



London, October 31<sup>st</sup>, 2018

**RE: Joint Unilever/IUF/IndustriALL Global Union Memorandum of Understanding**

This joint MOU has been agreed between Unilever, the IUF and IndustriALL Global Union. Unilever recognizes the IUF and IndustriALL Global Union as the internationally representative bodies of unionized workers within its worldwide operations.

Unilever is committed to ensuring that throughout Unilever's worldwide operations workers can freely exercise their internationally recognized rights and in particular their rights to union membership and collective bargaining without fear of retaliation, repression or any other form of discrimination. Unilever recognizes its obligation to act to ensure that these rights are similarly respected by enterprises and their subcontractors providing products, operations and/or services to Unilever, as set out in the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights.

In order to permanently monitor workers' effective access to the rights mentioned above, Unilever, the IUF and IndustriALL Global Union affirm their commitment to continue the regular meetings between senior corporate management and representatives of the IUF, IndustriALL Global Union and their affiliates on a twice-yearly basis. Unilever agrees to bear the costs of participation of the unions' representatives. Issues concerning human and trade union rights arising within the Group's operations shall form a standing agenda item for these meetings, as well as other issues to be included on a case-by-case basis.

Between meetings, senior labour relations management will maintain ongoing communication with IUF and IndustriALL Global Union representatives as frequently as deemed necessary by the parties.

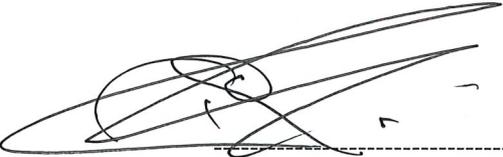
The IUF/Unilever Working Group on Sustainable Employment and the Working Group on Gender Equality constitute and will remain an important part of this process.

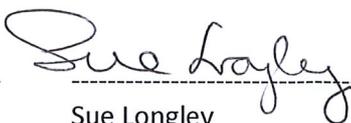
*Signed on October 31<sup>th</sup>, 2018 on behalf of:*

**Unilever**

**IUF**

**IndustriALL Global Union**

  
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Paul Polman  
Chief Executive Officer

  
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Sue Longley  
General Secretary

  
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Valter Sanches  
General Secretary