Our Vision is to be the global leader in sustainable business. We will demonstrate how our purpose-led, future-fit business model drives superior performance, consistently delivering financial results in the top third of our industry.

1. Develop our portfolio into high growth spaces

   - Hygiene
   - Skin care
   - Prestige beauty
   - Functional nutrition
   - Plant-based foods

2. Win with our brands as a force for good, powered by purpose and innovation

   - Improve the health of the planet
   - Improve people’s health, confidence and wellbeing
   - Contribute to a fairer, more socially inclusive world
   - Win with differentiated science and technology

3. Accelerate in USA, India, China and key growth markets

   - Build further scale in USA, India and China
   - Leverage emerging market strength

4. Lead in the channels of the future

   - Accelerate pure-play and omnichannel eCommerce
   - Develop eB2B business platforms
   - Drive category leadership through shopper insight

5. Build a purpose-led, future-fit organisation and growth culture

   - Unlock capacity through agility and digital transformation
   - Be a beacon for diversity, inclusion and values-based leadership
   - Build capability through lifelong learning

Operational Excellence through the 5 Growth Fundamentals

1. Purposeful Brands
2. Improved Penetration
3. Impactful Innovation
4. Design For Channel
5. Fuel For Growth
Win with our brands as a force for good, powered by purpose and innovation

Improve the health of the planet

Climate action
- Net zero emissions from all our products from sourcing to point of sale by 2039
- Halve greenhouse gas impact of our products across the lifecycle by 2030
- Zero emissions in our operations by 2030
- Replace fossil-fuel derived carbon with renewable or recycled carbon in all our cleaning and laundry product formulations by 2030
- Share the carbon footprint of every product we sell

Supported by: €1 billion Climate & Nature Fund

Protect and regenerate nature
- Deforestation-free supply chain in palm oil, paper and board, tea, soy and cocoa by 2023
- Help protect and regenerate 1.5 million hectares of land, forests and oceans by 2030
- 100% sustainable sourcing of our key agricultural crops
- Empower farmers and smallholders to protect and regenerate farm environments
- Implement water stewardship programmes in 100 locations in water-stressed areas by 2030
- Maintain zero waste to landfill in our factories

50% virgin plastic reduction by 2025, including an absolute reduction of 100,000 tonnes
- 25% recycled plastic by 2025
- Collect and process more plastic than we sell by 2025
- 100% reusable, recyclable or compostable plastic packaging by 2025
- Halve food waste in our operations by 2025

Positive nutrition
- €1 billion annual sales from plant-based meat and dairy alternatives by 2025-2027
- Double the number of products sold that deliver positive nutrition by 2025
- 70% of our portfolio to meet WHO-aligned nutritional standards by 2022
- 95% of packaged ice cream to contain no more than 22g total sugar per serving by 2025
- 95% of packaged ice cream to contain no more than 250 kcal per serving by 2025

Improve people’s health, confidence and wellbeing
- Take action through our brands to improve health and wellbeing and advance equity and inclusion, reaching 1 billion people per year by 2030
- We will focus on:
  - Gender equity
  - Race and ethnicity equity
  - Body confidence and self-esteem
  - Mental wellbeing
  - Hand hygiene
  - Sanitation
  - Oral health
  - Skin health and healing

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Contribute to a fairer, more socially inclusive world
- Achieve an equitable and inclusive culture by eliminating any bias and discrimination in our practices and policies
- Accelerate diverse representation at all levels of leadership
- 5% of our workforce to be made up of people with disabilities by 2025
- Spend €2 billion annually with diverse businesses worldwide by 2025
- Increase representation of diverse groups in our advertising

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Future of work
- Help equip 10 million young people with essential skills by 2030
- Pioneer new models to provide our employees with flexible employment options by 2030
- Reskill or upskill our employees with future-fit skills by 2025

Respect human rights
- Respect and promote human rights and the effective implementation of the UN Guiding Principles, and ensure compliance with our Responsible Sourcing Policy

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Our responsible business fundamentals
- Business integrity
- Safety at work
- Employee wellbeing
- Product safety and quality
- Responsible innovation
- Responsible advertising and marketing
- Safeguarding data
- Engaging with stakeholders
- Responsible taxpayer
- Committed to transparency

See our Planet & Society Hub on unilever.com for more