



Unilever-IUF-IndustriALL Joint Commitment on Sustainable Employment in Unilever Manufacturing

1. Introduction

Unilever and the IUF/IndustriALL Global Union acknowledge that permanent employment is one of the fundamental prerequisites of world class manufacturing.

Within Unilever Factories, the size and complexity of the operations and volatility of demand do make it necessary to consider the employment of temporary workers (whether directly or via third party agencies). This enables Unilever to respond to changing circumstances and conditions.

Temporary contracts and third-party agency employment relationships can potentially deprive workers of the protections and worker rights outlined in the International Labour Organisation's declaration on Fundamental Principles and Rights at Work and the OECD Guidelines for Multinational Enterprises.

Unilever and the IUF/IndustriALL recognize the key role of trade unions and collective bargaining in protecting and enabling fundamental worker rights.

Unilever and the IUF/IndustriALL have therefore agreed to the following principles and procedures concerning the use of non-permanent employment contracts in Unilever Factories. The principles and procedures apply to workers engaged in Unilever's manufacturing facilities employed either directly by Unilever or employed through a third-party provider.

2. The Framework

1. Temporary workers in factories will only be deployed where there is a short term and/or non-recurring need to support activities outside of normal business needs, and without intent to use temporary contracts to avoid regular employment.
2. Temporary workers will be given priority when filling permanent positions, following the principles of equality and non-discrimination, and taking into account appropriate capability to carry out the task.
3. The principles of equal remuneration for work of equal value and non-discrimination with respect to working conditions shall apply to all workers, whether directly employed by Unilever or through a third-party provider. Temporary workers performing the same job functions or similar tasks should be offered comparable terms and conditions as the equivalent permanent worker, unless there are specific collective bargaining arrangements in effect or under approved government schemes that comply with international human rights and labour standards. Certain agreed/defined benefits may only be applicable to permanent employees.

4. A safe working environment and appropriate training, including training in health and safety procedures, shall be guaranteed to all workers regardless of contractual status. Working and living environments must be free from violence, harassment, threat and other insecure conditions with access for all workers to social facilities such as canteens and to gender-separated locker rooms, toilets, shower rooms, etc.
5. Temporary workers must have the right to freely form or join a union of the worker's choice without any fear of intimidation or harassment. Contract labour will not be employed in any way with the intent or impact that workers are deprived of their right to trade union membership and collective bargaining rights.
6. The principles of transparency and respect for work/life balance apply to all workers. Temporary workers will be informed of their work schedules with sufficient notice, and not be retained on call without pay, such that they are unable to take alternative work.
7. Temporary workers will not be employed in any way which would have the effect of restricting workers' legal access to social security and/or other forms of social protection.
8. Information concerning levels and specific deployment of temporary workers must be available to trade unions representing Unilever employees.

3. Co-packers, Joint Ventures and General Service Providers

1. This Framework applies to workers employed in Unilever facilities working on Unilever production lines, whether temporarily employed directly or through a third party labour provider (agency).
2. Unilever and the IUF/IndustriALL recognise that the responsibility to safeguard workers' rights cannot be subcontracted.
3. Unilever and the IUF/IndustriALL shall work together to monitor the effective application of these principles at Unilever co-packers, Joint Venture Partners and Unilever Factory General Service providers (Logistics, Warehouses, Canteens, Site Services, Security etc.).

4. Monitoring and Implementation

1. Unilever and the IUF/IndustriALL will regularly review the evolution and deployment of temporary labour in Unilever's manufacturing facilities as part of the Unilever-IUF-IndustriALL Forum and engagement process.
2. Reflecting the principles and purpose of this global engagement, Unilever will ensure that local management respond positively to any request by IUF/IndustriALL affiliates to enter into local discussions to facilitate the implementation of the spirit and objectives of this Joint Commitment.

5. Termination or amendment to this Joint Commitment

1. This Joint Commitment will therefore be subject to ongoing review within the existing engagement processes.
2. Any party to this Joint Commitment may terminate the provisions contained by providing the other parties 90 days due notice of such intent.

Signed on December 13th, 2018 on behalf of:

Unilever



Leena Nair
Chief HR Officer

Unilever



Marc Engel
Chief Supply Chain Officer

Signed on May 10th, 2019 on behalf of:

Unilever



Alan Jope
Chief Executive Officer

IUF



Sue Longley
General Secretary

IndustriALL Global Union



Valter Sanches
General Secretary