

Unilever UK Pension Fund

Hermes EOS

Engagement by region

Over the last quarter we engaged with **28** companies held in the Unilever UK Pension Fund portfolios on a range of **72** environmental, social and governance issues and objectives.

Global

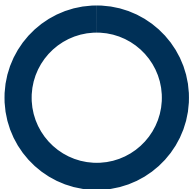
We engaged with **28** companies over the last quarter.



- Environmental **15.3%**
- Social and Ethical **33.3%**
- Governance **27.8%**
- Strategy, Risk and Communication **23.6%**

Australia & New Zealand

We engaged with **one** company over the last quarter.



- Environmental **100.0%**

Emerging & Developing Markets

We engaged with **four** companies over the last quarter.



- Environmental **14.3%**
- Social and Ethical **21.4%**
- Governance **28.6%**
- Strategy, Risk and Communication **35.7%**

Europe

We engaged with **eight** companies over the last quarter.



- Environmental **10.0%**
- Social and Ethical **65.0%**
- Governance **15.0%**
- Strategy, Risk and Communication **10.0%**

North America

We engaged with **four** companies over the last quarter.



- Environmental **12.5%**
- Social and Ethical **50.0%**
- Governance **25.0%**
- Strategy, Risk and Communication **12.5%**

United Kingdom

We engaged with **nine** companies over the last quarter.



- Environmental **25.0%**
- Social and Ethical **10.0%**
- Governance **40.0%**
- Strategy, Risk and Communication **25.0%**

Developed Asia

We engaged with **two** companies over the last quarter.



- Social and Ethical **22.2%**
- Governance **33.3%**
- Strategy, Risk and Communication **44.4%**

Engagement by theme

Over the last quarter we engaged with **28** companies held in the Unilever UK Pension Fund portfolios on a range of **72** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **15.3%** of our engagements over the last quarter.



- Climate Change **63.6%**
- Pollution and Waste Management **9.1%**
- Water **27.3%**

Social and Ethical

Social and Ethical topics featured in **33.3%** of our engagements over the last quarter.



- Bribery and Corruption **8.3%**
- Conduct and Culture **25.0%**
- Diversity **4.2%**
- Human Capital Management **4.2%**
- Human Rights **37.5%**
- Labour Rights **4.2%**
- Supply Chain Management **12.5%**
- Tax **4.2%**

Governance

Governance topics featured in **27.8%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **30.0%**
- Board Independence **10.0%**
- Executive Remuneration **25.0%**
- Shareholder Protection and Rights **15.0%**
- Succession Planning **20.0%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **23.6%** of our engagements over the last quarter.



- Business Strategy **35.3%**
- Integrated Reporting and Other Disclosure **35.3%**
- Risk Management **29.4%**