ÇALIŞMA HAYATINDA
SOSYAL DİYALOĞUN GELİŞTİRILMESİ PROJESİ

IMPROVING SOCIAL DIALOGUE
IN WORKING LIFE

“BİRLİKTE VARIZ”

Eray Karaduman
Unilever HR Director
Every day, **2.5 billion** people use Unilever products to feel good, look good and get more out of life.
UNILEVER IS A GLOBAL COMPANY

EUROPE
- €12.9 BILLION TURNOVER
- 24% OF GROUP TURNOVER

THE AMERICAS
- €17.5 BILLION TURNOVER
- 33% OF GROUP TURNOVER

ASIA/AMET/RUB
- €23.3 BILLION TURNOVER
- 43% OF GROUP TURNOVER

2017 TURNOVER = €53.7 BN
WE MAKE MANY OF THE WORLD’S FAVOURITE BRANDS
MAKE SUSTAINABLE LIVING COMMONPLACE
A NEW WAY OF DOING BUSINESS

EQUAL OPPORTUNITY & SUSTAINABLE LIVELIHOODS

SUSTAINABLY SOURCED RAW MATERIALS

THE PLANET PROTECTED FOR FUTURE GENERATIONS

ACCESS TO WATER SANITATION & HYGIENE FOR ALL
HOW SUSTAINABILITY DRIVES BUSINESS SUCCESS

56% of agricultural raw materials sourced sustainably by 2017

MORE GROWTH

46% increase in brands with purpose
Brands grew 46% faster and delivered 70% of our growth

LESS RISK

LOWER COSTS

FMCG Graduate Employer of Choice in 44 of the 60 countries we recruit from

GRADUATE EMPLOYER OF CHOICE

F490m avoided costs through energy-use reduction in our factories since 2008
A BRIGHTER FUTURE
A BETTER BUSINESS

OUR VISION
TO GROW OUR BUSINESS,
WHilst DECOUPLING OUR
ENVIRONMENTAL FOOTPRINT
FROM OUR GROWTH AND
INCREASING OUR
POSITIVE SOCIAL IMPACT
THREE BIG GOALS

UNILEVER SUSTAINABLE LIVING PLAN

IMPROVING HEALTH AND WELL-BEING FOR MORE THAN 1 BILLION
- HEALTH AND HYGIENE
- NUTRITION

REDUCING ENVIRONMENTAL IMPACT BY 1/2
- GREENHOUSE GASES
- WATER
- WASTE

ENHANCING LIVELIHOODS FOR MILLIONS
- FAIRNESS IN THE WORKPLACE
- OPPORTUNITIES FOR WOMEN
- INCLUSIVE BUSINESS

This project is co-financed by the European Union and the Republic of Turkey.
UNILEVER TURKEY
A RESILIENCE STORY
FOR MORE THAN 100 YEARS
UNILEVER TURKEY

8 FACTORIES IN TURKEY

OVER 5,000 EMPLOYEES

UNILEVER PRODUCTS IN 9 OUT OF 10 HOUSEHOLDS

30 BRANDS
CREATING VALUE FOR TURKISH ECONOMY

USD 150 MILLION EXPORT TO 32 COUNTRIES

WE EXPORTED MORE THAN 100 TURKISH TALENT

€500 MILLION INVESTMENT (2012-2017)

* last 5 years
THE MOST ADIMRED COMPANY IN FMCG

MOST ADIMRED FMCG
Company of Turkey

Turkey’s #1 HC Company

Most Admired
EMPLOYER BRAND
Company in FMCG

Turkey’s
#1 ENVIRONMENTALIST Company

Most Admired EMPLOYER BRAND Company in FMCG
Unilever Turkey: Sustainable Business Strategy

Empower 1 Million Women by 2022

Empower 1 Million Youth by 2022

Purpose Driven Brands
# Growing with Sustainable Living Brands

**9,000 Farmers**  -  **3 Million Students**

**50,000 Young People**  -  **Over 23,000 Chefs**

**36,000 Farmers**  -  **Over 40 Youngsters**

Unilever partners with various brands such as Knorr, Domestos, Dove, Lipton, and Algida to support sustainable living initiatives.

Bu proje Avrupa Birliği ve Türkiye Cumhuriyeti tarafından finanse edilmektedir. This project is co-financed by the European Union and the Republic of Turkey.
EMPLOYEE RELATIONS

Ten Principles of the United Nations Global Compact

1. Human Rights
   - Businesses should support and respect the protection of internationally proclaimed human rights
   - Make sure that they are not complicit in human rights abuses

2. Labour
   - Businesses should support and respect the protection of internationally proclaimed human rights
   - The elimination of all forms of forced and compulsory labour
   - The effective abolition of child labour
   - The elimination of discrimination in respect of employment and occupation

3. Environment
   - Businesses should support a precautionary approach to environmental challenges
   - Undertake initiatives to promote greater environmental responsibility
   - Encourage the development and diffusion of environmentally friendly technologies

4. Anti-Corruption
   - Businesses should work against corruption in all its forms, including extortion and bribery.
SUSTAINABLE EMPLOYMENT

Our commitment to respecting Human Rights across our business.

Responsible Sourcing Policy is to reinforce a sustainable and successful future with our suppliers.

Our principles on fair and equal treatment.
Fundamentals Rights at Work;
- Freedom of association and the right to collective bargaining
- The elimination of forced and compulsory labor
- The elimination of discrimination in the workplace
- The abolition of child labor

Embedding Human Rights: A Focus on Salient Issues
- Freedom of Association and Collective Bargaining
- Prohibition of Forced Labor
- No Discrimination
- Working Hours and Fair Wages
- Fighting with Harassment
- Safe and Healthy Workplace
- Land Rights

10 Golden Standards for Sustainable Employment of Temp Employees
- Master Labor Plan
- Service Providers/Contractor Compliance
- Comparable Terms and Conditions
- Working and Living Conditions
- Freedom of Association
- Reasonable Working Hours
- Grievance mechanisms
- Local Legal Compliance and UL Requirements
- Capability Building
- Equal Opportunities and Ensuring Gender Equality
Over 80% of Unilever’s sites are unionized. A partnership agenda – as illustrated in the adjacent ER Strategy Grid – is the key enabler for success.
DIALOGUE

Quarterly «Let's Get Together» led by factory director and HRBPs both for blue and White collar employees.

DEVELOPMENT

Continuous development opportunities provided both for white and blue collar employees both on techinal and soft skills.
FUN & FAMILY
Ensure there is opportunity for fun and leisure in the factories. Create «family occasions» especially for blue collar employees where they can show their working environment and share the pride with their families.

WELLBEING
Ensure all factory employees are provided with the wellbeing opportunities available in UL. For Blue Collar employees, seek and utilize low cost/big impact opportunities for health checks.
BEST PRACTICE TURKEY FACTORIES IN TERMS OF FEMALE BC EMPLOYEES

KONYA IC

- 60%
- 40%
- 20%
- 0%

BC: 40%
WC: 25%

ÇORLU IC

- 60%
- 40%
- 20%
- 0%

BC: 34%
WC: 32%

Leveraged specific channels to recruit women
Employed women in all positions (i.e. electric technician)
Created women friendly workplace (breastfeeding rooms & shuttles to homes for night shift)
Stay interviews with female BCs
«A Holistic Approach» to DIVERSITY & INCLUSION in TURKEY

- Build a «gender balanced» organization
- Form platforms to role model in SC female senior management
- Mentoring & Sponsorship from Female SC Leaders

Disability
Where Thinking Happens Without Boundries

Cultural Diversity
«Syrian refugees employment»

Nourish A Democratized, Transparent & Inclusive Culture
Favorable Working Environment e.g. breast feeding rooms in factories

Unlock People With Purpose:
Build culture of ‘One Voice’ through workshops C4G Mindset via SC community

Inclusion Round tables with Nhal Temur

YOU ARE INVITED:
SC DIVERSITY & INCLUSION ROUND TABLES
THANK YOU
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