



Unilever guidance regarding On-site Responsible Sourcing Audits during COVID-19

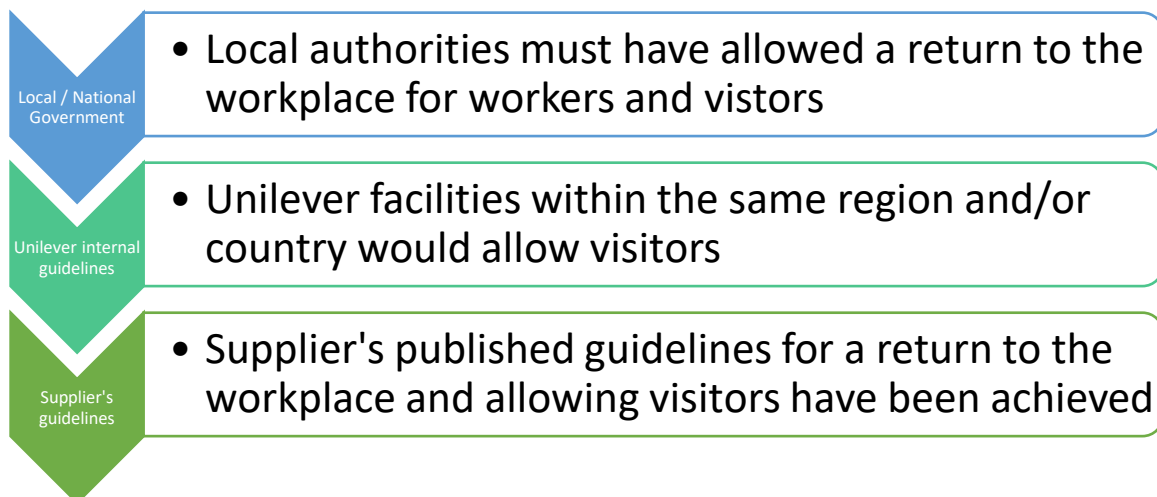
As per the requirements of Unilever’s Responsible Sourcing Policy (RSP) program, Unilever requires suppliers with sites assessed as high risk to undergo audit verification. This requirement will usually require an in-person on-site audit. Due to the current issues in regard to COVID-19, it is necessary to provide alternative audit options that will not unreasonably increase the risk to the workers of that factory and/or the auditors with regard to the transmission of COVID-19.

Unilever has worked with SEDEX in the development of the **SEDEX Virtual Assessment** (details can be found [here](#)) which we will accept as an alternative to in-person auditing during the COVID-19 pandemic. We are using this alternative in order to continue to be able to monitor and verify the compliance of our suppliers in regard to the Mandatory Requirements of the RSP (details can be found [here](#)). We ask all suppliers to participate and allow the SEDEX Virtual Assessment to take place so that we are able to verify the commitments we have made in regard to our supply chain and the ethical sourcing of the materials and services used to produce our branded products.

Unilever has been and will continue to look for improvements to its auditing program that may or may not include in-person on-site auditing for the future. We believe in-person onsite auditing continues to remain the most effective method of evaluating compliance: we will aim to return to the use of on-site audits in the future when possible.

Unilever has established a protocol for its own factories that defines a tiered approach to the safe operations of its own factories and facilities. This includes guidelines on when visitors to our facilities would be permitted and if and how they are allowed to move within the facility (as would be needed for an audit). The approach Unilever uses includes a 21-day waiting period out of an abundance of caution. **We will not ask any supplier to accept visitors to their facilities before we would do the same at our facilities within the region of the supplier’s factory.** Unilever has shared our guidelines with suppliers and this is available [here](#).

Unilever will use a 3-step approach to evaluate when it is reasonable to resume in-person on-site audits as follows:



If a supplier does not have its own published guidelines, Unilever will ask suppliers to accept auditors into its facilities where the first 2 steps have been achieved. Where a supplier does have its own guidelines, we would expect such guidelines to include a reasonable and science-based timeline or measured approach for allowing business related visitors to be allowed, including external auditors.

As auditing companies will have a back-log of audits to conduct once allowed to do so, and as audits do typically have a long lead-time for scheduling an available date, we would encourage suppliers to plan ahead of time when conditions begin to improve, with an option for delay if the situation warrants.