



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

DATE: 17TH APRIL 2025

PROJECT WORK ORDER ("PWO")

Between

UNILEVER U.K. CENTRAL RESOURCES LIMITED

and

ACCENTURE (UK) LIMITED

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THIS PROJECT WORK ORDER was made on 17th April 2025

BETWEEN:

- (1) **UNILEVER U.K. CENTRAL RESOURCES LIMITED** (Registered Number 00029140), whose Registered Office is at Victoria Embankment 100, London Ec4y 0dy, 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:	701508	Version No:	2.0	Status:	Final
PWO Title:	De-Merger of Ice Cream				
Unilever Reference:	Cost Center: A956009707	Unilever Project name:	De-Merger of Ice Cream		
Unilever innovation area:	Supply Chain	Billing Details:	Central Billing Unilever Central Europe		
Supplier Project Manager:	Amol Thipse Amol.thipse@accenture.com	Date PWORF accepted:	18 th March 2025		
PWO Charges	Total estimated man days = 370.53-man days Total estimated charges = €101,000	Unilever Representative:	<u>Unilever Budget Approver:</u> Bhaskar das Bhaskar.das@unilever.com <u>Unilever Content Approver:</u> Debjani Saikia Debjania.saikia@unilever.com <u>Unilever Procurement Approver:</u> Rajagopal Nair Rajagopal.Nair@unilever.com		
Project Initiation Date:	17 th April 2025	Phases of Project covered by PWO:	Plan, Analyse, Design, Build, Test and Deploy		
Planned Delivery Start Date:	17 th April 2025	Planned End Date:	31 st July 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 April 2025 ("WO Effective Date") and, unless terminated earlier under Clause 28 (Termination of the Agreement), continue
- 4.2 ☒ until 31st July 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:
- 5.1.1 ☒ 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 objective:
- 6.1.1 Aim is to segregate the Ice Cream (IC) users, so that they can only see IC data, either by site, role or category
 - 6.1.2 User Adoption and Troubleshooting: The segregation of the IC users in QualityOne aims to segregate the IC data with other Unilever data, and to create a separate IC ecosystem in the QualityOne environment.

- 6.1.3 System Use and Maintenance: Segregation of Ice Cream users, through segregation of IC data by segregation of data by site, role or category, which will lead to separate IC ecosystem and remove the visibility of non IC data to IC users.

Under this PWO, Unilever has requested the Supplier to perform the plan, analysis, design, build, test and deploy phase activities for segregation of the IC business in QualityOne environment ("Project").

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 plan, analysis, design, build, test and deploy phase activities for segregation of the IC business in QualityOne environment as mentioned below:

ICE CREAM DATA SEGREGATION

Supplier shall design the various features for segregating IC data as listed below:

Perform impact assessment for Segregation of IC data
Create rules to segregate IC data
Perform segregation of data for the Integration

Assumptions:

- 6.3 The assumptions for the project are mentioned below:

General Assumptions:

- 6.3.1 Estimates are based on all the business requirement documents, workflow and Quality Platform Introduction (QPI) deck shared by Unilever.
- 6.3.2 Any deviations from current estimates shall be handled through a Change Control Procedure request and will likely impact cost, schedule or both.
- 6.3.3 English will be language of communication and work. Supplier shall provide the deliverables in English language only.
- 6.3.4 Application will be rolled out to all the regions of Unilever.
- 6.3.5 Estimates are based on detail level based on the Functional Requirement Document.
- 6.3.6 In an event there is any change in rollout plan, scope or timeline due to Unilever or Unilever Third Party Service Provider dependencies, the required estimates shall be re-baselined and the same shall be handled through a Change Control Procedure.
- 6.3.7 Both the Parties agree that the Supplier teams are working remotely and will continue to work remotely while providing the services under this PWO during the term of this Project that is till 31st July 2025.
- 6.3.8 Unilever will be responsible for communicating any major business change activities within an adequate lead time, to enable appropriate impact assessment and the same shall be handled through a Change Control Procedure.
- 6.3.9 Unilever will apply necessary data and information security procedures for any offshore access to production environment to provide required confidentiality of sensitive information, like data masking, controlled access at login-id levels, maintain

audit trails or other data and information security procedures as applicable or in use at Unilever's environment.

- 6.3.10 Supplier's offshore team shall not require any of secure bays in Supplier or Unilever office for the project work whenever employees start working from office.
- 6.3.11 Supplier resources shall not travel to local sites during the deployment/ rollout of the final solution. This needs to be planned out during scoping phase. Current solution does not factor travel expenses for deployment resources.
- 6.3.12 Supplier's Development resources will be working in general shifts IST (10:30 AM to 7:30 PM) local time. Resources will be given compensatory offs, if they work on Holidays/Weekends.
- 6.3.13 Unilever and the Supplier shall agree over the reporting structure and frequency of meetings.
- 6.3.14 Unilever will establish change control board for conducting monthly meetings at the commencement of the project.

Deliverables

- 6.4 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
IC data segregation Functional Requirement Specification	Supplier shall provide the detailed requirement points	Material compliance with the deliverable description in line with Paragraph 7 (Acceptance Criteria) of the PWO <u>Unilever Sign off</u>	17 th April 2025
IC data segregation Functional Design Document	Supplier to provide the detailed design of IC data segregation with ER diagrams	Material compliance with the deliverable description in line with Paragraph 7 (Acceptance Criteria) of the PWO. <u>Unilever Sign off</u>	30 th April 2025
IC Data Segregation Technical document	Supplier shall provide the details of Veeva Quality One System Configuration technical document.	Material compliance with the deliverable description in line with Paragraph 7 (Acceptance Criteria) of the PWO. <u>Unilever Sign off</u>	26 th July 2025
IC Data segregation UAT Scripts	Supplier shall prepare the UAT scripts will be prepared and shared with Unilever Team	Material compliance with the deliverable description in line with Paragraph 7 (Acceptance Criteria) of the PWO. <u>Unilever Sign off</u>	17 th July 2025
IC Data Segregation UAT Sign-off	Unilever will provide the UAT Sign off	Material compliance with the deliverable description in line with Paragraph 7 (Acceptance Criteria)	26 th July 2025

		of the PWO Unilever Sign off	
IC Data Segregation Production Load	Detailed requirement points are listed down in the document	Material compliance with the deliverable description in line with Paragraph 7 (Acceptance Criteria) of the PWO Unilever Sign off	30 th July 2025
Completion Notification Form (CNF)	Supplier shall create the CNF containing the details of the actual charges of the project and the official closure of the project.	Material compliance with the deliverable description in line with Paragraph 7 (Acceptance Criteria) of the PWO. <u>Unilever Sign off</u>	20 th September 2025
CNF Sign-Off	CNF sign off document to be provided by Unilever.	Material compliance with the deliverable in description in line with Paragraph 7 (Acceptance Criteria) of this PWO. <u>Unilever Sign off</u>	20 th October 2025

Requirements

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

6.5.1 As set out in Paragraph 6.2 (*Project Scope and Services*) above.

Specifications

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

6.6.1 Please refer to column 2 of the table in Paragraph 6.4 (*Deliverables*) above for detailed specifications of the deliverable.

6.6.2 Unilever agrees that the above specifications is sufficient to meet the requirements as set out in Paragraph 6.5 (*Requirements*) above.

Service Hours

6.7 Not Applicable.

Out of Scope

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

6.8.1 Any activity related to integration activities are out of scope.

6.8.2 Any activity related to migration from other legacy system or data lake.

6.8.3 Any activity related to organizational change management and communications

6.8.4 Any activity related to additional features or functionality not originally specified.

6.8.5 Any activity related to changes to the project timeline or milestones.

6.8.6 Any unforeseen technical complexities or requirements.

6.8.7 Any activity related to changes to project deliverables or outcomes.

6.8.8 All tools and its license cost shall not be included in the estimates.

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 the 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) Accenture 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 Accenture 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 Accenture 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 Accenture within 20 Business Days of having received the document Deliverables from Accenture;
 - (ii) Unilever and Accenture 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 Accenture 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 Accenture:
 - (i) extend the period for completion to a reasonable date specified in the notice. The document Deliverables shall then be resubmitted by Accenture 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 Accenture 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 Accenture 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, Accenture 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 Accenture 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 Accenture 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 Accenture, specifying any perceived deficiencies; provided that, if:
 - (i) Unilever does not notify Accenture 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 Accenture 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) Accenture 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 Accenture:
 - (i) extend the period for completion to a reasonable date as specified in the notice, in which case Accenture 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 create and deliver the Deliverables in accordance with the acceptance criteria detailed in Paragraph 7 (*Acceptance*) of this PWO.
 - 8.1.2 Supplier shall schedule and attend status meetings with Unilever business.

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 Unilever shall provide the Deliverables identified as Unilever responsibility as set out within Paragraph 6.4 (*Deliverables*) of this PWO.
 - 8.2.2 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.
 - 8.2.3 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.

8.2.4 Unilever shall accept the Supplier Deliverables in accordance with the acceptance criteria detailed in Paragraph 7 (*Acceptance Criteria*) of this PWO.

Project Timeframes

8.3 The Project timeframes, key project delivery milestones are as set out in the High-Level Project Plan at 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 Center in use: 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

9.1 Not Applicable

10. MILESTONES

10.1 The following table lists 'Milestones' for the Project:

Milestone Name	Milestone Definition	Milestone Due Date
Ice Cream Data Segregation: Functional Requirement Specification and Design document Approvals	A document such as a business requirements specification has passed peer review.	30 th April 2025
Ice Cream Data Segregation: Build Completion	The software product (CAPA) has been built it runs.	10 th July 2025
Ice Cream Data Segregation: Scripts, Dry Run	Module is tested and has been completed and test results recorded. The product has passed acceptance testing and is suitable for deployment in its target production environment.	17 th July 2025
Ice Cream Data Segregation: UAT Completion	User Acceptance Testing is performed, and no critical defects are open	26 th July 2025
Ice Cream Data Segregation: Regression Testing & Bug Fixes	Regression testing is performed and encountered bugs are removed.	16 th July 2025
Ice Cream Data Segregation: Deployment	Project is successfully deployed	28 th July 2025
Ice Cream Data Segregation: PGLS	Post go-live support	31 st July 2025

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 Not Applicable

12. RISK ASSESSMENT AND MITIGATION

Risks, Mitigations and Ownership

No.	Risk Description	Probability	Impact	Mitigation Action	Owner
1	There may be a risk that the functional scope may change for some modules which can impact the timeline estimations.	Medium	Project timeline may be extended, and Supplier effort may be increased.	<ul style="list-style-type: none">Unilever to request functional knowledge transition from Unilever Third Party Service Provider (Veeva).Unilever Third Party Service Provider (Veeva) to Check at the end of functional knowledge transition to re-baseline test efforts.Unilever shall request from Unilever Third Party Service. <p>The parties shall agree on how to deal with the impact in accordance with the Change Control Procedure.</p>	Unilever and Unilever Third Party Service Provider (Veeva)

Sensitive Data

Sensitive Data	Mitigation

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 authorisation to the application system within the scope of this PWO?	Yes	Roles to be modified to include only ice data access
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)	No	
Is this Project impacting more than one Unilever country or application?	Yes	Multiple regions are to be segregated based on the ice data present for that region.
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	No	
Siebel CRM4Retail	No	
Cordillera ECC	No	
Cordillera BPC	No	

15. PROJECT IMPACT

Impact on Services and Services Levels

15.1 Not Applicable

Impact on other IT Programmes

15.2 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 materials.
- 16.2.3 Project expenses are estimate at 2% 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.
- 16.2.4 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.
- 16.3 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).
- 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 effected 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:
 - 16.5.1 Not Applicable
- 17. REPORTING**
- 17.1 The Supplier shall provide the following reports:
 - 17.1.1 Not Applicable
- 18. SOFTWARE & TOOLING**
- 18.1 Veeva QualityOne Platform
- 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 performing all the Unilever activities set out in Paragraph 8.2 (*Unilever Activities*) of this PWO.
 - 19.1.2 Supplier is dependent upon Unilever and Unilever Third Party Service Providers performing their respective Deliverables as per the dates set out in Paragraph 6.4 (*Deliverables*) of this PWO.
 - 19.1.3 Unilever Project Manager shall be responsible for the activities in accordance with Paragraph 7 (*Acceptance Criteria*) of this PWO.
 - 19.1.4 Supplier is dependent upon Unilever Project Manager to provide all information and documentation reasonably required by the Supplier for proper development and implementation of this Project.

19.1.5 Supplier is dependent upon Unilever to provide access to, and rights to use, the tools and software as specified in Paragraph 18 (*Software & Tooling*) of this PWO.

20. SPECIAL CONDITIONS

The following Special Conditions shall apply to this Project Work Order: ☒ n/a

EXECUTED by Unilever and the Supplier.

Simon Dearing
Signed by)
Name..... **Simon Dearing**) **02/05/25**
for and on behalf of) **IT Manager**
UNILEVER U.K. CENTRAL RESOURCES LIMITED)
)
) Director/Duly Authorised Signatory

Collette Cambridge
Signed by) **22/04/25**
Name..... **Collette Cambridge**)
for and on behalf of) **Managing Director**
ACCENTURE (UK) LIMITED)
) Director/Duly Authorised Signatory



Debjani Saikia

Global Digital Quality Lead

28/04/25



Bhaskar.Das@unilever.com Bhaskar

IT Director

29/04/25

Attachment A

Supplier Charges: Resource Effort and Charges Breakdown by Month

Rate Card Applied to Period			Apr-25	May-25	Jun-25	Jul-25	Total
			FY25	FY25	FY25	FY25	
DELIVERY DAYS LOCATION							
Role	Location	Resource					
Designer / Team Lead / Project Analyst / Sr Technical Analyst / Functional Expert / Data Engineer / Data Modeller / Jr Data Scientist	India	Core - AD - L5B	20.00	20.00	20.00	-	60.00
Niche Sr Application Specialist / Sr Technical Specialist / Sr Architect / Sr Advanced Data Scientist / Sr Advanced Data Science Architect	India	Niche - L3	20.00	20.00	20.00	15.00	75.00
Niche Tech AD Delivery Director	India	Niche - L1	0.50	0.50	0.43	0.10	1.53
Niche Tech Program Manager / Delivery Manager / Product Manager / Advanced Data Science Consultant	India	Niche - L2	21.00	21.00	21.00	16.00	79.00
Project Manager / Product Manager / Scrum master / Data Scientist	India	Core - AD - L5A	20.00	20.00	20.00	15.00	75.00
Sr Developer / Sr Tester / Test Analyst / Data Analyst	India	Core - AD - L6	20.00	20.00	20.00	20.00	80.00
			101.50	101.50	101.43	66.10	370.53
		FY25					
		Rate €	€	€	€	€	€
Role	Location	Resource					
Designer / Team Lead / Project Analyst / Sr Technical Analyst / Functional Expert / Data Engineer / Data Modeller / Jr Data Scientist	India	Core - AD - L5B	173	3,457	3,457	3,457	- 10,371
Niche Sr Application Specialist / Sr Technical Specialist / Sr Architect / Sr Advanced Data Scientist / Sr Advanced Data Science Architect	India	Niche - L3	342	6,845	6,845	6,845	5,133 25,667
Niche Tech AD Delivery Director	India	Niche - L1	635	317	317	274	63 972
Niche Tech Program Manager / Delivery Manager / Product Manager / Advanced Data Science Consultant	India	Niche - L2	476	9,989	9,989	9,989	7,611 37,579
Project Manager / Product Manager / Scrum master / Data Scientist	India	Core - AD - L5A	175	3,502	3,502	3,502	2,626 13,131
Sr Developer / Sr Tester / Test Analyst / Data Analyst	India	Core - AD - L6	141	2,825	2,825	2,825	2,825 11,299
				26,935	26,935	26,891	18,259 99,020
Fixed Tool Cost				-	-	-	-
Indicative Expenses				539	539	538	365 1,980
Estimated WHT				-	-	-	-
ESTIMATED PROJECT SERVICES CHARGES (Excl Contingency)				27,474	27,474	27,429	18,624 101,000
Contingency & Discounts							
				-	-	-	-
Time & Materials				-	-	-	-
One Off Adjustment				-	-	-	-
ESTIMATED PROJECT SERVICES CHARGES (Incl Contingency)				27,474	27,474	27,429	18,624 101,000
Expenses Percentage of Fees							2.00%

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)

Attachment B
High-Level Project Plan

Milestone Name	Start Date	End Date
Scoping	17-Apr-25	19-Apr-25
FRD	21-Apr-25	25-Apr-25
Design	27-Apr-25	30-Apr-25
Build	1-May-25	10-Jul-25
Script + Dry Run	11-Jul-25	17-Jul-25
Training	18-Jul-25	22-Jul-25
UAT	23-Jul-25	26-Jul-25
Regression Testing	27-Jul-25	27-Jul-25
Deployment & Go-Live	28-Jul-25	28-Jul-25
PGLS	30-Jul-25	31-Jul-25

Amendment Register			
Version	Section Affected	Description/Reference	Date of Change
2.0	Key details table – End date	Updated the end date as per the efforts	17th April 2025