



Unilever

# Unilever European Works Council UEWC

## UEWC declaration of solidarity

### On the plans to change the procedures for granting benefits – pensions Impact on the UK Unilever pensions

Since May 2011 Unilever is pursuing a new global pension policy. This policy is based on the concentration on the defined contribution system. Unilever does not allow any defined benefit system for future employment anymore. This global decision is affecting various European countries. Despite that fact, Unilever was not willing to consult the UEWC in an appropriate way to discuss the global policy and its tremendous impact.

Anyway the UEWC has made following demands:

- An employee representatives has to be part of the global pensions committee
- Since it concerns the money and the future of our employees, the workers' reps input must be take into account more
- A minimum guarantees at the end of working life in proportion to the salary
- The Pensioner himself bears as little risk as possible

In the UK, the company pensions are playing a very special and most significant role because the state pension makes a smaller part of the pension's package (company/private/state) than in other countries. The Unilever UK employees have been counting on that money to safeguard their life as pensioners. With the new system the people are losing money and feel betrayed.

For this reason the UEWC clearly rejects the termination of the defined benefit system in the UK and in other affected European countries. The UEWC is not supporting any system where employees come out worse in terms of money and benefit than before.

We, the UEWC declare our absolute solidarity and fully support our UK colleagues in their fight to safeguard their money they deserve from their company pensions.

This does not infringe any local consultation right but shall, in reverse, strengthen the local positions to raise a voice for the benefit of the employees.

All colleagues in the Unilever European Works Council are at your side in your engagement.

Good success!

Hermann Soggeberg, November 2011  
Chairman

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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>

Handwritten signatures and notes on the left margin, including 'dus', '1. Gut', 'Edwards', and 'Schneidkopf'.

Handwritten signatures at the top of the page.

Handwritten signatures and notes on the right margin, including 'Kusan', 'Robert', 'Auch', and 'SE'.

Handwritten signature of Hermann Soggeberg.

Handwritten signature 'Nuno Vieira'.

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Handwritten signature at the bottom center.

Handwritten signature at the bottom right.

Handwritten signatures and notes on the right margin at the bottom, including 'Boye' and 'Kusan'.