



Unilever European Works Council

UEWC

Changes in the global Enterprise & Technology Division February 2016 “Tulip” project

UEWC statement

In February 2016 Unilever announced its intention to centralise the Enterprise & Technology Solutions roles and the Group Chief Accountant’s Department, currently in NL in global and regional hubs.

Planned steps:

- Significant project, which will run throughout 2016, 2017 and for GCAD partly in 2018.
- Centralisation of the global Enterprise & Technology Solutions roles and the Group Chief Accountant’s Department, currently in NL in global and regional hubs.
- Affects the Finance division and the employees from IT transactional in Rotterdam
- Jobs are to be relocated to UK, Bangalore, Katowice and Mexico and Manila.

Reasons according to the Management:

- Unilever hopes for cost savings, synergies and growth possibilities
- Competitors are taking a global centralisation approach for services and have made more progress
- Unilever wants to be ‘where the business is growing’

Impacts on the employees in Europe: 205 jobs are affected

In detail:

- The 125 Unilever roles in the Supply Chain Finance Services will go to the existing regional Service Hubs in Katowice and Mexico, and to external suppliers in Asia (40 from the 125)
- 50 Unilever roles in ETS Other Service Lines will leave NL (deBrug/deKade & Vlaardingen), 49 are to go to the global Hubs in Bangalore and Manila, and 1 role will no longer exist
- 30 roles in the Group Chief Accountant’s Department (GCAD) NL will leave NL, from those, 29 will go to the global Hub in Bangalore and 1 role to Schaffhausen

35 roles remain, to provide local support and services

- 25 roles in Supply Chain Finance Services and 10 roles at ETS Other Service Lines

UEWC position:

Based on the information from the European Management in the ECC meeting in February 2016, the UEWC has occupied itself intensively with the planned changes.

The first thing that is apparent, is that this is yet another centralisation. This is also connected to a relocation outside Europe in low-wage countries, to places where growth is currently taking place. Especially in Finance, a large proportion of the work can be carried out digitally and the affected GCAD had evidently no quality problems. The UEWC thinks that the risks of this centralisation are highly underrated. This decision is objectively incomprehensible. The suspicion arises that it is purely about quick cost savings.

The UEWC does not consider this to be sustainable economising and is not compatible with the USLP. The affected employees were and are still loyal above and beyond what is normal. The UEWC demands, therefore, that Unilever revokes this decision.

Should Unilever not follow this call, the UEWC expects that Unilever makes an announcement to the employees in Europe explaining that a real solution will be found for each employee / e.g. over an extended period of time.

Unilever Europabetriebsrat UEWC

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Unilever Deutschland GmbH: Pflichtangaben gemäß § 35a GmbHG/ § 125a HGB können über folgenden Link abgerufen werden:
<http://www.unilever.de/pflichtangaben.asp>

Regarding the treatment of those affected, the UEWC expects the European brochure on socially responsible restructuring will be applied fully.

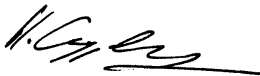
This means in detail:

- Avoiding redundancies
- Unilever has to do everything in its power to offer all affected employees a new equivalent position within Unilever in their country
- Training has to be provided
- Only in the case when all the above-mentioned steps do not cover all employees, should other options be considered (early retirement models, severance payments)
- This would have to be agreed with the local employee representatives in a relevant social plan

This statement is compiled on the basis of the European agreement with Unilever and does not replace the local consultation procedure or the local labour law in each country and site.

Once Management has issued an answer to this statement, the European consultations are completed. The consultation will continue on a national/local level. The European Management and the UEWC agree that this process will be reviewed and accompanied regularly by the ECC. This can take place in the ECC meetings or via written information to the chairman.

Essen, June 2016



Hermann Soggeberg
UEWC Chairman