

Top 7 retrieved chunks:

Chunk 1 (Score: 0.7013482949441077):

The statutory reports present a balanced and understandable assessment of the Company's position and prospects to shareholders and statutory authorities. This section includes reporting requirements under various regulations and statutes. Statutory Reports Report of Board of Directors and Management Discussion and Analysis Business Responsibility and Sustainability Report Annual Report on Corporate Social Responsibility Corporate Governance Report In this section 100 138125 212 Our Performance, Approach to Sustainability and Risk Management 98 99 STATUTORY REPORTS 99 98

Chunk 2 (Score: 0.6978999349573225):

Section C: PRINCIPLE WISE PERFORMANCE DISCLOSURE Business Responsibility and Sustainability Report S. No. Stakeholder group Whether identified as vulnerable and marginalised group (yes/no) *Channels of communication (e-mail, SMS, newspaper, pamphlets, advertisement, community meetings, notice board, website), other Frequency of engagement (annually/half yearly/quarterly/others – please specify) Purpose and scope of engagement including key topics and concerns raised during such engagement 5. Planet and society No Field visits, CSR projects and engagements, brand activations and campaign, community needs assessment, and website Ongoing Climate actions; environmental protection and regeneration; a waste-free world; positive nutrition; health and well-being; equity, diversity, and inclusion; the future of work; and water stewardship 6. Customers No Phone, e-mail, social media channels, brand pages, and the digital voice of consumers Ongoing Product quality and safety, adequate information on products, timely delivery, service level, training on technology and process capabilities *While we have marked 'no' above as these stakeholders are not vulnerable and marginalised in entirety, we are consciously involved in uplifting the vulnerable and marginalised segments for these stakeholders. For e.g. we work towards giving equal opportunities to 'Persons with disabilities' and procure from MSMEs/diverse suppliers. LEADERSHIP INDICATORS LI-1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board. We strive to grow our business while protecting the planet and doing good for the community. To generate superior long-term value, we need to care for all our stakeholders: consumers, customers, employees, shareholders, business partners, and above all, the planet and society. We call it the multi-stakeholder model of sustainable growth. The CoBP and Code Policies guide how we interact with our key stakeholders. All engagements are conducted transparently, with honesty, integrity, and openness. Our engagement with our broader stakeholder community is undertaken by respective functions in consultation with the leadership team and overseen by the ESG committee. Feedback from different stakeholder groups on environmental, social, or economic topics is shared with the ESG Committee of the Board. We also have a CSR committee to review, monitor, and provide strategic direction to our CSR practices and social initiatives. LI-2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity Stakeholder consultation is paramount to us, as we live in an uncertain and constantly changing world. To create long-term value, we take steps to understand each stakeholder group's needs and priorities through several mediums, including direct engagement or via delegated committees and forums. We conduct a sustainability materiality assessment to identify and

prioritise sustainability issues across our value chain so that we can focus on the key issues affecting our stakeholders. A sustainability issue is material to us if it is considered a principal risk or an element of a principal risk that could impact our business or performance or if our key stakeholders deem it essential. In addition, we use stakeholder insights to gauge the relative importance of each issue. LI-3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalised stakeholder groups. We engage with vulnerable/marginalised stakeholder groups through CSR outreach programmes. The programmes are not just limited to philanthropy but also encompass holistic community development, institution-building, and sustainability-related initiatives while focusing on vulnerable and marginalised groups. The CSR Policy aims to provide a dedicated approach to community development in water conservation, health and hygiene, skill development, livelihood opportunities, social advancement, gender equality, women's empowerment, environmental sustainability, and rural development. Some of the key actions to address the concerns of vulnerable/marginalised groups through various initiatives are listed below: Social Inclusion of Waste Workers (Safai Saathis) A first-of-its-kind programme by HUL and the United Nations Development Programme (UNDP) that aims to enhance social inclusion and upliftment of those who are often overlooked but are crucial to a sustainable future – the invisible superheroes, 'Safai Saathis' (waste workers). The programme facilitates the issuance of National ID cards, including Aadhaar, ration cards, and voter cards, as required, to ensure eligibility for accessing and utilising the benefits of social security programmes. To date, we have enabled access for over 5,000 Safai Saathis in Delhi and Mumbai with at least two government social protection schemes. Project Shakti Launched in 2001, Project Shakti is an initiative to financially empower and provide livelihood opportunities to women in rural India. Project Shakti has positively impacted the livelihoods, confidence, and self-esteem of women with enhanced skills and entrepreneurial mindsets. We have over 200,000 Shakti entrepreneurs spread across 22 states. Water conservation programme Hindustan Unilever Foundation (HUF) is a not-for-profit company set up in 2010 to support and amplify scalable solutions that can help address India's water challenges. Since 80% of water is used in agriculture, HUF's work focuses on helping rural communities, especially those that depend on agriculture for their core livelihood. HUF along with its partners has delivered a cumulative and collective water potential of over 3.2 trillion litres * since its inception over the last decade through improved water supply and demand management, over 2 million tonnes of additional agricultural and biomass production, and over 114 million person-days of employment. To underscore the importance of the water potential created by HUF, 3.2 trillion litres of water is the quantity required to meet the drinking water needs of India's population for nearly two years. Asha Daan Asha Daan is a home for the sick, and destitute people in Mumbai. It is run by the Missionaries of Charities (MoC) which was founded by Mother Teresa. Since the inception of Asha Daan in 1976, the Company has been looking after the maintenance and upkeep of the premises. At any time, there are around 350 inmates at Asha Daan. Currently, Asha Daan's redevelopment work is underway. The home's superstructure has been completed with internal civil work in progress. The redevelopment is expected to be completed by the end of the year. The Company has proposed to set up proper drainage and ventilation systems, a water treatment plant, a solar-based lighting system, a courtyard for inmates to walk and develop a play area for children. Inclusion of person with disabilities (PwDs) We are committed to including persons with disabilities in our employment ecosystem and workforce. Prabhat Prabhat is our community development initiative to create sustainable and inclusive communities. It contributes to a fairer, more socially and environmentally inclusive world while using HUL's scale for good. In the last ten years, the initiative has positively benefitted nearly 10 million people across 21 States and 2 Union Territories. Ankur Ankur was set up in 1993 as a centre for special education for differently-abled children at Doom Dooma in Assam. Ankur has provided free special educational, vocational, and rehabilitative training to over 350 physically and mentally challenged children from underprivileged backgrounds. Sanjeevani A free mobile medical service camp called 'Sanjeevani' has been set up to cater to the local community near our manufacturing location in Doom Dooma in Assam. There are two mobile vans dedicated to the project. Each vehicle has one male and one female doctor, one nurse, a medical attendant and a driver. The vans are equipped with basic kits such as a diagnostic kit, blood pressure measuring unit, medicines and a mobile stretcher. Over 7,000 camps have been organised in villages so far. More than 3.8 lakh patients have been

treated through these service camps since its inception. Suvidha Suvidha, our urban water, hygiene and sanitation community centre, was first set up in Ghatkopar, Mumbai in 2016. The biggest Suvidha centre is in Dharavi, Mumbai and is one of the largest community toilet blocks in India. This year, the Company built four new Suvidha centres. So far, we have built 16 Suvidha centres in Mumbai in partnership with the Brihanmumbai Municipal Corporation, out of which 15 are in partnership with HSBC India. We have also announced a strategic partnership with JSW to build 10 more Suvidha centres. 'Samavesh' and 'Ahilya' 'Samavesh' is our project to improve women's participation in our factory shop floors, and with our 'Ahilya' initiative, we are empowering women to become sales professionals. We have over 1,300 women as shopfloor employees across our manufacturing locations and have onboarded over 1,400 women in sales. 1,400+ Women in salesforce *Assured by an external independent firm. Over 3,80,000 Patients treated through Sanjeevani Camps 182 183 HINDUSTAN UNILEVER LIMITED INTEGRATED REPORT 2023-24 STATUTORY REPORTS

Chunk 3 (Score: 0.6865113036108698):

Sustainability at HUL Integrated Sustainability Strategy Material Topics Climate Change Human Rights Sustainable Sourcing Governance Ethics & Compliance Diversity, Equity & Inclusion ESG Materiality Matrix We live in an uncertain and constantly changing world. Having a formal process to identify our material sustainability issues helps us report on those that matter most to our business and stakeholders. We use our sustainability materiality assessment to identify priority sustainability issues across our value chain so that we are able to report on the issues of most interest to our stakeholders. For more details please refer the 'Planet & Society' section on our website [https://www.hul.co.in/sustainability/sustainability-reporting-centre/materiality-assessment/Impact to the Business](https://www.hul.co.in/sustainability/sustainability-reporting-centre/materiality-assessment/Impact%20to%20the%20Business) Importance to Stakeholders Very High Very High Moderate Moderate Human Rights Products & Ingredients Sanitation & Hygiene Unemployment & Poverty Nutrition Inclusive Business Sustainable Consumption Responsible Marketing Communicable Diseases Biodiversity Animal welfare Data Security & Privacy Digital; Economy Employees & Talent Macro-economy and Geopolitical Risk Cities and Demographics Innovation & Technology Diversity, Equity and Inclusion Climate Change Packaging and Waste Water Sustainable Sourcing Governance, Ethics and Compliance Improving Health & Well-being Reducing Environmental Impact Enhancing Livelihoods Wider Sustainability Topics Responsible Business Practices 1 2 3 4 Wider Society Catalysing change in communities through partnerships & advocacy (CSR) Our Brands Leveraging our purpose-led brands Governance, Measurement and Reporting Water Packaging and Waste Operations Driving change through our own operations and workforce Our Value Chain Using our size and reach to influence our entire value chain 12 13 HINDUSTAN UNILEVER LIMITED INTEGRATED REPORT 2023-24 CORPORATE OVERVIEW

Chunk 4 (Score: 0.6817960156552336):

Section C: PRINCIPLE WISE PERFORMANCE DISCLOSURE Business Responsibility and Sustainability Report EI-5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis) in the following locations, as % of total wage cost. Location FY 2023-24 FY 2022-23 Rural 31.2% 31.5% Semi-urban 6.3% 6.2% Urban 6.8% 7.8% Metropolitan 55.7% 54.5% The reporting boundary for the above table is employees and workers represented in Section A – IV 20. We also indirectly employ members into our salesforce and those are out of the boundary of the above reporting. LEADERSHIP

INDICATORS LI-1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above): It is not applicable as there was no Social Impact Assessment required to be conducted during FY 2023-24. S. No. Details of negative social impact identified Corrective action taken 1. Not applicable LI-2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies: S. No. State Aspirational district Amount spent (In ₹) 1. Multiple Multiple* 17,03,79,931 2. Uttar Pradesh Balrampur 3,97,32,129 3. Bihar Muzaffarpur 3,78,32,084 4. Maharashtra Osmanabad 3,45,25,563 5. Madhya Pradesh Chhatarpur 95,32,608 6. Uttar Pradesh Chitrakoot 95,08,956 7. Uttarakhand Haridwar 81,49,301 Total 30,96,60,572 *101 out of the 112 aspirational districts notified by the NITI Aayog. LI-3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised/vulnerable groups (yes/no)? Yes, we are committed to increasing spends with diverse suppliers to create opportunities for all by breaking down socio-cultural, systemic, and economic barriers. By including groups previously under-represented in our supply chain, we look forward to jointly scaling up and accelerating businesses, unlocking innovation, agility, resilience, and opportunities. LI-3. b. From which marginalised/vulnerable groups do you procure? We define a diverse business as at least 51% owned and operated by members of underrepresented groups. We continue our endeavour to increase spending with suppliers who embrace diversity, equity, and inclusion, matching our ethos. As per the global Unilever framework, the focus groups will be (but not limited to) the businesses owned, managed, and controlled by women, Persons with Disabilities, the LGBTQ+ community, economically marginalised communities, and backward sections of society. LI-3. c. What percentage of total procurement (by value) does it constitute? We are in the process of setting up a mechanism to quantify procurement from such diverse suppliers. LI-4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge: Not applicable. LI-5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved. Not applicable. LI-6. Details of beneficiaries of CSR Projects We are committed to operating and growing our business in a socially responsible way. Our purpose is to make sustainable living commonplace. Our Corporate Social Responsibility (CSR) Policy, approved by the Board of Directors (Board), outlines a clear agenda through which we will continue to contribute to the community at large. We have been actively engaged in various CSR projects involving inter-alia, water conservation, nutrition, skill development, health, hygiene, waste management and environmental sustainability. Please refer to our Integrated Annual Report for more details on our CSR initiatives. S. No. CSR project No. of persons benefitted from CSR projects % of beneficiaries from vulnerable and marginalised groups 1. Promoting Health & Nutrition 23,76,397 100.0% 2. Prabhat 12,63,622 96.7% 3. Suvidha 4,20,000 100.0% 4. Water conservation – HUF 2,28,271 85.9% 5. Plastic waste management 2,01,126 3.0% 6. Project Shakti 2,00,000 100.0% 7. Future of work & livelihood 81,559 30.0% 8. Empowering women in the field of sports and STEM 55 100.0% In addition to the above, we also run several behavioural change programmes (e.g., the 'bin boy' campaign) across all media channels which has a widespread reach. 204 205 HINDUSTAN UNILEVER LIMITED INTEGRATED REPORT 2023-24 STATUTORY REPORTS

Chunk 5 (Score: 0.6631364970735408):

Discrimination at workplace, Child Labour, Forced Labour/Involuntary Labour, Wages and Other human rights related issues) made by employees and workers 26. Section C – Principle 5 – E10 Percentage of your plants and offices that were assessed (by entity or statutory authorities or third parties) on Sexual Harassment, Discrimination at workplace, Child Labour, Forced Labour/Involuntary Labour, Wages and Other human rights related issues. 27. Section C – Principle 6 – E6 Details of air emissions (other than

GHG emissions) by the entity 28. Section C – Principle 6 – L1 Water withdrawal, consumption and discharge in areas of water stress (in kilolitres) 29. Section C – Principle 8 – E2 Information on project(s) for which ongoing Rehabilitation and Resettlement (R&R;) is being undertaken by your entity 30. Section C – Principle 9 – E3 Number of consumer complaints in respect of Data Privacy, Advertising, Cyber-Security, Delivery of essential services, Restrictive Trade Practices, Unfair Trade Practices, Others 31. Section C – Principle 9 – E4 Details of instances of product recalls on account of safety issues 144 145 HINDUSTAN UNILEVER LIMITED INTEGRATED REPORT 2023-24 STATUTORY REPORTS

Chunk 6 (Score: 0.6606126474050261):

Planet and Society Capital Linkage Key interests & Concerns • Address climate change • Protect and regenerate nature • Address the issue of plastic waste • Enhance livelihoods of people within our value chain and those in communities in which we operate Engagements and Frequency in FY 2023-24 Ongoing • ESG Committee chaired by an Independent Director forming a robust governance process • ESG materiality process ensures we are focusing on the most important ESG issues • Hindustan Unilever Foundation, our not-for-profit subsidiary works towards innovating scalable solutions to address India's water challenges • Prabhat, our Sustainable Community Development programme, works across our manufacturing locations to uplift and empower the communities • Separate register for grievances of local community maintained at factory locations • Need assessment surveys carried out for key social and environmental projects Shareholders Capital Linkage Key interests & Concerns • Long-term value creation • Sound Corporate Governance mechanisms • Responsible and profitable growth • Transparent and effective communication • Business resilience and agility Engagements and Frequency in FY 2023-24 Once a year • Annual General Meeting to discuss business strategy and performance Ongoing • Earnings call to discuss quarterly financial performance and strategic priorities • Analyst and investor meetings to discuss business performance, market trends and sustainability queries • Management participation in events and conferences • The Board and Management Committee's deliberations take into account shareholder feedback • Invitation to Shareholders by Stakeholders Relationship Committee for feedback on investor service • Engagement with our shareholders via email through our investor relations email IDs Suppliers and Business Partners Capital Linkage Key interests & Concerns • Fair and ethical business practices • Developing mutually beneficial partnerships • Synergising efficiencies • Shared commitments on responsible sourcing, circular economy and resource efficiency • Knowledge and infrastructure support Engagements and Frequency in FY 2023-24 Ongoing • Periodic supplier reviews, audits and evaluation of service level agreements • Workshops to tackle shared challenges, drive channel innovations and realise competencies in end-to-end value chain • Self-declaration, online assessments and third-party audit to ensure adherence to the Responsible Partner Policy's mandatory requirements • Strategically located driver management centres to educate drivers on road safety and driving behaviours (Suraksha Sab ke Saath) • Partner with suppliers to advance our sustainability agenda while also identifying and implementing efficiencies across the entire value chain Our People Capital Linkage Key interests & Concerns • Learning, development, and career growth opportunities • Health, safety & well-being • Safe and secure work environment • Competitive reward • Purpose at work • Diversity, Equity & Inclusion Engagements and Frequency in FY 2023-24 Once a year • UniVoice: Annual employee engagement survey • Annual CEO review to discuss yearly performance and strategic priorities for the coming year Ongoing • UniPulse: Regular employee engagement surveys • Continuous learning and leadership development programmes for future-fit workforce • Well-being workshops fostering mental, physical & psychological health • Regular performance review and feedback sessions • Townhalls, quarterly results communication by Management Committee • Robust whistle-blowing policy empowering employees to speak up Stakeholder Engagement and Review 66 67 HINDUSTAN UNILEVER LIMITED

Chunk 7 (Score: 0.6582736246215594):

Purpose-led, future-fit Integrated Annual Report 2023-24
