

Unilever's Policy on

Occupational Health & Safety

Unilever is committed to protecting and promoting the occupational health and safety of its people. This is supported by following Unilever's global occupational health standards and safety standards. These apply to all Unilever employees working at Unilever sites. In addition, Unilever complies with all applicable legislation and regulations and aims to continuously improve health and safety performance.

Everyone at Unilever has a role to play. Managers are responsible for communicating and implementing the occupational health and safety standards as they apply to their direct reports and third parties under their supervision. Employees are empowered to speak up about hazards without fear of retaliation. As a condition of employment, we all have a duty to work in a healthy and safe way.

This Code Policy outlines our individual and shared responsibilities for health and safety. Where local Unilever companies/entities are governed by a local board of directors, those entities are responsible for their employees' occupational health and safety, including the required occupational health and safety management systems and appropriate governance.

Musts

Employees working at Unilever sites must:

- Work and behave safely and in a manner protective of health
- Comply with defined occupational health and safety procedures and instructions relevant to their work and / or about which they have been trained or notified
- Support team leaders to ensure that everyone they work with, including employees, contractors and visitors, are familiar with and follow applicable health and safety procedures and instructions
- Only undertake work that they are trained, competent, medically fit, sufficiently rested, functionally capable and alert enough to do
- Make sure they know what to do if an emergency occurs at their place of work / on the road or at a location they are visiting
- Promptly report to local Unilever management any actual or near miss accident or injury, illness, unsafe or unhealthy condition, incident so that steps can be taken

to correct, prevent or control those conditions immediately

- Notify their manager or supervisor if there is a concern with meeting any of these minimum requirements.

All Unilever team leaders have overall operational responsibility for health and safety at their location and must:

- Establish and maintain an appropriate occupational health and safety at work management system for their sites and their teams, including the appointment of committees, managers, competent experts and a system for gathering concerns and input from employees, contractors, and visitors
- Identify occupational health and safety hazards and manage/control risks arising from their team and their site's routine and planned operations, activities and services
- Regularly review and comply with all applicable local occupational health and safety legislation, including

- relevant mandatory Unilever standards
- Develop site and role specific performance, including an annual review of the management system's effectiveness and adequacy
- Report mandatory Key Performance Indicators (KPIs) via Unilever's occupational health and safety reporting system
- Report all incidents, accidents and near misses in line with reporting requirements, including thorough investigation, follow-up and communication of lessons learned
- Maintain, communicate and test both site and role emergency plans
- Ensure all employees, contractors and visitors receive information and training in occupational health and safety relevant to their roles and activities in the local language
- Ensure all employees, contractors and visitors receive information and training about applicable emergency notifications and procedures in local language.

Must nots

Employees must not:

- Breach the Life Critical Standards as outlined in the Unilever standards
- Undertake work or related activity, when under influence of any substance that may negatively impact occupational health or safety
- Carry on with any work that becomes unsafe or unhealthy
- Assume someone else will report a risk or concern.

Team leaders must not:

- Ask for any work to continue that becomes unsafe or unhealthy
- Discourage reporting of a risk, concern, or incident.


Hein Schumacher, CEO


Ali Fuat Orhonoğlu, Türkiye Head of Country

