

The Unilever Compass for Sustainable Growth



Our Vision is to deliver winning performance by being the global leader in sustainable business

Our Financial Framework
Consistent and competitive growth driving top third TSR

Where to play

Build a high growth **portfolio** across five business groups

- Beauty & Wellbeing (including Prestige Beauty and Health & Wellbeing)
- Personal Care
- Home Care
- Nutrition
- Ice Cream

Win with our **brands**, powered by superior products, innovation and purpose

- Win with differentiated science and technology
- Improve the health of the planet
- Improve people's health, confidence and wellbeing
- Contribute to a fairer, more socially inclusive world

Accelerate in key growth **markets**

- USA, India and China
- Leverage emerging market strength

Lead in the **channels** of the future

- Accelerate digital commerce
- Win with top customers
- Drive category value



How to win

Operational Excellence through the 5 Growth Fundamentals	Global Leader in sustainable business	A growth-focused and purpose-led organisation and culture
Purposeful Brands	Drive climate action to reach net zero	Drive greater category focus and expertise
Improved Penetration	Reduce plastic as part of a waste-free world	Leverage power of Unilever-wide capabilities
Impactful Innovation	Regenerate nature and agriculture	Unlock speed and agility of a digitally-enabled organisation
Design For Channel	Raise living standards in our value chain	Be a beacon for equity, diversity and inclusion
Fuel For Growth		Human. Purposeful. Accountable.



Win with our brands as a force for good, powered by purpose and innovation



Improve the health of the planet			Improve people's health, confidence and wellbeing		Contribute to a fairer, more socially inclusive world		
Climate action	Protect and regenerate nature	Waste-free world	Positive nutrition	Health and wellbeing	Equity, diversity and inclusion	Raise living standards	Future of work
<p>Net zero emissions across our value chain by 2039</p> <p>Halve greenhouse gas impact of our products across the lifecycle by 2030</p> <p>Zero emissions in our operations by 2030</p> <p>Replace fossil-fuel derived carbon with renewable or recycled carbon in all our cleaning and laundry product formulations by 2030</p> <p>Share the carbon footprint of every product we sell</p>	<p>Deforestation-free supply chain in palm oil, paper & board, tea, soy and cocoa by 2023</p> <p>Help protect and regenerate 1.5 million hectares of land, forests and oceans by 2030</p> <p>100% sustainable sourcing of our key agricultural crops</p> <p>Empower farmers and smallholders to protect and regenerate farm environments</p> <p>Implement water stewardship programmes in 100 locations in water-stressed areas by 2030</p> <p>100% of our ingredients will be biodegradable by 2030</p>	<p>50% virgin plastic reduction by 2025</p> <p>25% recycled plastic by 2025</p> <p>Collect and process more plastic than we sell by 2025</p> <p>100% reusable, recyclable or compostable plastic packaging by 2025</p> <p>Halve food waste in our operations by 2025</p> <p>Maintain zero non hazardous waste to landfill in our factories</p>	<p>€1.5 billion sales per annum by 2025 from plant-based products in categories whose products are traditionally using animal-derived ingredients</p> <p>Double the number of products sold that deliver positive nutrition by 2025</p> <p>85% of our portfolio to meet Unilever's Science-based Nutrition criteria by 2028</p> <p>95% of packaged ice cream to contain no more than 22g total sugar per serving by 2025</p> <p>95% of packaged ice cream to contain no more than 250 kcal per serving by 2025</p>	<p>Take action through our brands to improve health and wellbeing and advance equity and inclusion, reaching 1 billion people per year by 2030.</p> <ul style="list-style-type: none"> Gender equality Racial equity Body confidence and self-esteem Mental wellbeing Hand hygiene Sanitation Oral health Skin health and healing 	<p>Achieve an equitable and inclusive culture by eliminating any bias and discrimination in our practices and policies</p> <p>Accelerate diverse representation at all levels of leadership</p> <p>5% of our workforce to be made up of people with disabilities by 2025</p> <p>Spend €2 billion annually with diverse businesses worldwide by 2025</p> <p>Increase representation of diverse groups in our advertising</p>	<p>Ensure that everyone who directly provides goods and services to Unilever will earn at least a living wage or income by 2030</p> <p>Help 5 million small and medium-sized enterprises grow their business by 2025</p>	<p>Help equip 10 million young people with essential skills by 2030</p> <p>Pioneer new employment models and provide access to flexible working practices to our employees by 2030</p> <p>Reskill or upskill our employees with future-fit skills by 2025</p>
Supported by: €1 billion Climate & Nature Fund							

Respect human rights

Respect and promote human rights and the effective implementation of the UN Guiding Principles, and ensure compliance with our Responsible Partner Policy

Our responsible business fundamentals

Business integrity	Safety at work	Employee wellbeing	Product safety and quality	Responsible innovation	Responsible advertising and marketing	Safeguarding data	Engaging with stakeholders	Responsible taxpayer	Committed to transparency

See our Planet & Society Hub on [unilever.com](https://www.unilever.com) for more