



Protecting our People Protecting the Business during Covid

- **Unilever's Wellbeing Philosophy**
- **Covid Safety Measures: Offices & Factory**
- **Leading for the New Normal: Safety First!**
- **Preparing our Workforce**



Wellbeing is a key priority for Unilever

4 Facets of Wellbeing



5 major workstreams were developed globally during Covid to protect the business with
People as #1 priority



COVID Safety Measures to keep our people safe

FACTORY

Global TIER system as the consistent approach



Tier1	Low virus spread, high health system readiness
Tier2	Moderate virus spread, with high readiness
Tier3	Moderate virus spread, with moderate readiness
Tier4	Moderate to high virus spread, with low to moderate readiness
Tier5	High virus spread, and/or low readiness



OFFICE

Collaboration / Work from Home Tools



CARE

Connect. Aspire. Resilience. Energise.

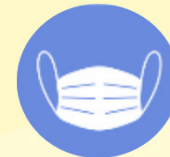
PROGRAM



Incident Management Team



Safety Masks for ALL



Increased Cleaning Onsite



Daily Health Check + Temp Screening



Employee Assistance Program



Leading for the New Normal

4x4 approach



Consistent with Global Easement approach

“Safe 6” Essentials for Return to Workplace

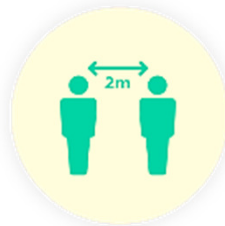


Preparing the Workforce

Determining “WHO” returns...



Work that can be done better in the workplace



Numbers that can be safely accommodated in the workplace



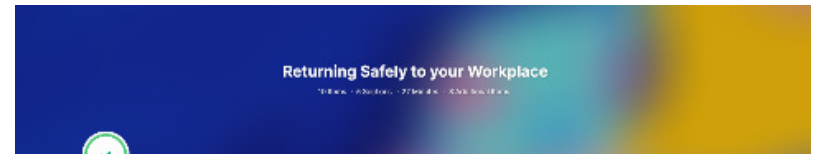
The needs and personal circumstances of Unilever's people

Mandatory trainings for line leaders and employees



Return to Workplace – the role of the Line Manager
Training for Line Managers to understand how to manage the return to the workplace with their employees. This training explains how Line Managers

RETURNING TO THE WORKPLACE
Line manager 1:1 conversation guide
Valid until 31/03/2021



Safety is our #1 priority for all our people wherever they are working. This pathway is designed to help you work differently in the workplace to protect you and your colleagues, as we begin the

“Easing” employees into the workplace



Global Unilever Approval



Sentiment Survey

Conversations for Readiness (All, 1 on 1s)



Mandatory Training for all



Regular Support Resources & Embed New Processes

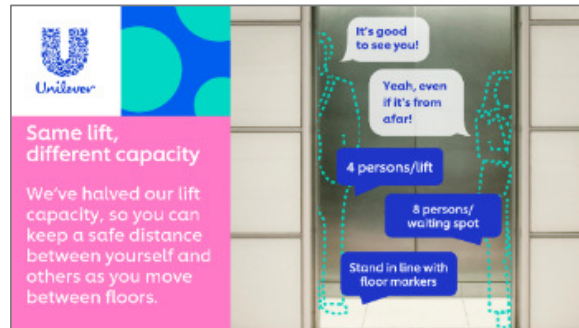


“New normal” in place at the office

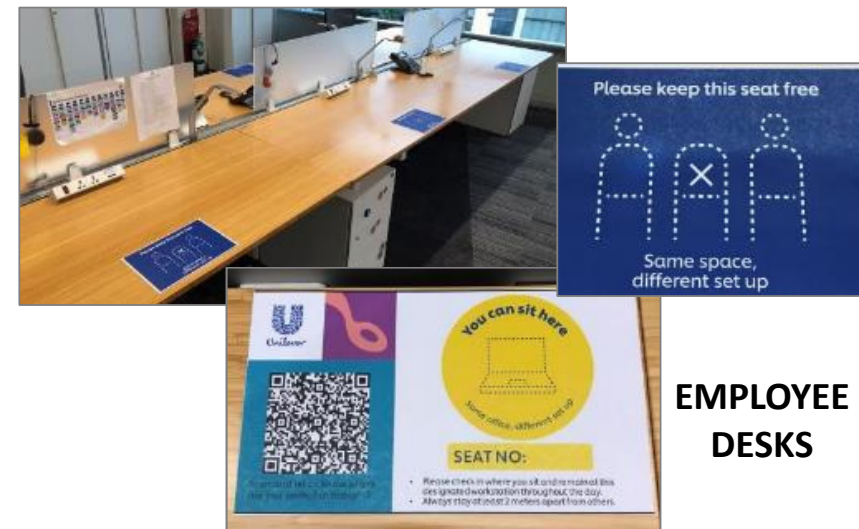
WELCOME KIT



BUILDING LIFTS

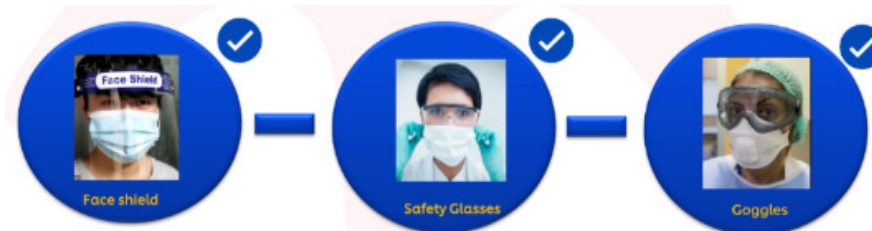


DINING AREA



EMPLOYEE DESKS

“New normal” in place at the factory & warehouse



THANK
YOU!

