

CORPORATE GOVERNANCE STATEMENT

For the year ended 31 December 2024, under The Companies (Miscellaneous Reporting) Regulations 2018, the Company has not applied any Corporate Governance Code. Although the Wates Principles have not been adopted by the Company, it is believed that the policies of the Unilever Group adopted by the Company ensures strong Corporate Governance.

Additionally, 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 and manufactures and sells consumer goods. The Company has adopted the Unilever Group's Growth Action Plan 2030 and sustainability priorities, with a view to transforming Unilever into a higher-growth, higher-margin business that will deliver consistently for all stakeholders.

The Company makes some of the world's best-known brands and is working hard to reduce their environmental footprint and increase their positive social impact. The Growth Action Plan set out in October 2023 identifies four key sustainability priorities, with targets attached to each one, which are clearly set out on [Unilever.com/sustainability](https://unilever.com/sustainability). These are climate, plastic, nature and livelihoods.

The board promotes regular engagement with employees, through holding town halls with employees, for employees to hear the strategy of the Company and to give employees the opportunity to ask questions of their senior leaders. The Company operates a hybrid working policy whereby office-based employees are able manage their time between the office and home to enable the optimum balance between safety, collaboration, and efficiency.

The company continues to focus on building an inclusive culture where everyone working at Unilever, without exception, feels able to be themselves at work. We want all our employees to thrive every day irrespective of ethnicity, ability, sexual orientation, or gender. In the UK, we have introduced a number of policies which support the diverse needs of employees working in our business, and there are also a number of employee networks in place to drive understanding, collaboration and inclusion, not only in the areas mentioned above, but also for example, for employees who are parents or carers.

The Company is focused on ensuring that disabled employees have a safe and accessible working environment, and that disabled candidates are encouraged to apply for roles at Unilever, ensuring that any access needs are accommodated. Unilever UK is a Disability Confident employer.

Board of Directors composition

During the year, the Board of Directors comprised of specialists in the core areas of business, including Marketing, Human Resources, Finance, Customer Development, Customer Operations, Communications 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 of Directors discuss geography-wide 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 Unilever UK Ltd Annual report and Financial Statements.

The Board of Directors has subdelegated corporate governance to a sub-committee, called the Governance Leadership Team, made up of the Board of Directors and other Directors of Unilever UK subsidiaries. There are quarterly meetings of the Governance Leadership Team to review issues and processes to ensure that the governance remains fit for purpose by regularly challenging the status quo. The Governance Leadership Team adheres to terms of reference which have been approved by the Board of Directors 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 provides confidence that there is good corporate governance within the Company. Unilever's Code of Business Principles ensures that the Company's principles are followed by all 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.