



Unilever ANZ

Disclosure Report
Date Submitted: August, 2025



Disclosure Materials

Certified B Corporations must complete a Disclosure Questionnaire to identify potentially sensitive issues related to the company (e.g. historical fines, sanctions, material litigation, or sensitive industry practices).

This component does not affect the company's score on the B Impact Assessment. If the company answers affirmatively to any items in the Disclosure Questionnaire that B Lab deems relevant for public stakeholders, then, as a condition of their certification, the company must:

- 1) Be transparent about details of the disclosure issues identified on the company's public B Impact Report
- 2) Describe how the company has addressed this issue
- 3) Demonstrate that management practices are in place to avoid similar issues from arising in the future, when necessary.

In all cases, the Standards Advisory council reserves the right to refuse certification if the company is ultimately deemed not to uphold the spirit and integrity of the community.

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to a background check by B Lab staff. Background checks include a review of public records, news sources, and search engines for company names, brands, executives/founders, and other relevant topics.

Sensitive issues identified through background checks may or may not be within the scope of questions in the Disclosure Questionnaire, but undergo the same review process and are subject to the same possible review by the Standards Advisory Council, including ineligibility for B Corp Certification, required remediation, or disclosure.

This document contains a copy of the company's completed Disclosure Questionnaire and related disclosure documentation provided by the company



Disclosure Questionnaire

Industries and Products

	Yes	No
Please indicate if the company is involved in production or trade in any of the following. Select Yes for all options that apply.		
Animal Products or Services	☐	☒
Biodiversity Impacts	☐	☒
Chemicals	☒	☐
Disclosure Alcohol	☐	☒
Disclosure Firearms Weapons	☐	☒
Disclosure Mining	☐	☒
Disclosure Pornography	☐	☒
Disclosure Tobacco	☐	☒
Energy and Emissions Intensive Industries	☒	☐
Gambling	☐	☒
Genetically Modified Organisms	☐	☒
Illegal Products or Subject to Phase Out	☐	☒
Industries at Risk of Human Rights Violations	☒	☐
Monoculture Agriculture	☐	☒
Nuclear Power or Hazardous Materials	☐	☒
Payday, Short Term, or High Interest Lending	☐	☒
Water Intensive Industries	☒	☐
Tax Advisory Services	☐	☒

Outcomes & Penalties

	Yes	No
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.		
Anti-Competitive Behavior	☐	☒
Breaches of Confidential Information	☐	☒
Bribery, Fraud, or Corruption	☐	☒
Company has filed for bankruptcy	☐	☒
Consumer Protection	☐	☒
Financial Reporting, Taxes, Investments, or Loans	☐	☒
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)	☐	☒
Labor Issues	☐	☒
Large Scale Land Conversion, Acquisition, or Relocation	☐	☒
Litigation or Arbitration	☐	☒
On-Site Fatality	☐	☒
Penalties Assessed For Environmental Issues	☐	☒
Political Contributions or International Affairs	☐	☒
Recalls	☒	☐
Significant Layoffs	☐	☒
Violation of Indigenous Peoples Rights	☐	☒
Other	☐	☒



Practices

	Yes	No
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."		
Animal Testing	☐	☒
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	☐	☒
Company prohibits freedom of association/collective bargaining	☐	☒
Company workers are prisoners	☐	☒
Conduct Business in Conflict Zones	☐	☒
Confirmation of Right to Work	☐	☒
Does not transparently report corporate financials to government	☐	☒
Employs Individuals on Zero-Hour Contracts	☐	☒
Facilities located in sensitive ecosystems	☐	☒
ID Cards Withheld or Penalties for Resignation	☐	☒
No formal Registration Under Domestic Regulations	☐	☒
No signed employment contracts for all workers	☐	☒
Overtime For Hourly Workers Is Compulsory	☐	☒
Payslips not provided to show wage calculation and deductions	☐	☒

	Yes	No
Sale of Data	☐	☒
Tax Reduction Through Corporate Shells	☐	☒
Workers cannot leave site during non-working hours	☐	☒
Workers not Provided Clean Drinking Water or Toilets	☐	☒
Workers paid below minimum wage	☐	☒
Workers Under Bond	☐	☒
Other	☒	☐

Supply Chain Disclosures

	Yes	No
Please indicate if any of the following statements are true regarding your company's significant suppliers.		
Business in Conflict Zones	☐	☒
Child or Forced Labor	☐	☒
Negative Environmental Impact	☒	☐
Negative Social Impact	☐	☒
Other	☐	☒



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Chemical Intensive industry

Unilever ANZ is involved in the production/sale of products, or is part of an industry that can potentially be classified as chemical intensive, meaning that they are more likely to have significant impacts on the environment, such as pollution of air, land, and water, as well as potential human health risks to those exposed to harmful chemicals if the use and disposal of chemicals are not properly managed. Certified B Corps are required to make transparent their involvement in such activities or industries.



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Energy and Emissions Intensive industry

Unilever ANZ is involved in the production/sale of products, or is part of an industry that can potentially be classified as energy and emission-intensive, meaning that they are more likely to have significant impacts on the environment based on their carbon emissions associated with their operations and their contribution to climate change. Certified B Corps are required to make transparent their involvement in such activities or industries.



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Water Intensive industry

Unilever ANZ is involved in the production/sale of products, or is part of an industry that can potentially be classified as water intensive, meaning that they are more likely to have significant impacts on the environment, such as water stress or depletion of local water sources if water use is not appropriately managed. Certified B Corps are required to make transparent their involvement in such activities or industries.



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Recalls

Unilever ANZ reported conducting 1 mandatory/voluntary recalls in the past five years, representing 0.1% of the company's products for the same period. When a product is recalled, various stakeholders such as customers, suppliers, investors, commercial partners, and local communities may face negative impacts, including health and safety risks, financial losses, loss of trust, damage to credibility, and other inconveniences. Certified B Corps must make their recalls transparent under their B Corp Profile.



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Industries at Risk of Human Rights Violations

Unilever ANZ is involved in the Cocoa & Palm Oil Industry. This industry is reliant upon materials at high risk of human rights infringements, meaning that the company is responsible for ensuring they have enough practices and policies in place to prevent and mitigate negative impacts in their operations and value chain. Based on the size of the company, these impacts may be limited. Certified B Corps are required to make transparent their involvement in such industries.



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmental Risks in the Supply Chain

Issue Date	Ongoing
Topic	Company sources from high risk environmental commodities such as palm oil.
Summary of Issue	Unilever ANZ's legal entities are part of Unilever, one of the world's leading suppliers of Beauty & Wellbeing, Personal Care, Home Care, Foods and Ice Cream products. Unilever ANZ's certification includes one (1) B Impact assessment that entails the company's legal entities in Australia (manufacturing, corporate office, distribution center and owned Ben & Jerry Stores) and New Zealand (corporate office, distribution center and owned Ben & Jerry Stores). The company sources several commodities (palm oil, soy, cocoa, paper products) from various supply chains that have been called out by advocacy groups for their negative environmental impacts.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	The company has made environmental commitments related to their palm oil (1.4% of supplier expenditure), soy (0.1% of supplier expenditure), cocoa (5.9% of supplier expenditure), and paper and board (3.7% of supplier expenditure) supply chains.
Impact on Stakeholder(s)	Allegations from advocacy groups include deforestation, loss of natural habitats and green washing
Implemented Management Practices	The company has set out a range of ambitious sustainability targets in the areas of climate, plastics, nature and livelihoods. The nature targets include: •Implement regenerative agriculture practices on 1 million hectares of agricultural land by 2030; •Maintain no deforestation across primary deforestation-linked commodities; •Help protect and restore 1 million hectares of natural ecosystems by 2030; •95% volume of key crops verified as sustainably sourced by 2030. The Unilever Regenerative Agriculture Principles along with the

	Responsible Partner Policy aim to support farmers and suppliers as they establish practices like cover cropping and crop rotation, reducing tillage, biodiversity and using natural alternatives to synthetic fertilisers. The company also monitors supplier compliance using the No Deforestation, No Expansion on Peat and No Exploitation Implementation Reporting Framework (NDPEIRF) available at ndpe-irf.net. The company's People and Nature Policy also outlines certification standards such as how they work with suppliers and measure traceability. Unilever also works with third parties on projects to help regenerate nature. One example is the Palm Oil project in Malaysia with WWF - The WWF Sabah Landscapes programme supports the Roundtable on Sustainable Palm Oil (RSPO) certification of 60,000 hectares of oil palm plantations which helps protect the land from further clearing.
Report	Report
Related Incidents (Yes/No)	No.



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Other

Issue Date	2020-2025
Topic	Negative news related to incidents due to product misuse.
Summary of Issue	Unilever ANZ's legal entities are part of Unilever, one of the world's leading suppliers of Beauty & Wellbeing, Personal Care, Home Care, Foods and Ice Cream products. Unilever ANZ's certification includes one (1) B Impact assessment that entails the company's legal entities in Australia (manufacturing, corporate office, distribution center and owned Ben & Jerry Stores) and New Zealand (corporate office, distribution center and owned Ben & Jerry Stores). In the last five years, the company had two (2) incidents reported in the media related to unintended product use. Incident 1 (2021) - A teenage girl was hospitalised and suffered permanent brain damage after intentionally inhaling the aerosol gas contained in Rexona deodorants. The majority of aerosol products use hydrocarbons as the propellant. Known as volatile substance misuse (VSM) or chroming, the act involves deliberate inhalation of household products such as gases, aerosols, nitrous oxide, petrol, glue, solvents and other volatile substances. Incident 2 (2025)- A toddler had a severe eye injury after accidentally ingesting and putting Omo washing pods in contact with the eyes.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	Two individuals who suffered permanent physical injury due to the misuse of the company's products.
Impact on Stakeholder(s)	These individuals suffered physical harm with long-lasting impact on their lives, including families and communities.
Implemented Management Practices	Incident 1 Unilever is committed to raising awareness about the risks of VSM and reducing the impact of this issue on individuals and their families. More information on this work can be found on the company's website.

	Incident 2 Safety is always number one priority at Unilever, and the company's laundry capsules carry child impeding closures as well as prominent on-pack safety warnings in line with industry guidelines, including the The “Keep caps from kids” logo. More information on the risks associated with liquid laundry pods can be found in here. Moreover, as a result of the mother’s victim feedback, the company is working with Accord - the trade association for hygiene, personal care & specialty products industry to update the Industry Guidance for Labelling and Packaging of Liquid Laundry Capsules.
Report	- Incident 1 - Incident 2