

Unilever plc (Unilever)

TICKER
ULVR

MARKET CAPITALISATION
US\$113.8 billion

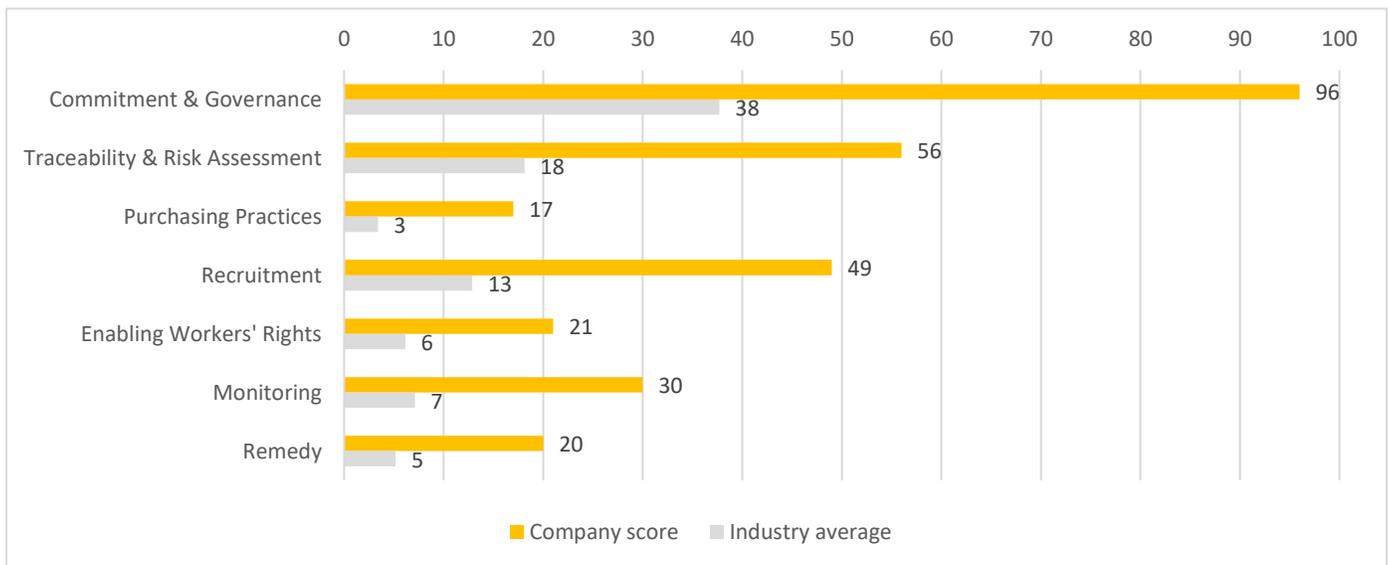
HEADQUARTERS
United Kingdom

DISCLOSURES
UK Modern Slavery Act: [Yes](#)
California Transparency in Supply Chains Act: [Yes](#)
Australia Modern Slavery Act: [Yes](#)
OVERALL RANKING

3 out of 45

 2023 Rank: [5 out of 60](#)
OVERALL SCORE

47 out of 100

THEME-LEVEL SCORES

KEY DATA POINTS
FIRST-TIER SUPPLIER LIST

Yes (Names only, not addresses)

RISK ASSESSMENT

Yes

ENGAGED WITH KNOWTHECHAIN¹

Yes

NO-FEE POLICY

Yes (Employer Pays Principle)

REMEDY FOR SUPPLY CHAIN WORKERS

Yes (Limited)

HIGH-RISK COMMODITIES²

Soy beans, coffee, palm oil, rice and others

SUMMARY

Unilever, plc (Unilever), one of the largest consumer goods companies globally, ranks 3 out of 45 companies.³ Compared to 2023, the company improved its score by 5 points. This is because the company disclosed stronger detail under the themes of Commitment and Governance, Recruitment, Enabling Workers' Rights and Remedy, as well as disclosing limited information on the company's Purchasing Practices for the first time. The company scores above average across all themes and, notably, is the highest scoring company under Commitment and Governance, and second highest scoring company under Traceability and Risk Assessment and Recruitment. In particular, the company displayed leading practice on disclosure related to its human rights risk assessment process (see below).

KnowTheChain identified two allegations of forced labour in the company's supply chains. However, the company neither discloses engagement with affected stakeholders, nor remedy outcomes for workers. The company is encouraged to improve its performance and disclosure on the themes of Purchasing Practices and Remedy.

LEADING PRACTICES

Human rights risk assessment: Unilever disclosed a strong level of detail on how it conducts such assessments, disclosure of specific forced labour risks it identified through the process, and engagement with stakeholders to address identified risks. As regards assessment process, Unilever states it takes a "multidimensional approach" to identifying potential and actual forced labour impacts, disclosing using sources including from external risk assessors, its own teams, business partner assessments, grievances raised and direct engagement with workers, civil society, trade unions and industry experts. It also discloses conducting human rights risk assessment on specific supply chains and geographies, including manufacturing in India and Indonesia, for example. It discloses engaging with stakeholders in relation to addressing systemic risks uncovered and that where those risks were located in specific countries, commodities and at multiple supply chain tiers, including below first tier.

Supplier capacity-building: Unilever was one of two companies that disclosed participating in a specialist supplier capability programme in collaboration with AIM-Progress and administered by NGO Embode: the Ganapati Responsible Recruitment Project. As part of the project, two **Unilever** suppliers in Malaysia and Thailand participated in capacity-building projects led by Embode. These focused on responsible recruitment, hiring management systems and grievance mechanisms. Suppliers were supported to design action plans addressing non-compliances; for Unilever suppliers this addressed areas such as a lack of formal commitment to the Employer Pays Principle, uncertainty regarding fees paid by workers, job ads which did not specify no fee-payment, workers not having contracts in their primary language, and a lack of clarity on buyer and supplier roles in remediation.

Engagement with global trade unions: Unilever was one of only two companies to score under this indicator, holding a Memorandum of Understanding with the IUF and IndustriAll Global Union, which recognises the unions as "internationally representative bodies of unionized workers within its worldwide operations". The commitment is explicitly extended to the company's suppliers and their subcontractors, but it is unclear how much of its supply chain is in scope.

OPPORTUNITIES FOR IMPROVEMENT

Traceability and Risk Assessment: The company is encouraged to demonstrate a strong understanding of its supply chains by disclosing data on its supply chain workforce, such as the percentage of women and migrant workers and the percentage of workers being paid a living wage.

Purchasing Practices: To address forced labour risks in its supply chains, the company is encouraged to adopt purchasing practices that decrease the risk of forced labour, such as improving planning and forecasting and prompt payment, and disclose quantitative data evidencing the implementation of responsible purchasing practices. While the company discloses income growth programmes to support people growing palm, coconut, tea, cocoa and vanilla, the company is further encouraged to take steps to ensure that pricing includes the full cost of production, including a living wage/income, and may consider ring-fencing labour costs such that they are not impacted during pricing negotiations. The company should consider integrating [responsible buying practices in its contracts](#) with suppliers, to ensure that the responsibility for respecting human rights is shared.

Recruitment: To avoid the exploitation of migrant workers in its supply chains, the company is encouraged to disclose information on the recruitment agencies used by its suppliers.

Enabling Workers' Rights: To support collective worker empowerment, the company is encouraged to work with local or global trade unions to support freedom of association in its supply chains. Further, the company is encouraged to disclose examples, covering different supply chain contexts, of how it improved freedom of association and/or collective bargaining for its suppliers' workers. The company is also encouraged to disclose the percentage of suppliers' workers covered by collective bargaining agreements. To guarantee protections for supply chain workers on freedom of association and collective bargaining, the company may consider entering into a global framework agreement or enforceable supply chain labour rights agreements with trade unions or worker organisations.

¹ Research conducted through April - September 2025, where companies provided additional disclosure or links. For more information, see the full dataset [here](#). For information on a company's positive and negative human rights impact, see the Business and Human Rights Centre [website](#).

² For further details on high-risk raw materials and sourcing countries, see KnowTheChain's 2026 food and beverage benchmark [findings report](#).

³ The number of companies assessed in the ranking has decreased from 60 in 2022 to 45 in 2026.