

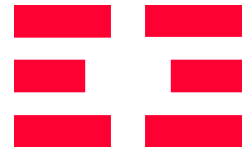


Unilever

Locations: United Kingdom (HQ)

Industries: Household and Personal Products

RISK LEVEL:



High Risk

View this company on 1792 Exchange: <https://1792exchange.com/company/unilever/>

DESCRIPTION:

Note: Unilever is the parent company of over 400 brands. This rating refers to Unilever's policies, practices, and funding. When one of its brands drastically differs from the company in any of these areas, particularly if the brand has a distinct corporate governance policy, we give that brand a separate rating.

Unilever is High Risk. The company yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Unilever embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach fails to safeguard free exercise, free speech, and free enterprise.

Corporate Weaponization

Has canceled customers, suppliers, or vendors due to their political views or religious beliefs OR High Risk corporately boycotts, divests, or sanctions regions, people groups, or industries.

A former Unilever employee is suing the company for a firing that took place after he took time off for Rosh Hashanah (1). Although Ben & Jerry's (separately rated Unilever brand) consistently acts distinctly from its parent company, it is notable that Unilever is named alongside the brand as a co-defendant in a lawsuit from the manufacturer of Ben & Jerry's Ice Cream in Israel due to its regional distribution ban, which is illegal under Israeli law (2). Because of Ben & Jerry's boycott of Israel, Unilever was found guilty of violating the anti-BDS laws of several U.S. states (3). Unilever was a member of the Global Alliance for Responsible Media, which demonetized and suppressed content that it deemed to spread "hate speech" or "misinformation", discuss "debated social issues in a negative or partisan context", or "vilify" individuals based on sexual orientation and gender identity. These arbitrary guidelines were used to censor mainstream perspectives online (4)(5)(6). Unilever received a score of 100 on the 2026 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (7)(8)(9). Unilever received a score of 100 on the 2025 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (10)(11). The company integrates ESG into its business practices. From its Responsible Sourcing Policy: "Sustainability practices are embedded across the supplier's operations and activities which aim to (i) reduce the generation of waste and achieve zero landfill; (ii) reduce greenhouse gas emissions and achieve carbon neutral solutions; (iii) reduce the consumption of water; (v) protect and enhance nature and biodiversity; and (vi) halt deforestation" (12). The company promotes divisive sex and gender policies. Its Responsible Sourcing Policy requires international vendors to include sexual orientation and gender identity in their nondiscrimination policy (13).

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. High Risk

Unilever's HRC 2026 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2)(3). Unilever's HRC 2025 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (4)(5). However, the company does not appear to discriminate against charitable organizations based on views or beliefs (6)(7).

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. High Risk

Unilever's HRC 2026 CEI rating indicates the company forces employees to attend at least one, controversial training on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2)(3). Unilever's HRC 2025 CEI rating indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (4)(5). Unilever's former CEO, Alan Jope, signed Catalyst's Champions for Change pledge, indicating its support of DEI in its leadership composition through the establishment of gender and racial targets (6)(7). In May 2023 America First Legal filed a letter with the EEOC requesting a civil rights investigation into Unilever over discriminatory practices in hiring (8)(9). However, the company protects its employees against viewpoint discrimination (10).

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. High Risk

Unilever's HRC 2026 CEI rating indicates the company potentially agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy. By doing so, the company risks dividing employees, alienating customers and harming shareholders (1)(2)(3). Unilever's HRC 2025 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy. By doing so, the company risks dividing employees, alienating customers and harming shareholders (4)(5). Unilever signed an open letter endorsing the Equality Act, a contentious proposal to amend the 1964 Civil Rights Act by adding sexual orientation and so-called gender identity as protected categories. The legislation would, among other implications, grant biological men access to women-only spaces such as sports teams and public restrooms, and compel healthcare providers to deliver sex-denying healthcare (6). Unilever signed an open letter denouncing legislation deemed "Anti-LGBTQ" by the HRC, such as laws that protect girls' sports and ban discussions on gender identity in public elementary schools (7). The company has also taken public stances on legislation impacting voting methods, denouncing specific bills state-by-state and advocating for expanding mail-in voting (8)(9)(10)(11). Unilever also publicly opposed Georgia's Religious Freedom Restoration Act (religious freedom) in 2016 (12). Unilever CEO Alan Jope committed to its agenda, saying "anti-woke backlash is incredibly dangerous for the world" and vowed that Unilever "will not back down on this agenda" (13). The company opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces (14). Unilever opposed legislation in Iowa intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces (15). The company opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade (16). Unilever is a member of the "Don't Ban Equality" business coalition, which advocates against any abortion restrictions because they are "bad for business" (17). The company's President, Fabian Garcia, denounced various states' legislative efforts to protect election integrity and security (18). Dollar Shave Club General Counsel, Allison Buchner, co-signed a letter to law firms demanding an improvement in diversity in order to retain business with the company (19). Despite growing backlash over ESG, Unilever set new Scope 3 climate goals, alleging they are "in line with the company's financial

objectives" (20). Unilever's CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (21)(22). Unilever was a contributing member of GARM's Action Guide to Reduce Media Greenhouse Gas Emissions and The Global Media Sustainability Framework which provides an action plan for media companies to transition to net zero greenhouse gas emissions (23)(24). The company scored a 100 out of 100 on the 2023-2024 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group (25)(26).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. High Risk

Unilever provides a benefits package for employees that covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children (1)(2)(3). Unilever's HRC 2026 CEI rating indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits, lab monitoring, and mental health benefits. The company also covers at least five of the following services: reconstructive hair removal, cosmetic hair removal, tracheal shave or reduction, facial surgeries, voice modification surgery, voice modification therapy, lipoplasty or filling for body masculinization or feminization, and travel and lodging expenses. Additionally, the company has potentially pledged philanthropic support of at least one organization or event that promotes sex and gender ideology. By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (4)(5)(6)(7). Unilever's HRC 2025 CEI rating indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology. By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (8)(9). Unilever has donated to Planned Parenthood (10). The company was a member of the Global Alliance for Responsible Media (11)(12)(13). Unilever is corporate partner of the National LGBT Chamber of Commerce (14). In response to the death of George Floyd, Unilever and its brands pledged \$7 million to "organizations and activists working for social justice and racial equality." It is unclear which organizations received support from Unilever (15). Otherwise, there are no publicly known cases of the company using corporate funds to advance ideological causes, organizations, or policies (16).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes. High Risk

Unilever's HRC 2025 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives. By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders (1)(2). The company does not operate a PAC at this time (3)(4). In 2020, the company lobbied for George Floyd Justice in Policing Act of 2020 (5). In 2021, the company lobbied for George Floyd Justice in Policing Act of 2021 (6). In 2021, 2022, the company lobbied for Equality Act (7)(8).

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