



Unilever Australia Reflect Reconciliation Action Plan

March 2021 – March 2022



This is the Reconciliation Action Plan of Unilever Australia Group Proprietary Limited (Pty Ltd) and its subsidiaries - Unilever Australia Group Partnership, Unilever Australia (Holdings) Pty Ltd, Unilever Australia Ltd, Unilever Australia Supply Services Ltd, Unilever Australia Trading Ltd, Unilever Australia Services Ltd, Ben & Jerry's Franchising Australia Ltd and Tea Too Pty Ltd.

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Acknowledgement of Country

Unilever Australia acknowledges and pays respect to the past, present and future Traditional Custodians and Elders of this nation and the continuation of cultural, spiritual and educational practices of Aboriginal and Torres Strait Islander Peoples. We acknowledge the Traditional Custodians of the land on which our offices and factories are located

- the Dharug people (North Rocks office and factory),
- the Dharawal people (Minto factory)

and the people of the Yorta Yorta Nation (Tatura factory).

We also acknowledge the Traditional Custodians of Country throughout Australia where our products are sold.





About the Artwork

This central motif depicts connection, acknowledging our collective communities; as we come from diverse places with many experiences of history, cultures, religions, but all come back to the middle and understand that we are united as one big human family. This also represents Unilever at the core and branching off are the subsidiary companies, each with their own goals, visions and spaces in which they impact.

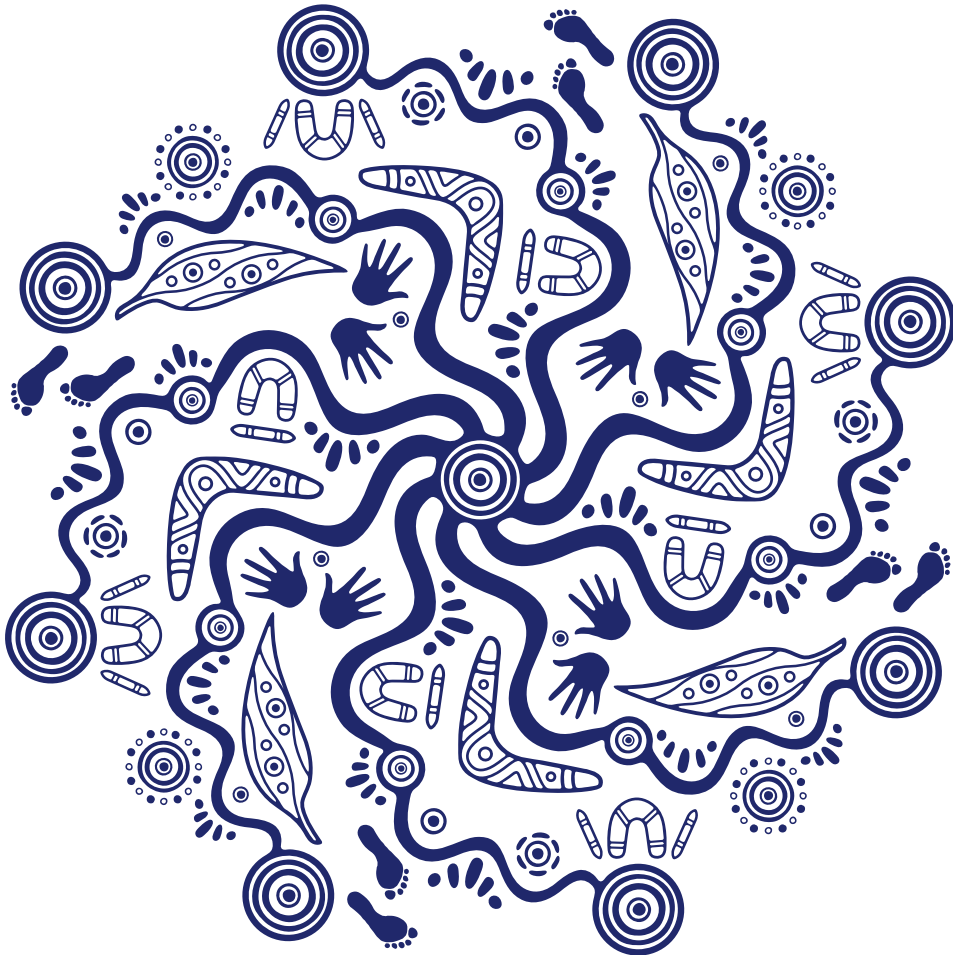
The footprints honour our elders and ancestors and acknowledging we walk on Aboriginal and Torres Strait Islander Country. The art recognises the abundance of knowledge that is deep-rooted within the landscapes and the wisdoms that have been passed down for millennia and pays respects to the oldest continuous histories and culture(s) in the world and there is great learning opportunity to learn from First nations people who are still upholding those traditions.

The 'u' shape symbols represent people sitting on, whilst connecting to Country through ceremony, learning, sharing and reflecting. The message sticks beside them represent permission; it was a traditional passport that enabled you to communicate to neighbouring mobs that you wish to respectfully travel on Country; and whilst visiting are accountable to the lore of that Country.

The boomerangs represent returning to Aboriginal and Torres Strait Islander cultural principles for guidance.

We use the gum leaves in 'Welcome to Country' and cleansing ceremony, welcoming all peoples who call Australia home and cleansing our minds and hearts back into balance, healing ourselves, each other and our Mother Earth.

The hands express our accountability and our role in creating positive outcomes with our influence.



About the Artist

Dixon Patten, Aboriginal name: Bitja, is a proud Yorta Yorta, Gunnai, Gunditjmara, Dhudhuroa, Yuin and Wiradjuri man who was born and raised in Melbourne.

Dixon is the Creative Director and Lead Artist/Graphic Designer of Bayila Creative.

He has over 13 years' experience in the arts and design space as an artist, curator and graphic designer, who draws his influence from his connection to his culture and family. He is passionate about storytelling in all its forms and loves the information, wisdoms, knowledge and energy exchange that unites us and bridges the gap between people(s).

Bayila Creative is an Aboriginal-owned art and graphic design business; founded in Melbourne (Narm) and was established with the intention of providing a platform to bring forth Indigenous culture, art & stories to the corporate world, and to interpret the Aboriginal community's creative needs in an organic way. Bayila is the Yorta word for Red Gum. Just like the 'Red Gum', Bayila has its feet firmly planted in the ground. Bayila's values mirror the Aboriginal cultural principles of respect, listening, sharing and connection.



A message from our CEO

On behalf of Unilever Australia, I'd like to acknowledge the Traditional Owners of Country throughout Australia and pay my respects to Elders, past, present and emerging.

Unilever is a company founded on purpose, and our unique heritage still shapes the way we do business. Over 100 years ago, our founder William Lever launched one of the world's most purposeful brands - Sunlight Soap - to help popularise cleanliness and hygiene in Victorian England. Today, we have over 400 brands, 2.5 billion people use Unilever products on any given day, and we are still very much driven by purpose.

In Australia, we employ over 900 people and have offices and manufacturing facilities in North Rocks, Minto and Tatura. Our local brands include Dove, Rexona, Lynx, Vaseline, OMO, Surf, TRESemmé, Toni & Guy, Continental, Ben & Jerry's and Streets. As an organisation we are guided by seven core values - Courage, Integrity, Tenacity, Curiosity, Mateship, Ownership and Fun.

The two biggest threats that the world currently faces are climate change and social inequality. Decisive and collective action is needed to improve the health of the planet and build a society that helps to improve livelihoods, embraces diversity, nurtures talent, and offers opportunities for everyone.

Without a healthy planet and society, you cannot have a healthy business. That's why our purpose is to make sustainable living commonplace and our vision is to be the global leader in sustainable business. We want to do more good for our planet and our society – not just less harm. We want to ensure that Unilever is a force for good, a company that enables people, planet and business to thrive in harmony. We want to act on the environmental and social issues facing the world and we want to make people's lives better with our products. To realise this, we will be guided by the Unilever Compass - our sustainable business strategy which is underpinned by our ambition to improve the health of the planet; improve people's health, confidence and wellbeing; and contribute to a fairer and more socially inclusive world.

Over the last year, I have gone on a personal journey of strengthening my cultural competency. I have been inspired by the approach to Caring for Country and I have been intrigued by the kinship system. I believe that as a business, we have so much to learn from the Traditional Owners of our land and that their knowledge, perspectives and cultures can help us not only achieve our company's purpose but more-so enrich it.

I also believe that Australia will never reach its full potential until we achieve reconciliation and close the gap. It's heartbreaking and frankly unacceptable that the Indigenous child mortality rate is twice the rate for non-Indigenous children; that school attendance rates for Indigenous students remain lower than for non-Indigenous students (82 per cent compared to 92 per cent in 2019); and that Indigenous employment rates sit at 49 per cent compared to around 75 per cent for non-Indigenous Australians (Closing the Gap Report 2020).

At Unilever, our vision for reconciliation is for Aboriginal and Torres Strait Islander People to be respected as the Traditional Owners of this land by everyone. We want to see an Australia which celebrates diversity and inclusivity authentically, embracing Aboriginal and Torres Strait Islander histories, traditions and languages in everyday life. We want to see an Australia where all Aboriginal and Torres Strait Islander People have equal and equitable opportunities. Above all, we want an Australia where everyone feels they genuinely belong and can bring their whole self to life.

We are only at the start of our journey and building our own cultural competence and greater understanding of the history, traditions and stories of our First People is our foundation from which to build. During this first phase of our Reconciliation Action Plan, our priority will be to reflect, listen, observe and absorb. There can be no reconciliation without listening to each other's stories and endeavouring to hear and see these stories through the voices and eyes of those who experienced them. By doing so, I hope we can contribute to a stronger and more vibrant Australia.

I am proud to be part of this exciting journey.

Nicky Sparshott
Chief Executive Officer
Unilever Australia and New Zealand



A message from Reconciliation Australia

Reconciliation Australia welcomes Unilever to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Unilever joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with over 2.3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Unilever to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Unilever, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia





Our Business



Unilever is one of the world's leading suppliers of Beauty & Personal Care, Home Care, and Foods & Refreshment products with sales in over 190 countries. Globally, we have 149,000 employees and generated sales of €50.7 billion in 2020. Over half of our footprint is in developing and emerging markets. Our brands sold in Australia include Dove, Rexona, Lynx, Vaseline, OMO, Surf, TRESemmé, Toni & Guy, Continental, Weis, Ben & Jerry's and Streets.

Unilever is a business founded on purpose, and our unique heritage still shapes the way we do business today. In the 1880's, our founder William Lever, wrote down his idea for Sunlight Soap – a revolutionary new product which helped popularise cleanliness and hygiene in Victorian England. Almost fifteen years later the Lever Brothers began soap production in Balmain, Sydney. Since then, our Australian operations have expanded significantly and we now employ over 900 people and have offices and manufacturing facilities in North Rocks, Tatura and Minto. While we currently don't have a system in place to measure the number of Aboriginal and Torres Strait Islander employees, we are in the process of setting up baselines within the guidelines of voluntary disclosure – even without this we know we are just starting our journey.

On any given day, 2.5 billion people use Unilever products to feel good, look good and get more out of life. Our brands give us a unique opportunity to create positive change. We want our business to flourish, and we know that our success depends on others flourishing around us. That's why our purpose is to make sustainable living commonplace, and why sustainable, long-term growth is at the heart of our business model.

Since 2010 we have been taking action through the Unilever Sustainable Living Plan (USLP) to help more than a billion people improve their health and wellbeing, halve our environmental footprint and enhance the livelihoods of millions of people as we grow our business. We have made significant progress and we are proud to have been recognised in 2020 as sector leader in the Dow Jones Sustainability Index and – for the tenth-consecutive year – as the top ranked company in the GlobeScan/SustainAbility Sustainability Leaders survey.

After a decade, the USLP came to a close in 2020 but we know there is still so much more to do. Our journey towards making sustainable living commonplace for the world's 8 billion people continues. Armed with the experience of our USLP, we are setting out to create a movement in which our suppliers, customers and consumers are all part of building a better future. The Unilever Compass is our new, sustainable business strategy, will guide us to deliver superior performance and drive sustainable and responsible growth, while improving the health of the planet; improving people's health, confidence and wellbeing; and contributing to a fairer and more socially inclusive world.

The two biggest threats that the world currently faces are climate change and social inequality. The past year has undoubtedly widened the social divide, and decisive and collective action is needed to build a society that helps to improve livelihoods, embraces diversity, nurtures talent, and offers opportunities for everyone. Urgent action is also needed to address the climate crisis. Under the Unilever Compass we have committed to a wide-ranging set of ambitious commitments and actions to act on the environmental and social issues facing our world. These include (full list available here):

- Spending €2 billion annually with suppliers owned and managed by people from under-represented groups, by 2025.
- Achieving an equitable and inclusive culture by eliminating any bias and discrimination in our practices and policies.
- Increasing the number of diverse people involved in the production of our advertisements, both on-screen and behind the camera.
- Achieving net-zero emissions from all our products from sourcing to point of sale by 2039.
- Helping to protect and regenerate 1.5 million hectares of land, forests and oceans by 2030.
- Collecting and processing more plastic than we sell by 2025.

We are committed to driving action on these commitments locally and key to this will be helping to build a reconciled, just and equitable Australia. We have so much to learn from the Traditional Owners of our land and we believe their knowledge, perspectives and cultures will play a crucial role in achieving our purpose of making sustainable living commonplace.

Our vision for reconciliation is for Aboriginal and Torres Strait Islander People to be respected as the Traditional Owners of this land by everyone. We want to see an Australia which celebrates diversity and inclusivity authentically, embracing Aboriginal and Torres Strait Islander histories, traditions and languages in everyday life. We want to see an Australia where all Aboriginal and Torres Strait Islander People have equal and equitable opportunities. Above all, we want an Australia where everyone feels they genuinely belong and can bring their whole of self to life.

We impact millions of people every day across our value chain from our operations, to our sourcing, to the way consumers use and dispose of our products. Through our underpinning values of Courage, Integrity, Tenacity, Curiosity, Mateship, Ownership and Fun, we are committed to leveraging this impact to pursue meaningful reconciliation, equity and unity for all.





Our RAP

Through the framework of a Reconciliation Action Plan (RAP), we look forward to identifying new ways to contribute to this space and formalising our commitment to the intergenerational upward mobility of Aboriginal and Torres Strait Islander Peoples. We understand the role that Unilever can play in increasing awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements within our organisation.

Unilever has a long history of driving social change, but it has become increasingly apparent that at a local level we need to play a greater role in meaningfully contributing to reconciliation. We have supported initiatives in the past such as Oxfam's Straight Talk, however, to formalise our commitment and bring our employees on the journey, we needed to implement a RAP.

The development of our RAP has had the full support of the Executive Leadership team and input from HR, Supply Chain, our Diversity, Equity and Inclusion (DEI) Committee and members of our RAP Working Group - a self-nominated group of people from across the Australian business who are passionate about driving reconciliation.

In order to achieve the deliverables set out in our RAP, we have assigned members of our RAP Working Group with roles and responsibilities. We have also established a RAP Steerco made up of senior leaders across the business, who will be responsible for unlocking any barriers to achieving our deliverables and driving internal engagement and awareness of the RAP. The RAP Steerco will be led by our RAP Champion and Unilever Australia and New Zealand CEO, Nicky Sparshott who is passionate about the intergenerational upward mobility of Aboriginal and Torres Strait Islander Peoples. Furthermore, to ensure our RAP is at the core of our business we will seek continuous guidance and input from our DEI Committee and wider employee base.



Our Partnerships



Oxfam's StraightTalk program

StraightTalk connects Aboriginal and Torres Strait Islander women with the political system and builds the capacity of women as change makers. As part of our commitment to women's empowerment and Sustainable Development Goal 5 - Achieve gender equality and empower all women and girls - we supported the StraightTalk program between 2015-17 with financial donations of \$112,500. Our involvement with StraightTalk prompted us to explore how we can authentically engage employees with the program and Aboriginal and Torres Strait Islander Affairs more broadly.

Dove Self Esteem Project (DSEP) & Shooting Stars

Dove has a vision of the world where beauty is a source of confidence, not anxiety. We're on a mission to help the next generation of women develop a positive relationship with the way they look, helping them to raise their self-esteem and realise their full potential. The DSEP is a comprehensive, syllabus compliant teacher's resource to support the teaching of self-esteem and personal development in Health and Physical Education. We call it 'Confident Me.' This program has been created in conjunction with world leading experts in appearance anxiety and body confidence.

In Australia and New Zealand, we collaborate with The Butterfly Foundation (Australia) and Life Education (New Zealand), who provide the program through training workshops and in-school workshops. Since launching the program locally in 2006, we've reached over 1 million young Australians and New Zealanders. In 2017, we rolled out digital resources to maximise the reach of the program. We also partnered with Shooting Stars to reach young Aboriginal and Torres Strait Islander women. Shooting Stars is an initiative of Netball WA and Glass Jar Australia, which uses netball as a vehicle to encourage greater engagement and attendance at school of young Aboriginal women living in WA's remote communities and regional towns. We reached over 1,000 Aboriginal and Torres Strait Islander girls through this initiative.

Nutritious Eating Education

Unilever Food Solutions (UFS) aims to educate community members on the values of healthy cooking and simple culinary skills to prepare nutritious meals that are low in sodium, sugar and fat. In 2017/18 UFS assisted Arnhem Land Progress Aboriginal Corporation (ALPA) in the development of 'recipes by picture' for the takeaway shops, making it easier for the staff to provide nutritious meals for community members.

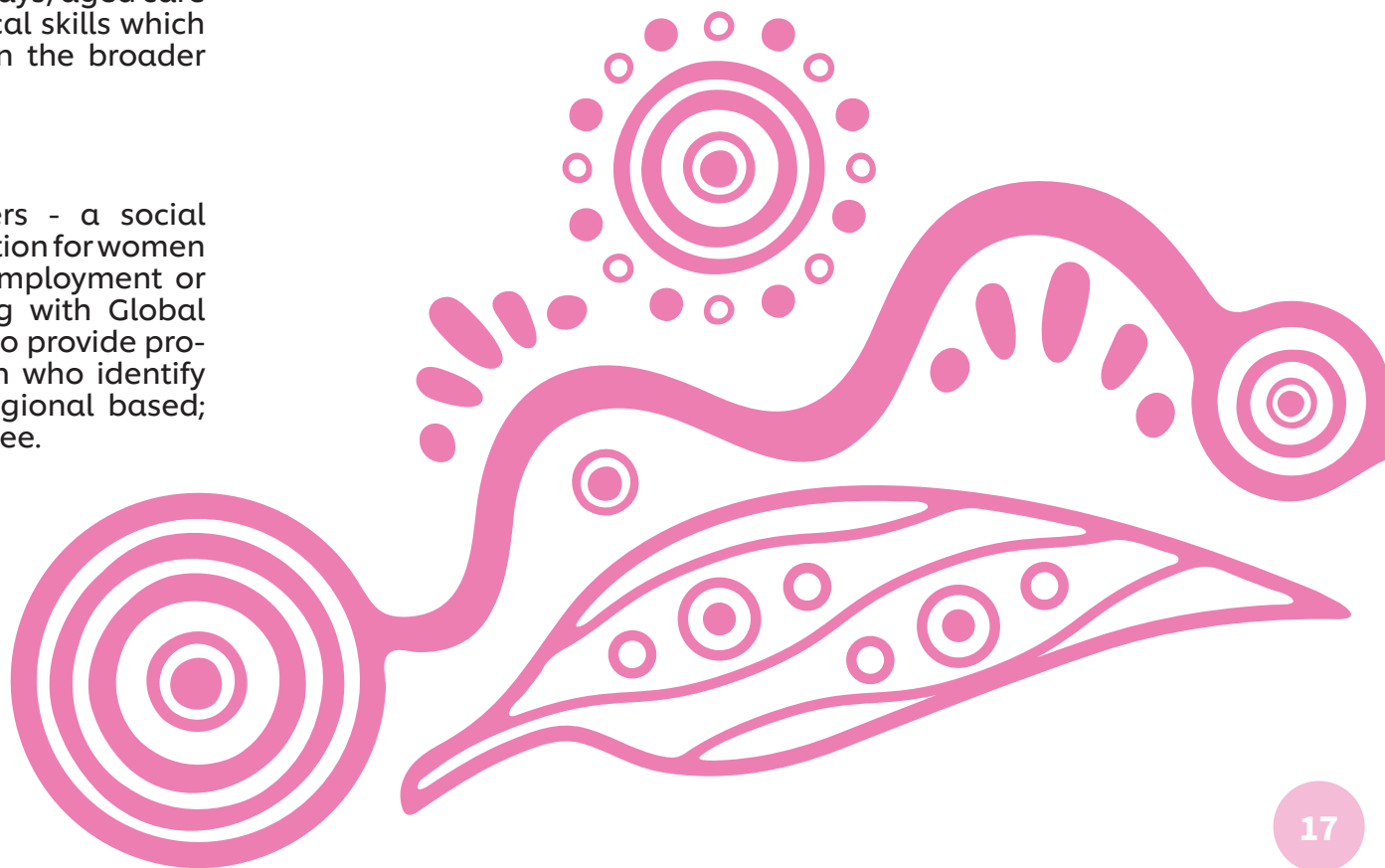
Additionally, working with the Northern Territory community, UFS has helped roll out an education program to introduce Aboriginal people to flavours of the world with menu and recipe ideas. Asian cuisine has been particularly popular. By rolling out this program and collaborating with management organisations, UFS hopes to influence the food choices at takeaways, aged care facilities and schools while also providing practical skills which build capacity and employment opportunities in the broader Australian community.

Partnership with Global Sisters

In 2020, Unilever partnered with Global Sisters - a social enterprise who make self-employment a viable option for women who are unable to participate in mainstream employment or are in low-paid, insecure jobs. Since partnering with Global Sisters, 17 Unilever employees have volunteered to provide pro-bono professional business coaching for women who identify as a single parent or carer; over 50; rural or regional based; Indigenous; living with disability; migrant or refugee.

Weis Natives

In 2020, Weis launched its Native range which celebrates the intense flavours of native fruits such as Davidson Plum. The packaging was designed by Dixon Patten of Bayila Creative, a proud Yorta Yorta and Gunnai man, and the artwork is inspired by traditional food-gathering practices by First Nations people. The wave patterns are leaves and represent our unique Indigenous flora and our connection to Country and to each other.





Relationships



Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence. 	Mar 2021	RAP Working Group Lead
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	Mar 2021	RAP Working Group Lead
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. 	April 2021	Sustainable Business & Comms Lead
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	May 2021	RAP Working Group Lead
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	May 2021	D&I Co-Lead
	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. 	April 2021	D&I Co-Lead
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	March 2021	Unilever ANZ CEO
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	March 2021	RAP Working Group Lead D&I Co-Lead
	<ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. 	March 2021	Reward & Benefits Specialist
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	March 2021	Director, Human Resources



Respect

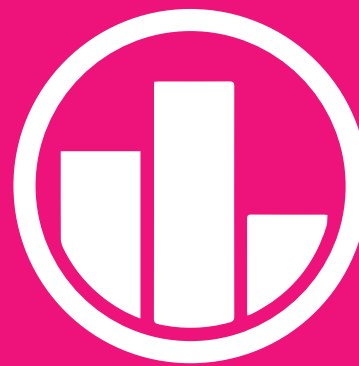
Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation. 	July 2021	HR Strategy Manager
	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	Oct 2021	HR Strategy Manager
	<ul style="list-style-type: none"> Roll out cultural competency training to interested employees beyond RAP working group and D&I Team through Cultural Competence Australia 	Oct 2021	HR Strategy Manager
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area. 	Dec 2021	Sourcing Unit Directors
	<ul style="list-style-type: none"> Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	March 2021	RAP Working Group Lead
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Raise awareness and share information amongst our staff about the meaning of NAIDOC Week. 	Jul 2021	Shopper Excellence Manager
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting external events in our local area. 	July 2021	Shopper Excellence Manager
	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	July 2021	Shopper Excellence Manager



Opportunities



Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation. 	Sept 2021	Talent Acquisition Lead
	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	Sept 2021	DEI Co-Lead Talent Acquisition Lead
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. 	June 2021	Cluster Procurement Manager
	<ul style="list-style-type: none"> Investigate Supply Nation membership. 	March 2021	RAP Working Group Lead Sustainable Business & Comms Lead



Governance

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Maintain a RWG to govern RAP implementation. 	March 2021 review annually	RAP Working Group Lead Sustainable Business & Comms Lead
	<ul style="list-style-type: none"> Draft a Terms of Reference for the RWG. 	March 2021	RAP Working Group Lead Sustainable Business & Comms Lead
	<ul style="list-style-type: none"> Establish Aboriginal and Torres Strait Islander representation on the RWG. 	June 2021	DEI Co-Lead
11. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	March 2021	RAP Working Group Lead
	<ul style="list-style-type: none"> Engage senior leaders in the delivery of RAP commitments. 	March 2021	Unilever ANZ CEO
	<ul style="list-style-type: none"> Define appropriate systems and capability to track, measure and report on RAP commitments. 	March 2021	RAP Working Group Lead Sustainable Business & Comms Lead
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	Sept 2021	DEI Co-Lead
13. Continue our reconciliation journey by developing our next RAP strategies.	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	November 2021	DEI Co-Lead



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