Corporate Governance Statement

For the year ended 31 December 2019, under The Companies (Miscellaneous Reporting) Regulations 2018, the Company has not applied any Corporate Governance Code. Although no specific Corporate Governance Code has been adopted by our Company, it is believed that the policies of the Unilever Group adopted by the Company ensures strong Corporate Governance.

Although no Corporate Governance Code has been adopted by the Company, the titles from the Wates Principles have been used in the Corporate Governance Statement to ensure that the Company is following the same corporate governance themes of all companies that adopt the Wates Principles.

Purpose and leadership

The Company was incorporated in 1937, the Company manufactures and sells consumer goods. We make some of the world’s best-known brands – all of which are on a journey to reducing their environmental footprint and increasing their positive social impact, as part of the Unilever Sustainable Living Plan. Therefore, the Sustainable Living Plan is at the heart of the Company’s purpose.

The Company has adopted the Unilever Groups purpose and in turn our shareholders vision to grow our business, whilst decoupling our environmental footprint from our growth and increasing our positive social impact delivered through the Sustainable Living Plan. Our purpose is to deliver long-term growth and sustainable value creation.

The board of the Company allow through internal communications and cascades the dialogue of our shareholders purpose to the employees of the Company. The board promotes regular engagement with employees, through the board holding in-depth gatherings with employees, in order for employees to hear the strategy of the Company. Furthermore, there are monthly updates to employees providing short financial and brand performance updates for their information.

Board composition

The Chairman of the Company reports to the Chief Operating Office of the Unilever Group. The board composition is made up of directors who specialise in the core areas of business, this includes Marketing, Human Resources, Finance, Customer Development, Food Solutions and Supply Chain. The directors have an extensive knowledge of their respective fields and bring a wealth of background and expertise with regards to their respective fields.

The board discuss geography subjects with other operating UK Unilever boards which creates a constructive discussion in relation to the subjects which are brought to these meetings. This facilitates and helps effective decision making due to different viewpoints being discussed.

Directors Responsibilities

There are clear lines of accountability and responsibility when there is a decision made by the Company. All decisions are made in line with the Unilever Group internal authorities. The directors also consider their directors’ duties; details of the stakeholder engagement under section 172 of the Companies Act can be found on page 1 of the Unilever UK Limited’s accounts.

The board has subdelegated corporate governance to a sub-committee, called the Governance Forum, made up of the board and other directors of Unilever UK subsidiaries. There are quarterly meetings of the Governance Forum, with regard to issues and processes to ensure governance processes, this ensures that the governance remains fit for purpose by regularly challenging the status quo. The Governance Forum adheres to Terms of Reference which have been approved by the board of the Company.

Opportunity and risk?

The Company has an embedded risk management approach with clear roles, responsibilities and authorities to ensure that all opportunities are robustly reviewed and to ensure there are no gaps. Through this approach the Company ensures that it is prepared for any risks that it might face in the short, medium and long term.
This help ensure that there is good corporate governance within the Company. Unilever’s Code of Business Principles ensures that the Company’s principles are followed by the employees of the Company.

**Remuneration**
The Company follows the remuneration policy of the Unilever Group. Director and employee remuneration is based on clear structures and policies which are available for all employees to see.

**Stakeholder relationships and engagement**
With every decision that the Company makes, the directors acknowledge their duties under section 172 of the Companies Act, and give consideration to the stakeholders of the Company. These stakeholder engagements can be seen on page 1 of the Unilever UK Limited’s accounts.