



**Appendix A (Template Project Work Order)
COA Schedule 1D
Application Development Services**

DATE: 12TH FEBRUARY 2025

PROJECT WORK ORDER

**BETWEEN
UNILEVER U.K. CENTRAL RESOURCES LIMITED

AND
ACCENTURE (UK) LIMITED**

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THIS PROJECT WORK ORDER was made on 12th February 2025.

BETWEEN:

- (1) UNILEVER U.K. CENTRAL RESOURCES LIMITED (Registered Number 00029140), whose Registered Office is at Victoria Embankment 100, London Ec4y Ody, United Kingdom (“Unilever”); and
- (2) ACCENTURE (UK) LIMITED, a company registered in England and Wales with Company Number 04757301 and whose registered office is at 30 Fenchurch Street, London, EC3M 3BD (the “Supplier”).

WHEREAS:

- I. The Parties have entered into a Call Off Agreement dated 30th November 2020 (the “Agreement”), which incorporates the terms and conditions of an Enterprise Framework Agreement entered into by the parties on or around 19th December 2018.
- II. In accordance with Clause 4 (Work Order and Services) of the Agreement, the Parties have agreed to enter into this PWO for the supply of the Application Development Services detailed below.

NOW IT IS HEREBY AGREED as follows:

1. KEY DETAILS

PWO No:	701438	Version No:	1.0	Status:	Final
PWO Title:	Jupiter PWO_2025				
Unilever Reference:	Cost center: A956009758	Unilever Project name:	Jupiter PWO_2025		
Unilever innovation area:	IT & COMMS	Billing Details:	Central Billing Unilever Central Europe		
Supplier Project Manager:	Mayank Pant Mayank.pant@accenture.com	Date PWORF accepted:	31 st January 2025		
PWO Charges	Total estimated man days 1286-man days Total estimated charges €359,846	Unilever Representative:	<u>Unilever budget approver:</u> Kashif Khan Kashif.khan@unilever.com <u>Unilever content approver:</u> Amit Wadhwani Amit.wadhwani@unilever.com <u>Unilever procurement approver:</u> Rajagopal Nair Rajagopal.Nair@unilever.com		
Project Initiation Date:	17 th February 2025	Phases of Project covered by PWO:	Test and Deploy		
Planned Delivery Start Date:	17 th February 2025	Planned End Date:	28 th December 2025		

2. DEFINITIONS

- 2.1 Terms and expressions used in this PWO shall have the meanings given in **GT Schedule 1** (*Definitions and Interpretation*) and the Agreement, unless expressly stated otherwise herein.

3. TERMS INCORPORATED WITHIN THIS PWO

- 3.1 This PWO is part of, and is governed by, the terms of the Agreement as amended from time to time.
- 3.2 This PWO includes the attached Exhibits (including any Attachments thereto), each of which is incorporated by this reference.
- 3.3 In the event of express conflict or inconsistency between:
- 3.3.1 the terms and conditions in an Exhibit to this PWO and the terms and conditions of this PWO, the terms and conditions of the PWO shall prevail; and
 - 3.3.2 a clause of the Agreement or a provision of a Schedule and a provision contained in this PWO, the clause or provision of this Agreement or a Schedule shall prevail unless this PWO states as a Special Condition that the provision of the PWO shall take precedence over the specifically identified clause or provision of the Agreement or a Schedule.

4. PWO TERM

- 4.1 This PWO shall take effect on 17th February 2025 ("WO Effective Date") and, unless terminated earlier under Clause 28 (Termination of the Agreement), continue
- ☒ until 28th December 2025

5. PROJECT TERMINATION WITHOUT CAUSE

- 5.1 In accordance with Paragraph 7.1 (*Termination without cause*) of COA Schedule 1D (*Application Development Services*), the period of notice for Unilever to terminate this PWO without cause shall be:
- ☒ three (3) weeks.
- 5.2 Where Unilever terminates this Project Work Order without cause, then no Termination Charges shall be payable by Unilever arising from or in connection with such termination, unless expressly agreed otherwise and set out in Paragraph 16 (Charges) of this PWO.

6. PROJECT SUMMARY (INCLUDING SCOPE AND REQUIREMENTS)

Background

- 6.1 Unilever is in the process of introducing a new vendor invoice management tool called *Genpact CORA-AP Flow*, a cloud-based solution, which aims at replacing IBM Data Capture Image Workflow (DCIW) and Composite Application Framework (CAF) and Salvage tools for Fusion.
- Under this Project, Unilever has requested Supplier to perform, test, cutover, Business go live and post go live support (PGLS) phase activities with regard to impact assessment on ECC system to understand the required global changes across all SAP platforms: SAP Fusion ECC, Sirius ECC, Cordillera ECC and U2K2 ECC systems under one Global PWO.

Project Scope and Services

- 6.2 In addition to providing the services, functions and responsibilities described in COA Schedule 1D, Supplier shall perform the following Application Development Services:

Supplier shall perform the test, deploy and post go live support (PGLS) phase activities to implement the changes in SAP U2K2 ECC R1P system that were identified during the plan and analyse phases as described below:

- 6.2.1 Create twenty seven (27) new outbound interfaces (Vendor, Vendor bank, Vendor vat registration, Vendor WTH, Alternative payee, Tolerance, WTH tax type code, PO header, PO line, PO condition type, GRN header, GRN line item, GL master, Internal order, Cost centre, Currency exchange rate, Payment term, Company code, VAT tax code, ERS header, ERS line items, Invoice payment & reversal, Invoice header posting status and Invoice line posting status, urgent payment posting status and WBS master interface.
- 6.2.2 Create five (5) new inbound interfaces (Invoice header, Invoice line items, Urgent payment)
- 6.2.3 Perform the authorization changes related to those twenty-seven (27) interfaces and create new system IDs.
- 6.2.4 Activate data flow to new vendor invoice management tool are provided by the Business stakeholders to countries {approximately total forty-six (46) & company codes approximately to one forty-eight (148)}
- 6.2.5 Company Codes for System integration testing are identified by Business & IT teams are approximately total thirty-one (31).

Deliverables

- 6.3 The Application Development Services include the submission of the following Deliverables for acceptance by the dates stated below:

Name of Deliverable	Deliverable Specification	Acceptance criteria	Committed Date
Cut Over plan	Document describing the cut over activities before business Go Live.	Material compliance with the deliverable description in accordance with Paragraph 7 of the (Acceptance criteria) below. <u>Unilever sign off</u>	15 th June 2025
Post Go Live Support (PGLS) exit sign-off	Supplier to obtain PGLS exit sign-off from Unilever. Material compliance with the deliverable description in line with Paragraph 7	Material compliance with the deliverable description in line with Paragraph 7. <u>Unilever Sign off</u>	5 th August 2025
Completion Notification Form (CNF)	CNF document submitted by Supplier. Details of the actual charges of the project and official closure of the Project.	Material compliance with the deliverable description in line with Paragraph 7 (Acceptance Criteria) below. <u>Unilever sign off</u>	31 st January 2026
Completion Notification form Sign off	Email sign off from Unilever.	Material compliance with all the requirement for CNF. <u>Unilever sign off</u>	28 th February 2026

Requirements

6.4 The Application Development Services completed by Supplier shall meet the following requirements:

6.4.1 As set out in Paragraph 6.2 (*Project scope and services*) of this PWO.

Specifications

6.5 The agreed specifications for this project are as set out below:

6.5.1 Please refer to column 2 of the table in Paragraph 6.3 (*Deliverables*) of this PWO above for detailed specifications for the deliverable.

6.5.2 Unilever agrees that the above specification is sufficient to meet the requirements as set out in Paragraph 6.4 (*Requirements*) of this PWO.

Service Hours

Not Applicable.

Out of Scope

Supplier shall not be responsible for the following activities under this PWO:

6.7.1 Any activity related to user training and TTT (Train-the-Trainer) on the changes implemented under the Project.

6.7.2 Any activity outside SAP U2K2 ECC R1P system.

6.7.3 The below ten (10) countries are out of scope which was identified by the business and IT teams.

Ctr	Country name
AZ	Azerbaijan
BM	Bermuda
GB	United Kingdom
IL	Israel
IR	Iran
KW	Kuwait
KZ	Kazakhstan
NE	Niger
PS	Palestine
RW	Rwanda

6.7.4 Any activity related to creation of any other program that was not described under Paragraph 6.2 (*Project scope and services*) of this PWO.

6.7.5 Any activity related to test phase (*PT and SIT*) for any countries besides the thirty-one (31) Company codes as identified by the Business and IT teams.

6.7.6 Any activity related to PI, MuleSoft, TWS or Cora systems.

6.7.7 Any activity related to data conversion in SAP R1Q and R1P systems.

6.7.8 Any activity related to Unilever Basis team in SAP U2K2 ECC R1P.

6.7.9 Provide 24X7 support during PGLS phase.

6.7.10 Any activity related to end user test data creation and execution of UAT.

7. ACCEPTANCE

Acceptance Criteria

7.1 The acceptance criteria for this Project is that the functionality deployed is in accordance with the signed off functional design Deliverables.

7.2 All document Deliverables provided by Supplier shall be subject to review and acceptance in accordance with the process set out below.

Document Deliverables should:

- be in the format agreed between the parties;
- use media that is appropriate to the purpose of and intended audience for the Deliverable; and contain content that includes:
 - (a) a statement of the scope, purpose and objectives of the Deliverable,
 - (b) the intended audience for the document, and
 - (c) sufficient information and functional detail to meet the purpose and objectives of the document.

Acceptance Process

7.3 Document Deliverables

- (a) The project acceptance criteria for any document Deliverables are set out in Paragraph 7.2 above.
- (b) Supplier shall submit any requested document Deliverables for which it is responsible under the PWO to Unilever for acceptance (acting reasonably) as against the project acceptance criteria. The document Deliverables shall be stored in the designated electronic Unilever repository by the delivery date specified in the PWO, or if no delivery date is specified, within 20 Business Days of receipt of Unilever's request.
- (c) Unilever shall promptly notify Supplier in writing if the document Deliverables do not meet the project acceptance criteria. If the document Deliverables do not meet the relevant project acceptance criteria, Unilever shall reasonably specify the amendments to be made to the document Deliverables, and Supplier shall be given a reasonable opportunity to amend the document Deliverables accordingly. Unilever shall be deemed to have accepted the document Deliverables if;
 - (i) it does not provide its proposed amendments to Supplier within 20 Business Days of having received the document Deliverables from Supplier;
 - (ii) Unilever and Supplier formally agree in writing to move into the next phase of work as set out in the relevant PWO; or
 - (iii) Unilever puts the relevant document Deliverable into productive use provided that where Unilever only puts part of a relevant document Deliverable into productive use, only that part of the document Deliverable shall be deemed to have been accepted pursuant to this provision and Unilever shall only be entitled to exercise any right to

withhold payment for that part only of the document Deliverable not put into productive use.

- (d) If the document Deliverables do not materially meet the project acceptance criteria (as reasonably determined by Unilever) by the relevant date stated in the Project Plan and/or the PWO, or by the end of the reasonable period given to Supplier to amend the document Deliverables pursuant to Paragraph 7.3(c), or in the absence thereof, within a reasonable time then Unilever may (without affecting its other rights) by notice in writing to Supplier:
 - (i) extend the period for completion to a reasonable date specified in the notice. The document Deliverables shall then be resubmitted by Supplier for approval by Unilever in accordance with this Paragraph. At the end of such period, this Paragraph shall re-apply and Unilever may (without prejudice to its right to reject a document Deliverable for not meeting the project acceptance criteria) exercise its rights under this Paragraph on up to three separate occasions in respect of the Project Plan or PWO (unless otherwise agreed by the parties); or
 - (ii) refer the issue to be resolved through the Governance procedures set out in Schedule 5 (*Governance*) including, for the avoidance of doubt, through the dispute resolution procedures set out in Clause 48 (Dispute Escalation Process) of the **GT Annex B**.

7.4 Acceptance testing

- (a) The project acceptance criteria for any Deliverables are as set out in Paragraph 7.2 above.
- (b) The parties shall carry out, via the process of testing Deliverables to verify compliance with applicable project acceptance criteria, ("**Acceptance Testing**") in accordance with the Project Plan.
- (c) Unilever acknowledges that it may be required to produce certain deliverables in order for Supplier to be able to provide the Project ("**Unilever Deliverables**"), any such Unilever Deliverable shall be deemed to be a Dependency, and that the parties shall, acting reasonably, consider and agree whether acceptance testing of any Unilever Deliverables is required for any relevant Project.
- (d) The project acceptance criteria shall include measures for assessing whether or not the Deliverable meets the relevant project acceptance criteria and tolerance levels, including:
 - (i) details of the checks to be made and the results which must be produced if the project acceptance criteria are to be considered to have passed;
 - (ii) the identity of the party who shall undertake the assessments;
 - (iii) information that Supplier has agreed to provide to Unilever in order to ascertain whether the relevant acceptance criteria have been satisfied; and
 - (iv) any other project acceptance criteria required pursuant to a PWO.

- (e) The project acceptance criteria will define the different rules and tolerance levels (if applicable) in respect of acceptance testing for the application functionality (for example, the project acceptance criteria may specify that the existence of “**minor problems**” will not prevent the application functionality from being accepted). Notwithstanding the foregoing, Supplier shall correct failures of the application functionality to meet the project acceptance criteria within a reasonable period of time of the failure being identified.
- (f) During Acceptance Testing, the Deliverable shall be tested and verified against the relevant project acceptance criteria set out in the relevant PWO. As soon as reasonably practicable after completion of Acceptance Testing, Unilever shall issue a written notice that states that a Deliverable meets the project acceptance criteria (“**Project Acceptance Certificate**”) in respect of the particular application functionality, provided that the project acceptance criteria are satisfied in respect of the Deliverable.
- (g) Issue of the Project Acceptance Certificate shall not affect any of Unilever’s rights under this Agreement or otherwise, except that Unilever shall not be entitled to reject the Deliverable to the extent that the project acceptance criteria have been passed (in Unilever’s opinion acting reasonably) and a Project Acceptance Certificate issued, in respect of the Deliverable.
- (h) To the extent that Supplier is carrying out any Acceptance Testing, it shall keep Unilever informed and updated on the progress of Acceptance Testing (including the results of any tests) and provide Unilever with information as agreed between Supplier and Unilever in order to ascertain whether the relevant acceptance criteria have been satisfied.
- (i) If the project acceptance criteria are not satisfied, following Acceptance Testing, Unilever shall notify Supplier, specifying any perceived deficiencies; provided that, if:
 - (i) Unilever does not notify Supplier within a reasonable time and in any event within 10 Business Days (or such other period that is agreed in writing between the parties) after completion of Acceptance Testing that they are not satisfied;
 - (ii) Unilever and Supplier formally agree in writing to move into the next phase of work as set out in the PWO; or
 - (iii) Unilever puts all or any relevant part of the application functionality into productive use other than for testing or diagnostic purposes,

the project acceptance criteria applicable to that Deliverable shall be deemed to have been met.
- (j) Supplier shall be given a reasonable opportunity following receipt of a notice given under Paragraph 7.4(i) to cure the defects in the application functionality and the Deliverable shall be re-tested in accordance with the process set out in Paragraphs 7.4(f) to 7.4(i) above.

- (k) If by the date(s) set out in the relevant PWO or Project Plan for the completion of Acceptance Testing or after re-testing pursuant to Paragraph 7.4(j) the Project Acceptance Criteria in respect of the Deliverable have not materially been met, then Unilever may (without affecting its other rights under this Agreement or otherwise,) by notice in writing to Supplier:
 - (i) extend the period for completion to a reasonable date as specified in the notice, in which case Supplier shall seek to cure the outstanding defects and the application functionality shall be re-tested in accordance with Paragraphs 7.4(f) to 7.4(j). At the end of such period, this Paragraph 7.4(k)(i) shall reapply, so that Unilever may (without prejudice to its right to reject the application functionality for not meeting the Project Acceptance Criteria) exercise its rights under this paragraph on up to three separate occasions unless otherwise agreed by the parties, failing which Unilever may refer the issue to be resolved in accordance with Paragraph 7.4(k)(ii); or
 - (ii) refer the issue to be resolved through the Governance procedures set out in Schedule 5 (*Governance*) including, for the avoidance of doubt, through the dispute resolution procedures set out in Clause 48 (*Dispute Escalation Process*) of this **GT Annex B**.

8. PROJECT DELIVERY

Supplier Activities

- 8.1 In addition to providing the responsibilities described in the Responsibility Matrix in COA Schedule 1D, the Supplier shall perform the following activities:
 - 8.1.1 Supplier shall schedule and attend status meetings with Unilever Business.
 - 8.1.2 Supplier shall create and deliver the Deliverables with the acceptance criteria detailed in Paragraph 7 (Acceptance Criteria) of this PWO.
 - 8.1.3 Supplier shall provide a plan for the implementation of action items from status review meetings during the next scheduled status review meetings.
 - 8.1.4 Supplier shall deploy the required changes in SAP U2K2 ECC R1P system and provide PGLS remotely for a period of four (6) weeks.

Unilever Activities

- 8.2 In addition to providing the responsibilities described in the Responsibility Matrix in COA Schedule 1D as Unilever responsibilities, Unilever shall perform the following activities:
 - 8.2.1 No later than the proposed timeline, Unilever shall perform and complete UAT in SAP U2K2 ECC R1P system, MuleSoft and Cora systems and provide approval to deploy in production.
 - 8.2.2 Unilever shall provide the Deliverables identified as Unilever responsibility as set out in Paragraph 6.3 (*Deliverables*) of this PWO.
 - 8.2.3 Unilever shall provide reasonable access to subject matter experts to enable design sessions, workshops, review sessions, sign-off and other meetings to proceed in accordance with the Project Plan.

- 8.2.4 Unilever shall ensure that all applicable Unilever Third Party Service Providers provide all information, perform all activities, and attend all sessions and meetings as required by Supplier in accordance with the timescales set out in the Project plan of this PWO.
- 8.2.5 The tasks to be performed by Unilever as described in this PWO shall be performed in accordance with the agreed Project timeframe.
- 8.2.6 Unilever shall accept the Supplier Deliverables in accordance with the acceptance criteria detailed in Paragraph 7 (*Acceptance*) of this PWO.
- 8.2.7 Unilever shall perform an integrated test with the relevant legacy system (MuleSoft and Cora) to validate the changes in SAP U2K2 ECC R1P system during UAT phase.
- 8.2.8 Unilever shall guarantee that all legacy systems (MuleSoft and Cora) shall be ready to start the tests (*PT/SIT*) according to the project timeline.

Project Timeframes

- 8.3 The Project timeframes, key project delivery milestones are as set out in the high-level Project Plan in Attachment B of this PWO.

Delivery Centres

- 8.4 The Supplier may change the location of any Delivery Centre at its sole discretion provided such change does not adversely impact (i) the Services, (ii) the Supplier's ability to comply with its obligations, or (iii) Unilever's receipt of the Services, in each case in any material respect and provided such change does not result in any increase to the Charges.
- 8.4.1 Delivery Centre in use: Philippines, Brazil, Turkey and India.

Service Levels

- 8.5 The Service Levels set out in Attachment A (Service Levels and Key Performance Indicators) of COA Schedule 2 (Service Level Methodology) shall apply to this Project.

9. HYPER CARE

Not Applicable

10. MILESTONES

Not Applicable

11. PERSONNEL

- 11.1 The Supplier Personnel must have the following language skills:
 - 11.1.1 Not Applicable
- 11.2 The following matrix sets out the Supplier resource profile used to provide Services under the PWO:
 - 11.2.1 As set out in Attachment A (*Supplier Charges: Resource Effort and Charges Breakdown by Month*)
- 11.3 The parties agree that the following roles/functions shall be Key Personnel for purposes of this PWO and the individuals named below shall service in such positions:
 - 11.3.1 ☒ N/A

12. RISK ASSESSMENT AND MITIGATION***Risks, Mitigations and Ownership***

No.	Risk Description	Probability	Impact	Mitigation Action	Owner
1.	There is a risk that the Unilever Third Party MuleSoft system will not be ready to start the tests in accordance with project timelines.	High	Project timeline may be extended, and Supplier effort may be increased.	Unilever shall ensure that MuleSoft system will be ready to send and receive the data during the test phase in accordance with the project timelines. The parties shall agree on how to deal with the impact in accordance with the Change Control process.	Unilever
2.	There is a risk that the Unilever Third Party CORA system will not be ready to start the tests in accordance with project timelines.	High	Project timeline may be extended, and Supplier effort may be increased.	Unilever shall ensure that CORA system will be ready to send and receive the data during the test phase in accordance with the project timelines. The parties shall agree on how to deal with the impact in accordance with the Change Control process.	Unilever
4.	There is a risk that Unilever shall include/modify the scope aligned and described at Paragraph 6.2 of this PWO during the project phases in accordance with the project timelines.	High	Project timeline may be extended, and Supplier effort may be increased.	Unilever shall ensure to keep the scope aligned or extend the project timeline if any scope change happens. The parties shall agree on how to deal with the impact in accordance with the Change Control process.	Unilever

Sensitive Data

Sensitive Data	Mitigation
Not Applicable	

Personal Data

Personal Data				
Subject Matter	Duration of Processing	Nature and Purpose of Processing	Category of Personal Data	Unilever's Processing Instructions/Requirements
Not Applicable				

13. IMPACT ANALYSIS

Impact Analysis Questions		
Category	Yes/No/ Not Applicable/ Unknown	Comments
Does this Project introduce or modify any roles or authorization to the application system within the scope of this PWO?	Yes	Auth team is used to provide new access for new Transaction codes
Does this Project introduce or modify any interface to the application system within the scope of this PWO? (For example, modifying XI interfaces to / from SAP R/3)	Yes	Create several new interfaces from SAP ECC > MuleSoft > Cora and from Cora > MuleSoft > SAP ECC as well.
Is this Project impacting more than one Unilever country or application?	Yes	U2K2 Countries

Impact Analysis Questions		
Category	Yes/No/ Not Applicable/ Unknown	Comments
Will this project undergo application performance testing before promoting to the Production Environment?	No	

14. SARBANES OXLEY STATEMENT

Sarbanes-Oxley Statement		
Does the project include, within its scope, any changes to the following Key Financial Systems? <i>(Note: If the project relates only to the development of interfaces with these systems then the response in the Yes/No column should be 'No')</i>		
Key Financial System	Yes/No	Comments
SAP S1P	Yes	SAP U2K2 ECC R1P
Siebel CRM4Retail	No	
Cordillera ECC	No	
Cordillera BPC	No	

15. PROJECT IMPACT

15.1 Impact on Services and Services Levels

Not Applicable.

15.2 Impact on other IT Programmes

Not Applicable.

16. CHARGES

16.1 The Charges for this PWO are calculated in accordance with the AD Rate Card set out in COA Schedule 4 (Charges).

16.2 The Charges and agreed expenses for the Services under this PWO shall be:

16.2.1 As set out in Attachment A (Supplier Charges: Resource Effort and Charges Breakdown by Month).

16.2.2 Time and Material.

16.2.3 The estimated Charges set out in this PWO are exclusive of PMO tax. The actual Project Charges shall be invoiced by Supplier exclusive of any PMO tax, any applicable PMO tax shall be calculated and applied by Unilever internally in addition to the actual Charges invoiced by Supplier in respect of this Project.

16.2.4 Project expenses are estimated at 1% of supplier charges. The key driver for this estimate is communications related cost and cost for Supplier resources to attend management meetings and stakeholder meetings at Unilever's request.

16.3 The Charges for the Services under this PWO are based upon the following assumptions (if any):

16.3.1 Rates used to calculate these charges are subject to Indexation in accordance with the principles set out in Paragraph 10 of Part A of Schedule 4 (Charges).

16.3.2 The Charges for this PWO shall be subject to Currency Adjustments in accordance with the principles set out in Paragraph 13 of Part B of Schedule 4 (Charges).

Unilever – Supplier – Project Work Order

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16.4 Except as otherwise provided for in this PWO:

16.4.1 Supplier will not be entitled to any additional Charges or to establish new Charges. Such changes may only be affected in accordance with the provision of the Change Control Procedure; and

16.4.2 Supplier shall be responsible for its expenses in connection with this Project.

16.5 The Termination Charges (if any) for this PWO are:

Not Applicable.

17. REPORTING

Not Applicable.

18. SOFTWARE & TOOLING

Not Applicable.

19. PWO DEPENDENCIES

19.1 In addition to any Dependencies described in the COA Schedule 1D (*Application Development Services*), Unilever shall perform the following Dependencies:

19.1.1 Supplier is dependent upon Unilever and/or Unilever Third Party Service Provider to perform their respective deliverables as per the timelines set out in Paragraph 6.3 (*Deliverables*) of this PWO.

19.1.2 Supplier is dependent upon Unilever and/or Unilever Third Party Service Provider (MuleSoft and Cora) to have both systems ready to start the test phase (PT/UAT) according to the project timeline.

19.1.3 Supplier is dependent upon Unilever and/or Unilever Third Party Service Provider to be available during Brazilian and North America time zone during the entire project phases.

19.1.4 Supplier is dependent upon Unilever to accept the Deliverables in accordance with the acceptance process set out in Paragraph 7 (*Acceptance*) of this PWO.

19.1.5 Supplier is dependent upon Unilever to perform all the Unilever activities as set out in Paragraph 8.2 (*Unilever Activities*) of this PWO.

19.1.6 Supplier is dependent upon Unilever to ensure that Unilever resources are available to provide the data, training, testing and business cutover activities in accordance with Project timelines.

19.1.7 Supplier is dependent upon Unilever to ensure that all required Unilever personnel and/or Unilever Third Party Service Provider personnel are available to perform and complete the UAT activities no later than 22nd April 2025 for Phase 1 and 17th June 2025 for Phase 2.

20. SPECIAL CONDITIONS

☒ N/A

Attachment A

Supplier Charges: Resource Effort and Charges Breakdown by Month

Rate Card Applied to Period			Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Total	
			FY25	FY25	FY25	FY25	FY25	FY25	FY25	FY25	FY25	FY25	FY25		
DELIVERY DAYS LOCATION															
Role	Location	Resource													
AD Delivery Director	India	Core - AD - L1	9	19	20	20	15	23	21	22	23	25	20	216	
Application Specialist / Technical Specialist / Sr Functional Specialist / Project Architect / Sr Designer / IT Consultant / Sr Data Modeller / Sr Data Engineer	India	Core - AD - L4	15	32	33	33	26	23	21	10	-	-	-	193	
Developer / Tester / BI Analyst / Data Engineer	Philippines	Core - AD - L7	18	36	35	35	7	-	-	-	-	-	-	131	
Entry Level	India	Core - AD - L8	20	42	42	23	10	-	-	-	-	-	-	137	
Program Manager / Delivery Manager / IT Enterprise Architect / Sr Product Manager / Technology SME / Lead Data Scientist	India	Core - AD - L2	6	13	13	13	21	23	21	22	23	-	-	155	
Sr Application Specialist / Sr Technical Specialist / Sr Architect / Sr Data Scientist	India	Core - AD - L3	10	21	22	22	25	19	-	-	-	-	-	119	
Application Specialist / Technical Specialist / Sr Functional Specialist / Project Architect / Sr Designer / IT Consultant / Sr Data Modeller / Sr Data Engineer	Brazil	Core - AD - L4	14	29	31	31	-	-	-	-	-	-	-	105	
Program Manager / Delivery Manager / IT Enterprise Architect / Sr Product Manager / Technology SME / Lead Data Scientist	Turkey	Core - AD - L2	20	42	44	44	42	38	-	-	-	-	-	230	
			112	233	240	221	146	126	63	54	46	25	20	1,286	
		FY25													
		Rate €	€	€	€	€	€	€	€	€	€	€	€	€	
Role	Location	Resource													
AD Delivery Director	India	Core - AD - L1	272	2,445	5,135	5,379	5,379	3,939	6,249	5,705	5,977	6,249	6,792	5,434	58,683
Application Specialist / Technical Specialist / Sr Functional Specialist / Project Architect / Sr Designer / IT Consultant / Sr Data Modeller / Sr Data Engineer	India	Core - AD - L4	217	3,259	6,843	7,169	7,169	5,648	4,997	4,562	2,172	-	-	-	41,820
Developer / Tester / BI Analyst / Data Engineer	Philippines	Core - AD - L7	146	2,621	5,184	5,126	5,126	1,019	-	-	-	-	-	-	19,076
Entry Level	India	Core - AD - L8	94	1,889	3,967	3,948	2,191	944	-	-	-	-	-	-	12,939
Program Manager / Delivery Manager / IT Enterprise Architect / Sr Product Manager / Technology SME / Lead Data Scientist	India	Core - AD - L2	258	1,550	3,255	3,410	3,410	5,425	5,942	5,425	5,683	5,942	-	-	40,042
Sr Application Specialist / Sr Technical Specialist / Sr Architect / Sr Data Scientist	India	Core - AD - L3	235	2,345	4,925	5,159	5,159	5,863	4,456	-	-	-	-	-	27,906
Application Specialist / Technical Specialist / Sr Functional Specialist / Project Architect / Sr Designer / IT Consultant / Sr Data Modeller / Sr Data Engineer	Brazil	Core - AD - L4	474	6,640	13,943	14,607	14,607	-	-	-	-	-	-	-	49,798
Program Manager / Delivery Manager / IT Enterprise Architect / Sr Product Manager / Technology SME / Lead Data Scientist	Turkey	Core - AD - L2	461	9,219	19,360	20,282	20,282	19,360	17,516	-	-	-	-	-	106,019
			29,968	62,612	65,080	63,324	42,199	39,159	15,693	13,833	12,190	6,792	5,434	356,283	
Indicative Expenses			300	626	651	633	422	392	157	138	122	68	54	3,563	
ESTIMATED PROJECT SERVICES CHARGES (Excl Contingency)			30,267	63,238	65,731	63,957	42,621	39,550	15,850	13,971	12,312	6,860	5,488	359,846	
Contingency & Discounts															
Time & Materials			-	-	-	-	-	-	-	-	-	-	-	-	
One Off Adjustment			-	-	-	-	-	-	-	-	-	-	-	-	
ESTIMATED PROJECT SERVICES CHARGES (Incl Contingency)			30,267	63,238	65,731	63,957	42,621	39,550	15,850	13,971	12,312	6,860	5,488	359,846	
Expenses Percentage of Fees														1.00%	

Note: Fiscal Years (FY) can have multiple rate card values due to changes in FOREX or indexation. Each month has the FY and a number in brackets, the number in brackets denotes the prevailing Rate Card that applies to that month.

Resource Effort and Charges Breakdown by Month - Excel Spreadsheet



(Double Click to open Excel File)

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