

**EU CODE OF CONDUCT ON
RESPONSIBLE FOOD BUSINESS AND MARKETING PRACTICES
UNILEVER
REPORT SUBMITTED ON 31 JULY 2025**

ALL INFORMATION IS PUBLICLY AVAILABLE IN OUR ANNUAL REPORT & ACCOUNT (2024) AVAILABLE [HERE](#)

Type of business/sector (E.g. retail, dairy)	Sustainability dimension (E.g. environmental, social)	Code aspirational objective (1-7)	Individual commitments with baseline	Progress on KPIs and goals (qualitative and/or quantitative)	Additional information (optional) (E.g. partnerships, geographical coverage, sharing best practices, links with other COM initiatives, with other reporting initiatives)	Comments (optional) (E.g. enablers, ideas on how to improve)
Manufacturer	Health & nutrition	<p>1</p> <p>Healthy, balanced and sustainable diets for all European consumers, thereby contributing to:</p> <p>1) Reversing malnutrition and diet-related noncommunicable diseases (NCDs) in the EU</p> <p>2) Reducing the environmental footprint of food consumption by 2030</p>	Doubling the number of products delivering positive nutrition globally by 2025 – defined as products containing impactful amounts of vegetables, fruits, proteins, or micronutrients like vitamins, zinc, iron and iodine (baseline 2020).	In 2024, 52% of our products delivered positive nutrition (per serving)		

			<i>*Foods & Ice Cream portfolio</i>			
		1	<p>Continue lowering calorie, salt and sugar levels across products (baseline 2021):²</p> <ul style="list-style-type: none"> • 85% of Unilever's global Foods portfolio will help consumers reduce their salt intake to no more than 5g per day by 2022. • 95% of Unilever's packaged ice cream will not contain more than 22g of total sugar, and 250 Kcal per serving, by 2025. <p><i>*Foods & Ice Cream portfolio</i></p>	<p>In 2024, 84% of our food & Ice cream portfolio met our Unilever Science-based Nutrition Criteria. We achieved our goal of ensuring that 95% of IC contains no more than 250Kcal per serving (sales by volume).¹ Furthermore</p> <ul style="list-style-type: none"> • 91% of our packaged IC contains no more than 22g of total sugar per serving by 2025, and • 76% of our global beverage portfolio to contain a maximum of 5 grams of total sugar per 100ml by 2025² 	<p>Building on our nutritional standards work and positive nutrition agenda, we have decided to raise the bar in 2022 on the nutritional profile of our Nutrition and Ice Cream products. We committed that by 2028, 85% of our portfolio will meet Unilever Science-based Nutrition Criteria (USNC), an internally developed set of standards that drives portfolio improvement based on the latest scientific understanding of the role of nutrition for good health and wellbeing. These product-specific criteria set thresholds for calories, sugar, salt and saturated fat. And are scientifically validated to improve public health (Unilever's Science-based Nutrition Criteria)</p>	

¹ <https://www.unilever.com/sustainability/positive-nutrition/our-nutrition-philosophy-and-approach/>

² <https://www.unilever.com/sustainability/positive-nutrition/improving-our-offering-for-healthier-and-more-sustainable-diets/>

					<p>We are also working with partners to incentivise reformulation at scale and enhance the impact on public health. As a step towards this, in 2022 we were the first global food company to publicly report on the performance of our product portfolio against six different externally endorsed Nutrient Profile Models, and we publish now for the 4th year. We are advocating for an industry-wide standard Nutrient Profile Model that every food company can report against.</p>	
		1	<p>Reach an annual global sales target of €1.5 billion from plant-based meat and dairy alternatives, by 2025-2027 (baseline 2021).</p> <p><i>*Foods & Ice Cream portfolio</i></p>	<p>In 2024, 1.3 bn of sales of plant-based meat and dairy alternatives were registered.³</p>	<p>We are committed to offering more plant-based meat substitutes and dairy alternatives, which was reflected in our €1 billion plant-based sales goal announced in November 2020. To better reflect our plant-based strategy and sustainability agenda, we have broadened the scope</p>	

³ <https://www.unilever.com/sustainability/positive-nutrition/supporting-plant-forward-diets/>

					of the original goal to include plant-based products in categories which have traditionally used animal-derived ingredients, such as bouillons. Hence, to reflect this change we have now revised our goal to achieve sales of plant-based products to €1.5 billion per annum by 2025.	
	Environmental	2 Prevention and reduction of food loss and waste	Halving food waste in our direct global operations by 2025 (baseline 2019) <i>*Foods & Ice Cream portfolio</i>	In 2024, we have reduced food waste per tonne of food handled in our operations by 23% versus 2019. ⁴	Unilever has committed to cutting food waste across its entire value chain as part of its Future Foods Initiative. By the end of 2023, the company had achieved a 30 % reduction in food waste per tonne handled compared to 2019, meeting our goal ahead of schedule. Our progress in reducing manufacturing food waste has been hampered by Covid-related disruptions. We are exploring solutions with our engineering teams such as	

⁴ Unilever Annual Report & Account, 2024 – p. 33

					<p>anaerobic digestion, using the biogas generated on-site, composting and using the waste as fertiliser.</p> <p>We have been engaging in positive initiatives to tackle food waste, including teaming up with food waste combat app TooGoodToGo, which offers the opportunity to buy products at the end of their shelf life at advantageous prices – a win-win for retailers and consumers.</p> <p>We have also partnered with Orbisk to introduce AI in the food service industry, which gives chefs insights on how to plan better and waste less.</p> <p>Our brands Hellman and Knorr are leading purposeful campaigns which encourage consumers to waste less by sharing recipes that help consumers get creative with their leftovers.</p>	
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		<p>3</p> <p>A climate neutral food chain in Europe by 2050</p>	<p>Achieving net-zero emissions for all Unilever products from sourcing to point of sale by 2039 (baseline 2018)⁵</p>	<p>In 2024 we had achieved⁶:</p> <ul style="list-style-type: none"> • A reduction of 72% GHG emissions in our operations (Scope 1 and 2) • A reduction of 8% GHG emissions in our absolute Scope 3 energy and industrial (E&I) and 14% in our absolute Scope 3 forest, land and agriculture (FLAG) from a 2021 baseline <p><i>*full Unilever portfolio</i></p>	<p>In 2023, we improved our GHG measurement methodology, with a more complete and accurate measurement of emissions categories previously deemed immaterial. In 2024, to comply with SBTi guidelines, some of these emission categories (e.g. small offices and small warehouses), have been included in our SBTi target emissions coverage, including our 2015 baseline, resulting in a restatement of performance for prior years. We continued our engagement with a selected group of international climate leadership strategic partners – the United Nations Global Compact, the World Economic Forum, the World Business Council for Sustainable Development,</p>	
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⁵ Unilever Annual Report & Account, 2024 – p. 48

⁶ Unilever Annual Report & Account, 2024 – p. 51-243

					<p>and the Consumer Goods Forum (CGF). We initiated and co-chaired with Walmart a Race to Zero Task Force within the CGF to encourage other consumer goods and retail companies to join the UN's Race to Zero. This succeeded in doubling the number of CGF Board members making such commitments. We also helped to create a 'Transform to Net Zero' guide for businesses. Our Supplier Climate Programme, launched in 2021, is also focusing on accelerating the transition of key suppliers to a position of climate leadership. In 2024, we engaged with 291 suppliers to accelerate their climate action and capabilities.</p>	
	Environmental	<p>4</p> <p>An optimised circular and resource-efficient food chain in Europe</p>	<p>100% of plastic packaging reusable, recyclable, or compostable by</p>	<p>In 2024, we reported that 57% of our plastic portfolio is reusable, recyclable, or compostable. This is our actual</p>	<p>While 55% of our packaging is recyclable based on the Ellen MacArthur Foundation definition of 'actually' recyclable, 71% of our</p>	

			2025 (baseline 2018) ⁷	<p>recyclability rate, based on the Ellen MacArthur Foundation's global definition of 'recyclable'.⁸</p> <p><i>*full Unilever portfolio</i></p>	<p>portfolio is 'technically' recyclable with existing technology.</p> <p>While we are making progress on implementing solutions that are technically recyclable, we know that they are only a first step and that the development of the in-market recycling infrastructure will take longer. Our long-term focus is to reduce our virgin plastic use and unlock actual recyclability, ensuring that our investments in future packaging innovations have real impact and truly help to tackle waste.</p>	
	Environmental	4	Reduce our virgin plastic footprint by 30% by 2026, and 40% by 2028, from a 2019 baseline ⁹	In 2024, we reported our virgin plastic footprint reduction as -23%, versus our 2019 baseline. ¹⁰	The reduction of our virgin plastic footprint has been achieved through the increased use of recycled plastic, combined with innovations that use less plastic. We are working	

⁷ Unilever Annual Report & Account, 2024 – p. 48

⁸ Unilever Annual Report & Account, 2024 – p. 259

⁹ Unilever Annual Report & Account, 2024 – p. 48

¹⁰ Unilever Annual Report & Account, 2024 – p. 259

				<p><i>*full Unilever portfolio</i></p>	<p>hard to reduce the overall amount of plastic used in our packaging. One of the ways we are doing this is by shifting to alternative packaging materials to help remove plastic entirely from some of our products. In France, for example, our laundry brand Skip has introduced a new cardboard box for its 3-in-1 laundry capsules, which is set to save around 6,000 tonnes of plastic from our portfolio per year.</p> <p>Reuse and refill initiatives are also a key part of our plan to reduce the amount of plastic we use; to date, we have conducted around 50 pilots across the world. Collaboration is essential if we are going to get reuse-refill models working economically at scale. As well as consumers, we need buy-in from across the value chain: retailers, manufacturers, delivery</p>	
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					services, policymakers, and civil society organisations. As we move beyond our initial 'test and learn' approach, we are now working with partners, sharing our learnings, and focusing our efforts to support an industry-wide shift towards reusable and refillable packaging at scale, in addition to scaling our own successful models.	
			Use 25% recycled plastic in our packaging by 2025 (% of total used in packaging) - baseline 2018¹¹	In 2024, we increased our use of recycled plastic to 21% of our total packaging footprint – an increase of 1% on last year. ¹²	We continue to focus our initiatives on our biggest brands for the greatest possible impact. For example, across Europe and North America, Hellman's is using 100% recycled plastic in its mayonnaise bottles, while Dove uses 100% recycled plastic in its bottles where technically feasible.	
	Social	5 Sustained, inclusive and sustainable economic growth,	Suppliers representing 50% of our procurement	Since 2020, we've continued to pay all our employees a	We are already accredited as a global living wage employer by the Fair	

¹¹ Unilever Annual Report & Account, 2024 – p. 48

¹² Unilever Annual Report & Account, 2024 – p. 51-259

		employment and decent work for all	spend to sign the Living Wage Promise by 2026 ¹³	<p>living wage, and in 2021 were awarded our first global independent accreditation as a living wage employer from the Fair Wage Net. This was achieved again in 2024.¹⁴</p> <p>32% of our suppliers signed the Living Wage Promise</p> <p><i>*full Unilever business</i></p>	<p>Wage Network. We are working to improve livelihoods throughout our value chain. A key pillar of our approach is our work for suppliers representing 50% of our procurement spend to have signed our Living Wage Promise by 2026.]. This year, our focus has been on , with support from the Sustainable Trade Initiative (IDH), providing training, tools and other resources to help our suppliers get started. To promote the adoption of living wages more broadly, we are also advocating for change through industry forums like the UN Global Compact and supporting the availability of free, publicly accessible living wage data.</p>	
	Social	5	Help 250,000 smallholder farmers in our supply chain	We are helping smallholder farmers to improve their	We're helping smallholder farmers grow their incomes	

¹³ Unilever Annual Report & Account, 2024 – p. 48

¹⁴ Unilever Annual Report & Account, 2024 – p. 96-272

			access livelihoods programmes by 2026 ¹⁵	productivity and farming practices by enrolling them in certification schemes and providing access to income Growth and regenerative agriculture programmes. In turn, this helps to improve the resilience of our supply chain. In 2024, we supported 80000 smallholder farmers. ¹⁶	through better farming practices, certification schemes and income diversification programmes. Together with key partners, we're focusing on the farmers who grow our key crops, such as tea, palm oil and coconut sugar, with an approach tailored to each crop and country's context. With the right support, smallholders can be at the forefront of global efforts to protect and regenerate nature.	
	Social	5	Helping 2.5 million small and medium-sized enterprises in our retail value chain grow their business by 2026 ¹⁷¹⁸	We've launched new programmes to move towards our goal to help 2.5 million small and medium-sized businesses in our retail value chain	Through access to skills, finance and technology, we're working to increase income opportunities and raise living standards across our network of millions of retailers around the world. For	

¹⁵ Unilever Annual Report & Account, 2024 – p. 48

¹⁶ Unilever Annual Report & Account, 2024 – p. 281

¹⁷ Unilever Annual Report & Account, 2024 – p. 48-281

¹⁸ The target was revised and strategically refined to focus on high-impact areas, ensuring greater effectiveness and long-term value

				<p>grow by 2026, reaching 2.58 million in 2024.¹⁹</p> <p><i>*full Unilever business</i></p>	<p>example, our digital tools allow retailers to browse products, prices and promotions, place orders, and see which products are selling well. This creates a better experience for our customers and helps them increase their sales.</p>	
	Social	5	<p>Spending €2 billion annually with diverse businesses worldwide by 2025</p>	<p>In 2023, our spend reached €1.1bn thanks to the growth of our supplier diversity programme which is now live in more than 25 key markets. Through the programme, we are supporting our diverse suppliers to access skills, mentoring and finance.</p> <p><i>*full Unilever business</i></p>		
	Social	5	<p>Pioneering new employment models for Unilever</p>	<p>We continue to support the upskilling or</p>		

¹⁹ Unilever Annual Report & Account, 2024 – p. 281

			employees by 2030, reskilling and upskilling our employees with future fit skills by 2025, and equipping 10m young people with essential skills by 2030 ²⁰	reskilling of our people. There have been continued progress and investment in learning and skill-building across multiple initiatives: ²¹ <ul style="list-style-type: none"> • AI and data skills (nearly 20,000 employees engaged) • Customer Strategy & Planning (CSP) • Leadership development • Skills tracking <i>*full Unilever business</i>		
	Environmental	6 Sustainable sourcing in food supply chain	95% volume of key crops to be verified as sustainably sourced by 2030.	In 2024, 79% of our key agricultural crops were sustainably sourced. ²²		
		6	Maintain no deforestation across	In 2024, we have maintained 97%	In 2025, we will continue to expand our	

²⁰ Unilever Annual Report & Account, 2024 – p. 273

²¹ Unilever Annual Report & Account, 2024 – p. 273

²² Unilever Annual Report & Account, 2024 – p. 257

			<p>our primary deforestation-linked commodities.</p>	<p>order volumes of palm oil, paper and board, tea, soy and cocoa as deforestation-free, based on Unilever's requirements. Since 2021, we have supported the large-scale transformation of our palm supply chain through investing €218 million in Unilever Oleochemical International (UOI). We have continued to invest in the verification of suppliers against our Independent Verification Protocols, expanding the implementation of our deforestation-free sourcing programme, addressing risk, and ensuring the resilience of our supply chain and</p>	<p>deforestation-free verification programme to new sources and suppliers.</p>	
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				<p>supporting ecosystems.</p> <p>In 2024, 97% of our order volumes of palm oil, paper and board, tea, soy and cocoa were deforestation-free, based on our requirements.²³</p>		
		6	Implement Regenerative Agriculture practices on 1 million hectares of agricultural land by 2030.	In 2024 0.13m hectares are implementing Regenerative agricultural practices.		
		6	Help protect and restore 1 million hectares of natural ecosystems by 2030.	In 2024 0.43m hectares are helping protect and restoring natural ecosystems. ²⁴		

²³ Unilever Annual Report & Account, 2024 – p. 255

²⁴ Unilever Annual Report & Account, 2024 – p. 255-257