature and human health have been developed compared to in the past.

Also, together with Unilever, we developed the first distant education program in Turkish on sustainable development. Through this program, Boğaziçi University Sustainable Development and Cleaner Production Centre was able to bring together 159 students from various cities across Turkey with experts and provide certified training on sustainable development.



Unilever Turkey's 10 Year Journey for Sustainability

We want to be a company that brings added value to Turkey. Unilever grows in Turkey and contributes to the growth of Turkey.

As Unilever, we aim to create sustainable added value for Turkey. To do so, we know that we need to set an example for the business world and also the community by being the catalyst for change.

The experience we gained in the 10 year period of implementing the Sustainable Living Plan allowed us to give priority to a variety of areas in Turkey. The focus of our impact agenda for Turkey is on empowerment of women and young people and creating a circular economy.

Notes from Our Stakeholders

Ebru Edin

Business Council for Sustainable Development Turkey
President of the Executive Board



A decade ago, while sustainability was not on the agenda of Turkey, Unilever was a policy leader in this issue. While companies generally launch 2-3 year annual plans, the long term plan of Unilever for sustainable activities and their attempts to ensure change together with their supply chain to expand their area of impact, is of significant importance. Further, while sustainability is generally discussed in industry, I find it of importance that Unilever works together in agriculture and civil society organisations such as the Rainforest Alliance and WWF Turkey.

As the Business Council for Sustainable Development, we observe the significant contribution of Unilever for gender equality and sustainable agriculture during our working groups we conduct to exchange good practice and experience of companies in the sectors. Unilever also has a considerable training capacity and responsibility in regard to public hygiene by means of advertisements. It uses its channels to create awareness in the public in a successful way. I am sure there are many more things that can be done.

Some activities to reach goals of the Unilever Turkey Sustainable Living Plan:

We reached 52,000 chefs and

more than 40,000 chefs

received food safety certificates with the Trusted Hands food safety online program.

Since 2008,

CO2 emissions reduced by 51%
and energy consumption reduced by 6% per tonne.

Unilever Turkey has surpassed the Unilever global average by increasing the number of female managers in management teams to **52.8%.**



Achievements of Unilever Turkey in the Last Decade

An example of the first time achievements in the scope of the Unilever Sustainable Living Plan



2009

Unilever Turkey was the first to receive "Leadership in Energy and Environmental Design (LEED)" in Turkey for the project for the environmentally friendly **Green Office**.

2013

As a first in the fast moving consumer goods sector, 7 of our factories in Turkey and, since 2015, also our offices and R&D laboratories are working on the **"zero waste"** status.

2013

The Unilever Algida Konya Ice Cream Factory was the first ice cream factory in the world to receive the **LEED Green Building Certificate**.

2013

Turkey is the first country to produce and consume Lipton tea, and the first and only country to receive the **Rainforest Alliance** Certification. The first Wastewater Treatment Facility which conducts biological treatment and the first Soil Analysis Laboratory was established in Rize, in the scope of the Lipton Sustainable Tea Agriculture Project.

2016

UFS launched the **"Online Food Safety Programme"** together with The Turkish Food Safety Association and we reached over 50,000 kitchen staff in the food services market.

2016

With the **"Domestos School Programme"**, we implemented the first widely comprehensive project, reaching 4.5 million children, with a variety of training activities and products with the aim of ensuring the development of sustainable hygiene standards in public schools.

2016

In cooperation with MoNE, TOG Foundation, Sabancı University and project leader Dr. Özgür Bolat's team; the **Dove Self-Esteem Project** brought together teachers, volunteer university students, young people and education experts and started a turkey-wide education movement regarding self-esteem.

2017

The Home and Personal Care Products Factory and buildings in Konya has been registered as the first **LEED platinum certified** green buildings and the first **Green Sustainable DNV-certified** factory.

2017

We brought together 31 companies to establish the **Strong Together** platform, as a first of its kind, with an aim to increase the **participation of women in the workforce**, to support their endeavours to take up higher level positions and to increase the number of small scale enterprises.

2018

We conducted the first **Turkish Sustainable Development** Certified online training programme for young people together with the Boğaziçi University Sustainable Development and Cleaner Production Centre.

2019

7 production facilities and offices of Headquarters and Sangazi are operating with renewable electrically energy sources that is **IREC certified**.

2019

For the first time, Unilever Turkey provided technical assistance and advisory for the establishment of a new and modern **processing recycled plastic (PCR)** facility.

2019

We started to produce the world's first recyclable soup packaging **in Turkey**.

Three Priorities of Unilever Turkey's Impact Agenda

1. Women Empowerment

In 2016, Unilever Turkey became party to the UN Women's Empowerment Principles (WEPs).

The Women's Empowerment Principles (WEPs) are the joint initiative of UN Women, as a spearhead of sustainability-based issues worldwide and UN Global Compact. WEPs is a part of global networks such as HeforShe and Global Compact and we have ensured that they their work becomes widespread in Turkey.



Notes from Our Stakeholders

Rümeysa Çamdereli

Yaşama Dair Foundation
Executive Board Member



The Stronger Together Platform is the first example of its kind in Turkey, which adopts the approach to mobilize the supply chain for the inclusion of SMEs, which realise more than 70 percent of female employment in Turkey, with the aim of reaching a long term change in favour of gender equality.

The principle of 'change and influence' is implemented by Unilever's Platform Stronger Together, which was established in 2017 with its stakeholders, suppliers and distributors. Companies who are members of the platform but have different conditions, come together and inspire each other by sharing experiences and evaluating the situation.

For example, Alişan Logistics trained a female forklift operator in this process and decided to use a more gender-neutral image instead of the necktie image used in logos to represent the business world on their online platform, "Tell Your Story". Thanks to the Stronger Together Platform, I believe that the number of examples of best practice will gradually increase in SMEs. Altunbilekler's activity regarding their "Management Has No Gender" Platform continues. Sodexo has launched their "Chefs of the Future" project, in which they support female chefs. Thanks to the Stronger Together Platform, I believe that similar good examples will gradually increase.

The Stronger Together Platform

We have established the 'Stronger Together' platform, inspired by experiences of international initiatives such as Women's Empowerment Principles (WEPs), UN Sustainable Development Goals and the UN Global Compact. We are one of the main pioneers of gender equality and are part of international initiatives, as well as having access to a large number of local companies through our ecosystem. Our value chain represents a prototype of Turkey's private sector population as it houses a variety of companies with different experiences and areas of activity, restrictions and opportunities.

To support more women to enter the workforce and to support their entry into higher level positions, in 2017 we took a step to establish the Stronger Together Platform, which was the first of its kind in Turkey. We are creating change, not just for ourselves, but also for our suppliers, business partners and clients by influencing a change for them also. The Stronger Together Platform provides a positive contribution directly for the 33,000 employees employed by 31 member companies and indirectly reaches 100,000 people.



Responsible Marketing:

In advertisements, which is one of our most influential channels of impact, we took a major step towards gender equality and also pioneered sectoral movements and we carried out studies to prevent TV contents that shows violence against women and children, thus, contributing to the violence.

Cyber Bullying:

The kind skin care brand, Simple, undertook a social responsibility movement against cyber bullying with #İyiKalpliOl [Be Kind], as this was a problem growing in Turkey. Simple takes a kind approach not just to our skin, but also to the Earth and all living things living on Earth and invites us all to be kind to each other. Aslı Bekiroğlu is the global face of the new series of the brand, Daily Skin Detox and Cansu Dengey, who has a high following on social media, has made a call to use the hashtag, #İyiKalpliOl [Be Kind].



Unstereotype Alliance:

It is aimed to be of example to the world by changing advertising and media content to be in favour of equality, with joint work conducted with advertisers, brands, marketers. Unstereotype Alliance Turkey, with the cooperation of UN Women and Advertisers Associations, 14 companies and 12 supporters meet under the same roof. Unstereotype Alliance Turkey has become the world's 2nd established national network.



Combating stereotypes in advertisements

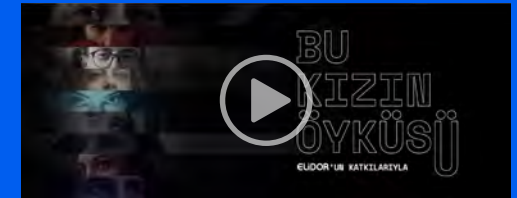
In 2018, Cif won the Golden Mixx award in the Non-Profit Public Services category with its "In Our Hands" project.



[Click here to watch video](#)



In 2018, the "Story of a Girl" documentary series prepared by Elidor was awarded the Crystal Apple Gender Equality Award and the Golden Effie Award.



[Click here to watch video](#)



Notes from Our Stakeholders

Melda Çele

Global Compact Turkey
General Secretary



The Unilever Sustainable Living Plan is an indication that Unilever puts sustainability at the centre of its business model. The plan will create a domino effect in the whole sector - both horizontally and vertically. We also offer this approach to companies under the guidance of 10 principles of UN Global Compact and Sustainable Development Goals. We work with companies, side by side, to determine their areas of impact, prioritisation, set goals and learn from each other.

In order to reach the '2030 Agenda for UN Sustainable Development', we need the leadership of responsible leaders, who see beyond the models of today. In order for us to talk about a total change, everything from performance criteria to definition of profit and success needs to be reconsidered.

Leaders who will lead such a change in the existing mode must be determined, responsible and have analytical skills and also a high level of emotional skills. Only in this way the steps taken will not remain superficial; we can bring real and permanent change.

Unilever Turkey President of the Executive Board, Mustafa Seçkin was successful in many aspects, such as seeing the rise of the number of parties for the Women's Empowerment Principles (WEPs) while Chairman of the Executive Board of Global Compact Turkey during 2016-2019 and the holding of the Roundtable Meetings with CEOs related to human rights.

2. Youth Empowerment

We conduct projects to support youth in entering the workforce. We build their capacity and also create livelihoods.

In Turkey, youth unemployment reached over 25 percent throughout 2019 and is increasing day by day. It is important to ensure the participation and cohesion of young people in business life for a sustainable future. For this purpose, we are conducting activities to increase the basic equipment/competencies of young people living in Turkey. While we aim to increase the capacity of young people to find jobs and empower them, we ensure that they breakdown prejudices and build meaningful connections in the business world.



We are working towards empowering 1 million women and 1 million young people in Turkey. If we are going to invest in the future of our country, we have to support vulnerable groups to empower.



[Click here to watch video](#)



We were selected as the Most Preferred Company of the FMCG sector since 2011 in a survey carried out each year with the participation of approximately 50,000 students from more than 100 universities; we have been selected the Most Preferred company among all sectors 7 times in last 8 years.



Notes from Our Stakeholders

Serra Titiz

Future Is Brighter (GDN)
Youth Platform Founder



Unilever has continued its support for the Future Is Brighter Youth Platform for many years. Two projects that stand out among the projects we carry out under this support is the 5000 Youth Project and Unilever Star Women Project. Through these projects, university and high school students in different regions of Turkey had the opportunity to meet with Unilever managers and ask questions about their careers. In fact, after these meetings, some of the students in provinces such as Van, Konya, Trabzon, İzmir, Erzurum, Adana, Şanlıurfa, Giresun and Sivas joined the Unilever team. Thus, the diversity of universities that Unilever employees graduated from has increased.

In addition, as part of the 2030 Sustainable Development Agenda, we run the Embark Program with Unilever, XYNTEO and United Work to create a more participatory economy. We have reached more than 100 Syrian and Turkish youth in the scope of the Embark project. This project took an innovative step to implement reverse mentoring by young Syrians to 13 leaders in Director positions in Unilever Turkey. In addition, 10 Syrians and 10 Turkish young people conducted online peer mentoring.

3. Widespreading a Circular Economy

We produced Unilever's first recyclable soup packaging in Turkey.

As Unilever Turkey, one of the areas which will be supported is the transition to a circular economy, which is one of the goals in order to reach the vision in our Sustainable Living Plan. 2019 was a year in which we understood the complex issue of plastic, combined it with product innovations, even broke new ground globally and conducted infrastructure activities for a circular economy by sharing our knowledge with the business world. Our main objective is to reduce the environmental impact of the use of plastics on the one hand, while maintaining its economic value.

We believe that the circular economy provides the roadmap necessary to achieve this goal. In this context, we see Unilever Turkey as the "circular economy partner" in Turkey. In order to support Turkey's vision for Zero Waste, we are developing and implementing projects related to consumer's separating of plastic, developing recycling infrastructure and widespreading the practice of using recycled raw materials in the production of plastic packaging, in cooperation with the private sector, public sector and civil society.



We were deemed worthy of an award in the 'Sustainability Business Awards 2015' in the 'Supply Chain Management' category for the "Sustainability in the Whole Value Chain" Project by the Sustainability Academy.

In 2018, we were awarded second prize in the Istanbul Chamber of Industry, 'Environment and Sustainability Management' category.

Innovation:

Our R&D teams worked extensively on innovative solutions for our product packaging, and we produced many new packaging solutions in all categories. In Turkey, we succeeded in producing the world's first recyclable soup packaging, for which the patent belongs to Unilever.

Transformation:

We are working to develop the appropriate infrastructure and facility capacity for the collection and recycling of plastics. With our international expertise and relationships, we contribute to the establishment of new and modern recycled plastic processing (RPP) facilities in Turkey.

Cooperation:

We want to expand the circular economy in the field of waste by doing our part. In order for a material like plastic to remain in the system and not be released into the environment as a waste; the necessary ecosystem must be established together. We are one of the first to sign the Global Compact, TÜSIAD and Plastics for Business Initiative.

Notes from Our Stakeholders

Atahan Özgünay

Unilever R&D Packaging Development Manager
Food and Tea, NAMETRUB Region



As Unilever, we first learned to use resources more sustainably in order to achieve our goal of halving our environmental impact, which we have committed in the Sustainable Living Plan. For example, by designing our packaging in accordance with a circular economy, we reduce the amount of waste and recycle it, thus bringing it back into the economy. Last year, the world's first recyclable Knorr soups package began to be used in Turkey.

We apply our "Zero Waste" policy in our factories and all our warehouses and offices.

These great experiences in the workplace are also reflected in our life at home. We try not to waste water as much as possible at home, make efforts to separate our packaging waste for recycling and to give our table scraps to stray animals.

We do not use single-use plastic in our offices since 2018.

We know that one of the important steps to reduce our environmental impact is to change our own behaviour; so we have stopped using single-use plastic in our offices and factories. In 2018, this initiative which we started on 05 June World Environment Day at the Unilever head office in Turkey was extended to cover all our offices by the of 2018. We also took an important step to reduce our environmental footprint by using filtered water in all our offices and factories.

By ending the use of single-use plastic, the following amount of waste was avoided since 2018:

1,244,000	Paper Cups
115,627	Plastic Plates
11,980	PET Bottles
23,000	Plastic Cutlery
6,000	Drinking straws

In order to make plastic a part of the circular economy, we have taken a decisive step to reduce our environmental footprint by extending the scope of our commitments we had set globally in 2017.



Compared to 2017, sales of primary plastic packaging used in our products produced in Turkey decreased by 15%, while the total reduction of plastic is 11%.

Threefold framework for a world without plastic: Less Plastic, Better Plastic, No Plastic solutions

As Unilever Turkey, in line with the goals we have committed to achieve by 2025, our R&D teams are dedicating their efforts to bring innovative solutions to product packaging. We believe that the threefold solutions, less plastic usage, better plastic usage and plastic-free packaging solutions, are important steps to achieve our goals.

Less Plastic



We **reduced the use of plastic by 50%** by using the pouch packaging innovation for Omo and Yumoş



By reducing the weight of the packaging of many of our products we are **using less plastic**.

Better Plastic



We **used recycled plastic** in the products under the brand Love Beauty & Planet



We have used innovative solutions in the plastic used in Knorr soup packaging to make the **packaging recyclable**.

No Plastic



We use environmentally friendly **glass jar packaging** for Knorr liquid soup and Calve sauce products.



By using bamboo in our toothbrushes, we have developed **products that do not use plastic**.

Some goals require greater changes

Within our decade of experience in the Unilever Sustainable Living Plan, we saw that both on the global scale and in operations in Turkey, our efforts alone are not sufficient in field of plastic. In order to reduce our ecological footprint resulting from the packaging of our products, we have experimented on many issues such as cardboard, packaging size and the amount of plastic used. As a result of our work, we have reduced our packaging waste by 4.4% compared to 2010, but we still have a long way to go. The issue of reducing our water footprint is one of the areas of challenge. We implement improvement projects to prevent any increases as a result of new investments or our efforts for new product development.

On the other hand, changing consumer habits is another challenging area.

As Unilever, we have new global goals concerning plastic: To reduce the first-use plastic packaging by 50% by 2025, to ensure that one third of the packaging comes from net plastic reduction, and to support the collection and processing of more plastic packaging than we sell by 2025. While our belief in the goal of halving our ecological footprint by 2030 continues, there is a need for more actors than we think to make the change possible.

Notes from Our Stakeholders

Ertan Karabiyik

Development Workshop General Secretary



I see two prominent points that companies, especially Unilever, should focus on in the near future in regard to sustainability: combatting child labour and brand communication. Although combating child labour is a principle that Unilever has adopted and gives priority globally, I believe that it can take important steps within its potential in order to also make itself and also its suppliers sufficiently visible.

Secondly, Unilever certainly has an important mission that makes it an actor of change and combines it with the potential of its brands. However, I see here that the emphasis on brand communication can overshadow the change and the work. I believe that brand identity and brand communication can be positioned in the background, while the efforts of change could be made more visible; this communication would better reflect the mission of Unilever in Turkey and globally.



Change is 'Possible Together' with Our Stakeholders

We all know that change can only be achieved if we act together.

For this reason, we organise Stakeholder Workshops every year since 2012; we meet around the same table to discuss solutions with civil society organizations, academics, public authorities and private sector representatives working in the field of gender equality, youth, environmental protection, agriculture, development and health.

Considering the principles included in the United Nations Global Cooperation Package, the activities we carry out within the scope of the Sustainable

Living Plan are shared with all our stakeholders, especially our consumers and employees, the sectors we are active and other companies, during the Stakeholder Meetings.

We place importance on transparency. You can find the responses of all our commitments determined by the Unilever Sustainable Living Plan and the questions of our stakeholders in our Annual Financial Reports and Statements and Online Sustainable Living Reports.

Notes from Our Stakeholders

Emeritus Prof. Dr. Eser Borak

Boğaziçi University

School of Business Administration



When I think of the 'Unilever Sustainable Living Plan', I think of sustainable improvement/development, sustainable brands, cooperation and meaningful relationships and effective communication. We examine the work of Unilever during my lessons at the university, within the scope of 'Business Ethics and Sustainability' training programs within the framework of Social Responsibility School and Boğaziçi University Lifelong Education Centre.

For the last 8 years, Unilever Turkey aims to create collective impact by 'creating a better world together' during stakeholder workshops. Participants from all sectors such as business world, public institutions,

non-governmental organizations, academics share their analyses and suggestions on current and desired situations on different issues related to sustainability. Through the "you cannot fly with only one wing" approach, cooperation is encouraged while being open to all views. With these efforts, Unilever raises awareness on the meaning and importance of individual, institutional and social sustainability, as a role-model. It inspires and encourages people for a better life with its influential activities. Unilever shows an effective business model for organisations which they internalise; I think they are trusted because Unilever practices what it preaches.



10 years
.....
8
stakeholder
workshops
.....
1,403
participants

While shaping our vision, we ask the ideas of our stakeholders on sustainability, including investors, suppliers, customers, creative agencies, opinion leaders, non-governmental organizations and academics. In 2018, in order to have an understanding beyond the current sustainability goals and to obtain the opinions of stakeholders, we conducted a global research study which included 276 key stakeholders within the value chain of Unilever and over 40,000 employees worldwide and asked about which priority areas they thought Unilever should focus on in the future.

**UNILEVER
SUSTAINABLE
LIVING PLAN**

**6. YEAR
STAKEHOLDER WORKSHOP**



Since 2010, we have evaluated the problems and solutions under the headings such as health and hygiene, food, waste, water, nutrition. We met with civil society organizations, academics, civil servants and private sector representatives working in the field of gender equality, youth, environmental protection, development and health and discussed what we can achieve together. A total of 1,403 stakeholders participated in our events.



Our Stakeholder Workshop in 2017



“For the last 50 years, the close relationship between Turkey and the United Nations (UN) Development Program continues. In this light, the United Nations follows Unilever’s sustainability approach and we are ready to provide the support they may require for the Unilever Sustainable Living Plan.”

**Kamal Malhotra,
United Nations Resident
Coordinator for Turkey**





We Create Change Together

By means of establishing cooperation and becoming a part of platforms, the wide circle around us becomes mobilised to realise the Sustaining Development Goals for empowering women and young people and reducing plastic waste.





Unilever Sustainable Living Plan for Turkey 2019

Lipton Sustainable Tea Agriculture Project

Tea which is produced in Turkey is 100% sustainable and is certified by the Rainforest Alliance.

Together with Lipton, we reach 36,000 farmers with sustainable tea agriculture training.

Tea producers who applied our recommendations regarding fertilisation made a saving close to 3 million TRY in total.

Together with Lipton, in the scope of the Sustainable Tea Agriculture Project, training is provided to a total of 36,400 directly and through suppliers to small-scale farmers since 2011 for the future of tea in Turkey. As of 2018, 100 percent of all our teas, including those supplied by third parties, are certified by the Rainforest Alliance (RA).

In 2011, in cooperation with Chambers of Agriculture, Rize's first Soil Analysis Laboratory was established. In this laboratory, we conducted analysis on soil samples taken from over 4,500 points from the locations surrounding close to 330 purchasing warehouses. We create a soil map in regard to where from the soil is taken from different

points and create a fertilisation recipe for the farmer. Tea producers have saved nearly 3 million TRY so far by carrying out the fertilisation according to these instructions.

Each year, we provide one-to-one training to more than 16 thousand farmers on the correct tea collection methods. In these trainings, we explain and show the farmers in which ergonomic position the tea should be cut, transported, watered and fertilised. For this reason, we have collaborated with Industrial Designer Can Yalman to design a special tea leaf cutting scissors for the tea farmers.



In 2018, our Lipton Sustainability Tea Agriculture Project and in 2015 our 'Zero Waste' activities was awarded the ÇEVKO Green Spot Industry Award.



Notes from Our Employees

Halil Sarı

Unilever Turkey
Purchasing Manager, Tea-Türkiye



As the Sustainable Tea Agriculture Project Coordinator since 2011, I have been training and supervising 16,000 farmers every year to ensure tea production in Rize is carried out according to sustainability standards and to receive Rainforest Alliance certification. I had the chance to reach over 3,000 tea producers in dozens of villages between the years 2011-2013 to explain the Sustainable Agriculture Standards. A Sustainable Agriculture Department was established in our own factory and in each of our suppliers' factories. We trained almost 30 experts in the region, who reach 36,400 farmers each year.

Thanks to the project, we also created positive changes in the lives of our own team. For example, after joining our team, one of our employees who previously received accountancy training studied Organic Agriculture for 2 years and also learned English. Now he ensures the Rainforest Alliance standards reaching 20 thousand farmers in the field by the suppliers, while contributing to their continuous development.

Knorr Sustainable Agriculture Programme

We reached 9,000 farmers with sustainable agriculture training.

We ensured 4,000 farmers started practicing future-friendly farming.

We increased agricultural productivity up to 43% with efficient fertilisation methods.

The Knorr sustainability agenda began in 2012. To date, we have raised the awareness of 9,000 farmers with the aim of making sustainable agriculture more widespread and we have ensured 4,000 farmers whom we work with to start practicing future-friendly agriculture. We have supported sustainable agriculture by ensuring widespread practice of correct irrigation, fertilisation and pesticide techniques. We continue our activities with 650 farmers in the scope of the Sustainable Agriculture Programme since 2017.

We are trying to show best practices to reduce the effects of industrial tomato production on soil quality and to make tomato production more sustainable with the 'increasing the fertility of the soil' project which was launched with Ege University and the WWF in 2018. The first results of our trials, that will be conducted for 36 months in a field in the Karacabey District of Bursa, were impressive: It is possible to increase productivity in agriculture by 43% with effective fertilisation methods. After the completion of the 3-year study, Knorr will try to disseminate the positive results.



Dove Self-Esteem Project

In 2019, 305,000 young people were reached with training held in 40 provinces throughout Turkey in the scope of the Dove Self-Esteem Project.

Our target is to reach 500,000 young people by the end of 2020.

The Dove Self-Esteem Project, implemented by Dove since 2015, aims to ensure that young people become more confident and individuals with higher self-esteem. Within the scope of the project, "Self-Esteem Training" was organised in cooperation with Sabancı University, to provide training and workshops for youth. Training materials prepared by respected experts, educators and academicians worldwide were culturally adapted for Turkish youth by Dr. Özgür Bolat. In 2017, the Community Volunteers Foundation became a strategic solution partner of the project. In 2019, the Dove Self-

Esteem Project was approved by the Ministry of National Education and 305 thousand young people in Turkey was reached through training in 40 provinces throughout Turkey.* Our goal is to reach 500 thousand young people by the end of 2020 and thus contribute to the development of a self-confident generation.

** The figures are collated at the end of each academic year in June according to teachers' individual reports and compiled by Özgür Bolat's team based on the training provided directly to the youth.*



Click here to watch video



Notes from Our Stakeholders

Dr. Özgür Bolat

Pedagogue and Author



Since 2016, under the Dove Self-Esteem Project, Unilever Turkey has been working together with the Community Volunteers Foundation and Sabancı University. So far, we have touched 300,000 Grade 9 students in all provinces in Turkey. We aim to reach 500,000 young people by the end of 2020. The strength of this project is: besides creating awareness about the mechanisms that damage self-confidence; we build the self-esteem in young people together with them. For example, one of the students who attended the lessons said, "Teacher, either my big ears have shrunk, or this project has worked".

Within the project, we talked about issues like what would happen if we build our happiness on things beyond our control such as money, status or image, naturally it would not be sustainable. When we asked the young people at the end of the lessons, they said that when someone made fun of them, they were not as sad as before or that they did not compare themselves to actors in the TV shows. Why? Because they started to build their self-esteem on personality, talent and values. It was very important for us to see this. Further, we think that the impact of our work has a multiplier effect; we provide training not only to students but also to teachers about self-confidence.

EMBARK Project

Since 2018, more than 300 young Syrians were included in the Embark network.

47 young refugees graduated from the mentoring programmes in the scope of the Embark Programme.

In 2018, it was the only project to be chosen as best practice in the category of economic inclusion at the Paris Peace Forum, hosted by the President of France.

The Embark Project was launched in 2018 in cooperation with Future Is Brighter ("Gelecek Daha Net" (GDN)) with the aim of meeting an important social need. The project provides reverse mentoring and peer mentoring to young refugees. At the same time, joint activities conducted with the private sector and civil society reach refugees and disadvantaged young people, by taking into consideration the principle of "leave no one behind". The Embark programme has allowed 200 young Syrians to establish a network with the business world and 50 young people have graduated from the reverse mentoring programme.

Following the first round of activities, it was observed that almost all newly graduates among the young people participating in the project could

gain access to better employment opportunities. Shown as an example of best practice in many countries, it was the only Turkish project which was chosen as best practice in the category of economic inclusion at the Paris Peace Forum, hosted by the President of France. With the participation of the Mastercard Turkey office in the second phase of the project, it is aimed to develop the project each year according to the needs and feedback of the young people.

In this year's reverse mentoring activity, 19 young refugees were paired with 19 Unilever leaders. The programme is planned to be completed in July 2020. By the end of 2020, more than 200 refugees and Turkish youth will be reached in the scope of the Embark project.



Notes from Our Stakeholders

Odai

EMBARK Project, Syrian Mentor

For me, Unilever means to create a model which is unique. EMBARK brings together two people from completely different worlds and allows them to discover their common characteristics and how much they can learn from each other and, even how they can be of support to each other.



[Click here to watch video](#)



"I am Algida" Programme

Since 2017, more than 4,000 young people have been employed and provided opportunities to develop their competences.

In 2019, youth unemployment in Turkey had unfortunately reached the highest level in the last 10 years, with a rate of 27 percent. The "I Algida" Project was carried out in 12 countries by Algida and we designed the project as the Turkey leg of the "I'm Wall's" project that had created job opportunities for 32,000 people to date. The project, which specifically targets countries combatting unemployment, aims to ensure full and effective participation of disadvantaged groups in regard to employment and by doing so, aims to become part of not only the economy but also social assistance.

With the "I am Algida" Programme, more than 4,500 young people participated in employment since 2017. The project is more comprehensive than an employment project. It is programme that allows the personal development of Algida employees and the development of our partners working with Algida. In project scope, 581 people gained employment and 3,135 Algida employees were provided training for their personal development. Training and support was provided to 1,000 Algida partners to develop their businesses.



I am a 2nd Year university student of English Language and Literature. For the last two months, I have been working as the captain of the Magnum Boat in Bodrum. I have been working in a variety of jobs for different durations while also studying. But this is the first time I have had such an experience.

Batuhan - Magnum Boat Captain

Click here to watch video



Domestos Hygiene Campaign

In the scope of the Domestos School Programme, 14,000 schools with a total of **4.5 million students**, received support in 72 provinces.

695,000 children received personal hygiene training in the scope of the 'Fun, Learn, Clean' Project.

The toilet facilities of 95 schools with a total of **72,000 students** in 7 provinces were improved.



Domestos believes that children's access to clean, hygienic and usable toilets in their schools is a 'right' in terms of both their physiological and psychological health. In addition, Domestos argues that personal hygiene awareness should be supported in this developmental period, based on the permanence of habits acquired during childhood. For this purpose, support was provided to 14 thousand schools, in houses 4.5 million children in 72 provinces, with the activities carried out in cooperation with the Provincial National Education Directorates within the scope of the Domestos School Program.

Since the year 2011, the "Fun, Learn, Clean" project is being implemented with the Educational Volunteers Foundation of Turkey (TEGV) and has provided 695 thousand children with personal hygiene training.

The activities continue to reach a further 60 thousand children each year.

With the "Hygienic Toilets, Healthy Future", another project of the Domestos School Program, improvement works have been carried out in the toilets of 95 schools, where 72 thousand children are schooled, in 7 provinces (Istanbul, İzmir, Erzurum, Adana, Kahramanmaraş, Şanlıurfa and Bursa). Hygiene packages including Domestos products were provided for use in toilets. The correct hygiene practices training was given to 450 auxiliary and support service staff in these provinces. It is aimed to reach 40 schools every year, with the 'Hygienic Toilets, Healthy Future' project.

Click here to watch video



OMO and the Outdoor Classroom Day Project

More than 1 million children have participated in the 'Outdoor Classroom Day' with OMO since 2018, implemented together with the Active Living Association.

For over 15 years, OMO continues to inspire parents to allow their children more space to explore and experience in child development with the 'Dirt is Beautiful' approach. One of the projects that OMO supports in this direction is the 'Outdoor Classroom Day', implemented with the Active Life Association.

Outdoor Classroom Day was first implemented in 2012 in the UK in the scope of Project Dirt to raise awareness that children were spending less time outdoors and to emphasise the health

benefits of playing outdoors on children. By 2016, it gained global recognition by integrating with Unilever's 'Dirt is Beautiful' approach. Supported by OMO worldwide, this special day has touched the lives of 6 million children in 110 countries since 2012. The first was held in Turkey in 2018 with the Active Living Association. In the first year, 500 thousand children in Turkey attended the Outdoor Classroom Day and the number of students participating increased to 650 thousand in 2019.



Notes from Our Stakeholders

Şule Serter

Active Living Association
Deputy President



We are continuing our work with OMO on the 'Outdoor Classroom Day' campaign since 2018. The main purpose of the campaign is to make outdoor learning a part of everyday all over the world, to ensure at least 60 minutes of time during school hours is spent outdoors and to advocate for the right of children to be outdoors.

In 2019, we added 'Recycling and Environmental Awareness' to the content we share with teachers and parents. We also provided educational information and suggestions for recycling related activities to 15,000 educators. Although some of our plans have changed due to

the corona virus recently, we hope to take bigger steps in the remaining part of 2020. We aim to raise the awareness of "plastic" and 'mobilize' parents through children, for the community we have formed over the last two years. If we also consider the upcoming climate crisis, we think that Unilever should devote more capacity to this issue to create a much bigger change than it has done so far.

Unilever Sustainable Living Plan Progress Report 2010-2019



IMPROVING HEALTH & WELL-BEING



REDUCING ENVIRONMENTAL IMPACT



ENHANCING LIVELIHOODS



HEALTH & HYGIENE



We reached **1.3 billion people** with our health and hygiene projects

NUTRITION



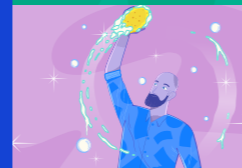
56% of our products have reached highest nutritional standards
(Salt - Sugar - Saturated Fat - Trans Fats)

GREENHOUSE GASES



CO₂ from energy per tonne of production **reduced by around 65%**
Our greenhouse gas impact per **consumer increased by around 2%**

WATER



Water impact per consumer use **increased by around 1%**
Water abstraction per tonne of production **reduced 47%**

WASTE



The total amount of waste was **reduced by 96%** per production tonne
Our waste footprint was **reduced by 32%** due to consumer usage

SUSTAINABLE SOURCING



62% of agricultural raw materials are sourced from **sustainable** sources

FAIRNESS IN THE WORKPLACE



70% of our materials are obtained from suppliers who abide by our compulsory Responsible Supply Policies

OPPORTUNITIES FOR WOMEN



2.34 million women supported regarding their safety, to develop their skills or access to various initiatives to increase their opportunities

INCLUSIVE BUSINESS



Reached **793,000** Small-scale farmers and **1.81 million** small-scale retailers

Unilever Global

Unilever Turkey

In 2019, **76%** of our growth was ensured with our brands which support sustainable living

55.8 million

TRY in savings

#1 Most preferred by university students



Hygiene training for **695,000 children**
Restoration of student toilets of 95 schools
Reached **4.5 million children** in 14,000 schools with the Domestos School Programme



Dental health training for **35,671 children***
2016 verisi



Self-esteem training for **305,000 young people** in 40 provinces with the Dove Self-Esteem Project



Reached **1,150,000 children** with the Omo Outdoor Classroom Day
*Since 2018

All children's ice creams have **110 or less calories** per serving



We reached **52,000 chefs and more than 40,000 chefs** received food safety certificates with the Trusted Hands food safety online program



CO₂ emission **reduced by 51%** per production tonne**
Energy consumption **reduced by 6%** per production tonne**



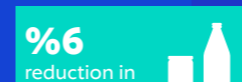
CO₂ emission caused by transportation was **reduced by 4%***



Changes in pre-wash habits from 44% to 18% led to water savings to the amount of two Ömerli Dams in 2013



35,400 tonnes of water was saved with our product Yumoş Concentrate



%6 reduction in packaging
%11 reduction in plastic
*2017'den beri



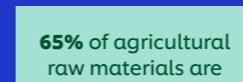
7 production factories, head offices and R&D laboratories in Turkey have **zero waste** since 2013



100% reduction in the amount of waste sent to solid waste facilities



Konya Household and Personal Care Factory and Konya Algida Factory have **LEED certification**



65% of agricultural raw materials are obtained from **sustainable** sources



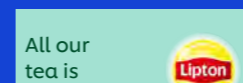
96% of 13 prioritised vegetables and spices are **sustainable**
65% of local vegetables and spices are **sustainable**



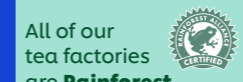
100% sustainable tomatoes



97% sustainable COCOA



All our tea is **100% sustainable**



All of our tea factories are **Rainforest Alliance** certified

Reach **2,270** personal with our with our well-being programme

52.8% of our leaders at the director level are **women**



46% of our leaders at the executive board level are **women**



As a founding supporter, establishment of **Unstereotype Alliance Turkey**, 2nd national network established in the world



Unilever Turkey **HeForShe** campaign was an Impact Champion



Increasing agricultural productivity by 43% with effective fertilisation methods with the WWF Soil Productivity Project



103 Green Sales Point *2017



Reached **5,231 young people** with mentoring and skills development training, together with Future Is Brighter Platform



Included **more than 300** young Syrians in the Embark Network.
47 young people graduated from the mentoring programmes.

Our sustainable brands



* Since 2018
** Since 2008

We believe that the success and progress of the Unilever Sustainable Living Plan in the 10-year period is a good reference for the future; together, we can construct a better future.



For more information:

Unilever Sustainable Living Plan **Global**

<https://www.unilever.com/sustainable-living/ten-years-on/>

Unilever Sustainable Living Plan **Turkey**

<https://www.unilever.com.tr/sustainable-living/>



**Unilever
Sustainable
Living Plan**

**10th
Year**
Assessment Report