

# Our ED&I Journey

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General Manager Unilever Japan

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# Unilever Global - EDI Journey so far

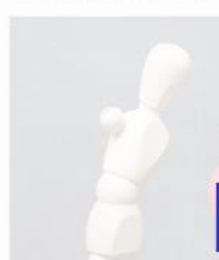


**Diversity & Inclusion is more important than ever**

COVID-19 puts people with disabilities 'at risk'

Genome Hubland Caley  
Jakarta

Source: The Observer 27/03/2020 - 2020-03



The New York Times

Wisconsin Rules After Police Shooting  
Sgt. Robert Portillo, 40, was shot and killed by a police officer in Kenosha, Wis. on Aug. 23. The shooting has led to widespread protests and calls for police reform.

setting off condemnations from Wisconsin's governor, Tony Evers, the Democrats' presidential nominee.

One of Britain's largest institutions has warned FTSE 100 companies to vote against them if they do not appoint an ethnic (BAME) director by 2022.

Black Lives Matter

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'Black and treated as such': France protests expose myth of colour-blind

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'White privileged sport': Australian cricket confronts race issues

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Bloomberg

Pope Backs Civil Unions, Says LGBTQ Have 'Right to a Family'

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Separate and unequal: Pay gap affects women, minorities, families

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# This work must benefit everyone

## Values



**All individuals** are treated equitably & respectfully, celebrating their human uniqueness

## Growth Culture



Our Success is powered by the **Diverse Opinions, Skill Sets & Life Experience** of our Employees

## Social Impact



Utilize our considerable influence, scale and presence to be **a force for positive change and equity in society**

# OUR **LGBTQI+** VISION

We will be a **BEACON** of inclusion for the LGBTQI+ community and allies, amplifying their voice in society and at Unilever, to enable them to be their true, authentic selves



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# THE 7 Pillars of our LGBTQI+ Strategy



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# Determine priorities and build the plan

## Globally Aligned

Strategic Identity Pillars



**Gender**



**People with Disabilities**



**LGBTQI+**



**Race & Ethnicity**

## Japan EDI Initiative

Colorful is Powerful

Across Pillar



Engagement/Recognition:  
**Celebrate U**

Market Specific Pillar

LGBTQI+



Diffability



Gender



# Japan Initiatives

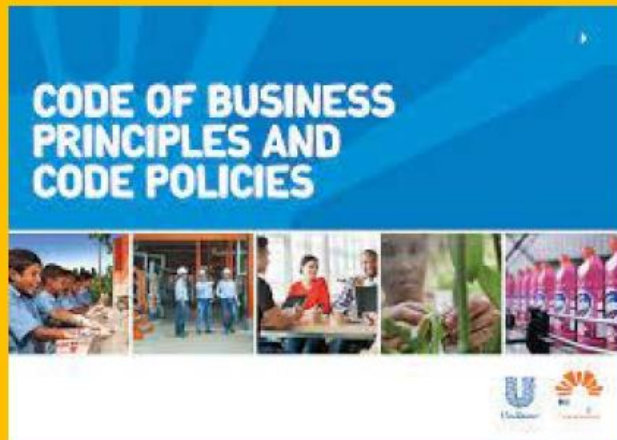
## WORKFORCE



## MARKETPLACE



## WORKPLACE



## COMMUNITY





Thank you,  
and be **pro**  **d**  
Unilever

