

Careers in Supply Chain with Unilever



Unilever

Agenda

- **About Unilever – Andrew Sylling**
- **Unilever North America Supply Chain – Rob Lewis**
- **Career Insights - Brad Tieke and Joe Barber**
- **Applying to Unilever – Joel Knippel**
- **Veterans Business Resource Group - Andrew Sylling**
- **Question & Answer**

Speakers



Andrew Sylling
Logistics
Procurement
Manager

US Marine Corps
2004 - 2012



Rob Lewis
Director,
Ice Cream
Planning

US Army
1999 - 2004



Brad Tieke
Director,
Collaborative
Manufacturing

US Army
1990 - 1995



Joe Barber
Logistics
Optimization
Manager

US Air Force
1991 - 2014



Joel Knippel
Director,
Talent
Acquisition

US Navy
2003 - Present

About Unilever

Andrew Sylling



Unilever

The image features a central text block on a light blue background. The text is in a bold, dark blue font. The background is decorated with stylized illustrations of hands being washed under a running faucet. The faucet is pink and red, and the water is depicted in various shades of blue. The hands are green and blue, and there is a splash of white foam. The overall style is clean and modern.

**One of the world's largest
consumer goods companies,
we're driven by our purpose to
make sustainable living
commonplace**



A large global business

58%
of turnover in
emerging markets

2020 turnover
€51 billion

Available in over
190
countries

Around
25m
retail outlets in our
distribution chain

2.5bn
people use our
products every
second

Second
Largest advertiser globally



A stylized illustration of a farmer in a red shirt and a large black hat, holding a rake, standing in a field. The background features rolling hills, flying birds, and various plants like a purple flower and a branch with red berries. In the bottom right corner, there are several bees.

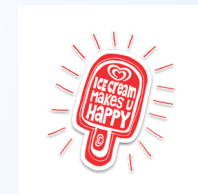
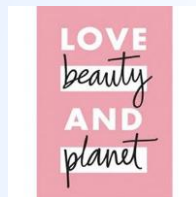
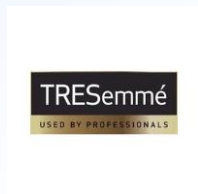
Over
400
brands

14 of the top
50
consumer goods
brands

13
brands with
turnover of
over €1 billion



We Make Many Of The World's Favorite Brands





Built around five Business Groups, with greater category focus

Unilever Corporate Centre

Business
Groups

Beauty & Wellbeing

Hair Care

Skin Care

Prestige

**Vitamins,
Minerals &
Supplements**

Personal Care

Skin Cleansing

Deodorant

Oral Care

**Dollar Shave
Club**

Elida Beauty

Home Care

**Fabric
Cleaning**

**Fabric
Enhancers**

**Home &
Hygiene**

Water & Air

Nutrition

**Scratch
Cooking**

**Healthy
Snacking**

**Functional
Nutrition**

**Plant-based
Meat**

UFS

Ice Cream

Ice Cream

Unilever Business Operations

Our Vision is to be the global leader in sustainable business. We will demonstrate how our purpose-led, future-fit business model drives superior performance, consistently delivering financial results in the top third of our industry.



Strategic Choices and Actions

1. Develop our portfolio into high growth spaces

Hygiene



Skin care



Prestige beauty



Functional nutrition



Plant-based foods

2. Win with our brands as a force for good, powered by purpose and innovation

Improve the health of the planet

Improve people's health, confidence and wellbeing



Contribute to a fairer, more socially inclusive world

Win with differentiated science and technology



3. Accelerate in USA, India, China and key growth markets

Build further scale in USA, India and China

Leverage emerging market strength



4. Lead in the channels of the future

Accelerate pure-play and omnichannel eCommerce

Develop eB2B business platforms

Drive category leadership through shopper insight



5. Build a purpose-led, future-fit organisation and growth culture

Unlock capacity through agility and digital transformation

Be a beacon for diversity, inclusion and values-based leadership

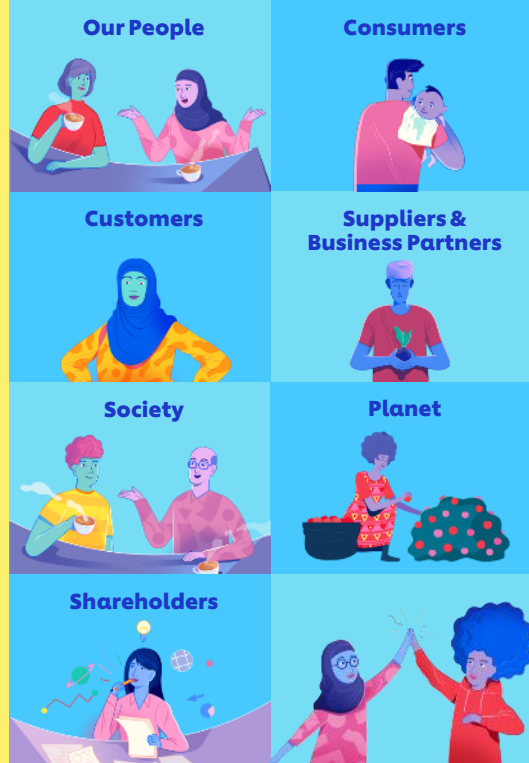
Build capability through lifelong learning



Operational Excellence through the 5 Growth Fundamentals

- | | | | | | | | | | |
|---|-------------------|---|----------------------|---|----------------------|---|--------------------|---|-----------------|
| 1 | Purposeful Brands | 2 | Improved Penetration | 3 | Impactful Innovation | 4 | Design For Channel | 5 | Fuel For Growth |
|---|-------------------|---|----------------------|---|----------------------|---|--------------------|---|-----------------|

Multi-stakeholder Model



Multi-year Financial Framework



Unilever North America Supply Chain

Rob Lewis



Unilever

Get to Know – Rob Lewis



Where I've Lived/Worked:

New York, Oklahoma, Georgia, Kosovo, Louisiana, California, Georgia again, Oklahoma again, Missouri, Connecticut, New Jersey



My Career Journey

WL 1

Military

Planning

Manufacturing Project Management

Customer Supply Chain

WL 2

1
Captain
US Army
(5.5 yrs)

2
Scheduler & Material Planner
Greenwich
(1 yrs)

3
Supply Chain Planner
Greenwich
(1 yrs)

4
Project Leader
Project Hope
Hammond, IN
(<1yrs)

5
SC Planning Manager
Greenwich
(1 yrs)

6
GtM Demand Manager
Englewood Cliffs
(1 yrs)

8
Group Manager
Customer Service
Grocery Sector
Englewood Cliffs
(1.5 yrs)

7
Regional Innovation
Manager
Englewood Cliffs
(2.5 yrs)

WL 3

11
E2E Planning Director
Refreshments
Englewood Cliffs
(2yrs)

12
Head of Ice Cream SC
Planning
Englewood Cliffs
(2yrs)

9
CS Director
West Sector
Englewood Cliffs
(2 yrs)

10
CS Director – Target &
Kroger & West Grocery
Englewood Cliffs
(2.5 yrs)



AMB: ~75% TEMP: ~25%
**(2020 By Shipped Volume Qty)*

Yearly Statistics

11
(9 US / 2 CAN)
DISTRIBUTION CENTERS
(6 Ambient / 5 Frozen)

3,177
DELIVERY POINTS

293 K
TRUCKS SHIPMENTS
(Inbound + Outbound)

14
150+
FACTORIES
CMs

14 Production Plants
11 Distributions Centers (6 3PL's)
150+ Contract Manufacturers



- Production Plants**
- Frozen Distribution Centers**
- Dry Distribution Centers**

Supply Chain Areas & Skills

Which skills do we need in Supply Chain?

Digital Dexterity

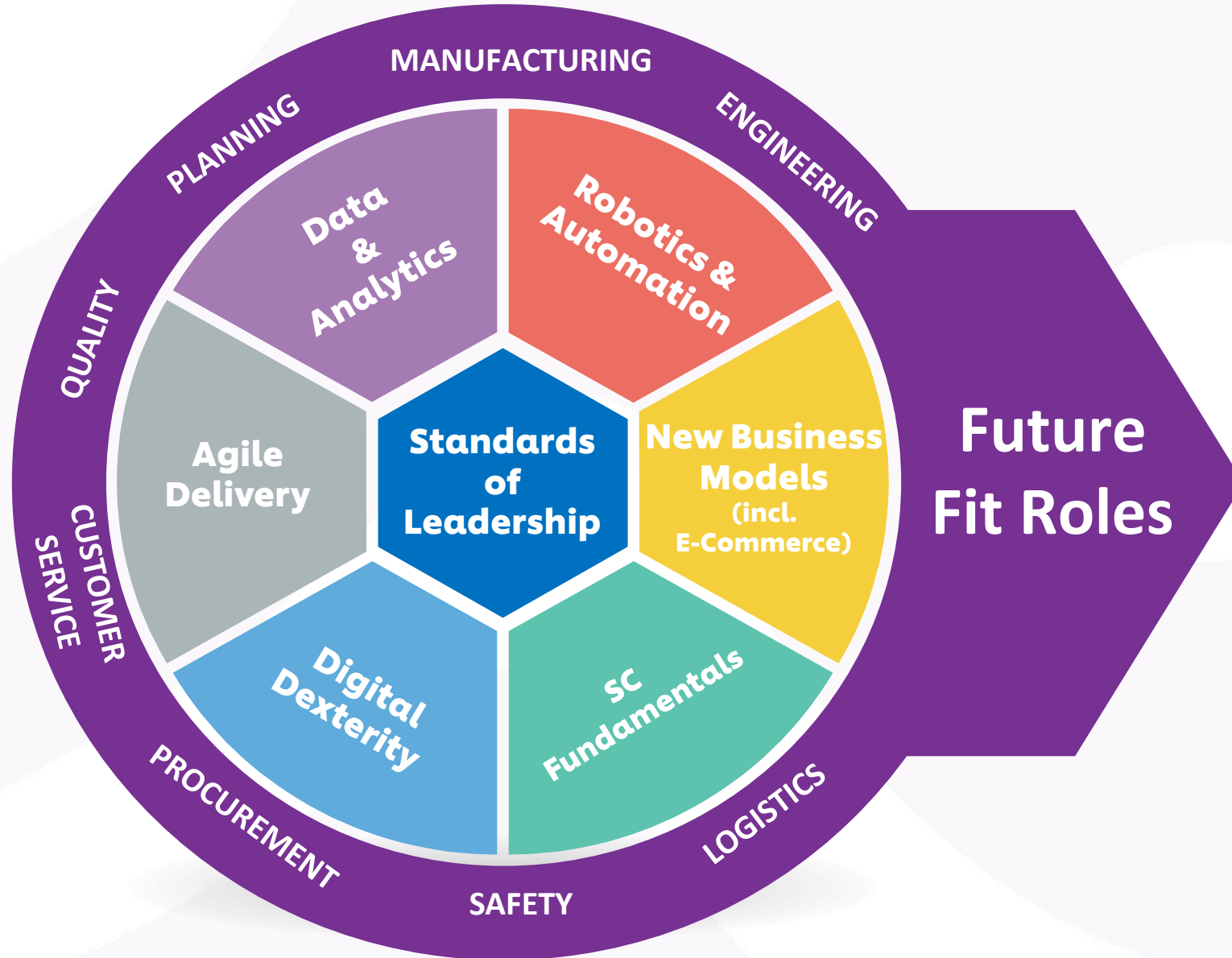
Data & Analytics
(incl. Citizen Data Scientist)

Robotics & Automation

New Business Models
(incl. E-Commerce)

Supply Chain Fundamentals

Agile Delivery



Future Fit Roles

Career Insights

Brad Tieke
Joe Barber



Unilever

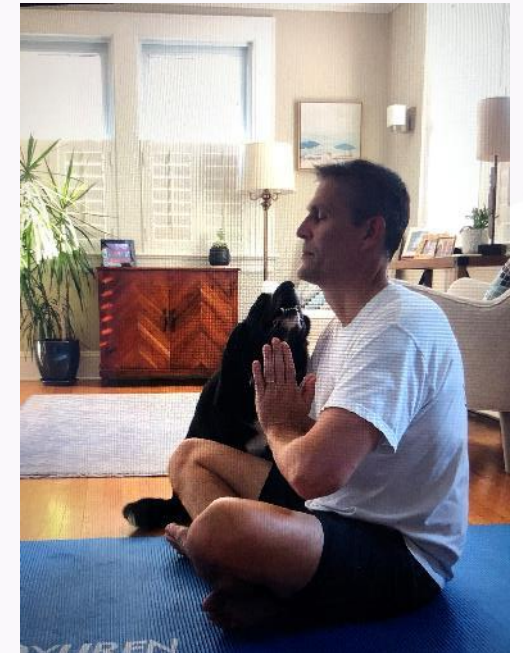
Get to Know - Brad Tieke



Wellness
House for LIVING
with CANCER

You'll feel better inside.

✝ St. Anthony of Padua Church



- **Fun Fact:** I have been struck by lightning, I have met Nelson Mandela, I am on my church Parish Council, I have known my wife since 8th Grade.
- **My Purpose:** Build Leaders of Leaders to unlock creative solutions

My Career Journey

WL 1

Military

Manufacturing

Quality

Planning

SC General Management

2
Supervisor
St. Louis
(2yrs)

3
Warehouse Mgr
St. Louis
(1yr)

WL 2

1
Captain
US Army
(5yrs)

4
TPM Manager
St. Louis
(1yr)

5
Manufacturing Mgr
St. Louis
(1yrs)

6
Planning Manager
Greenwich
(2.5yrs)

WL 3

8
Factory Director
Hammond
(7.5yrs)

9
Global Quality Director
(4.5yr)

7
Planning Director
Greenwich
(1.5yrs)

12
Head of Collaborative
Manufacturing
(0.5yrs)

11
NA Quality Director
Engelwood Cliffs
(2.5yrs)

10
Global Planning Director
(2.5yrs)

Career Development as a Veteran

Be a leader – your key competency

- What made you a great leader applies in Corporate America
- Live your values and be confident
- Help others succeed

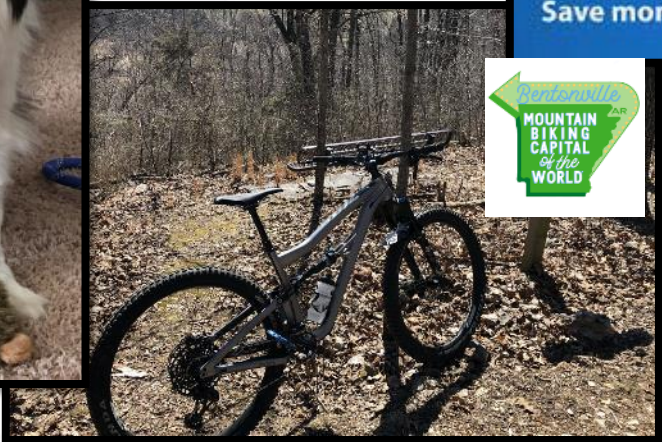
Build a network

- LinkedIn
- Leverage the veterans network, make the connections

Be a sponge – learn quickly, apply, drive improvement

- New language
- 'What I am responsible for' vs 'How did I make a difference'
- Ever changing Business environment

Get to Know – Joe Barber



23 Years Air Force
Texas, Washington St, Italy,
Greece, Alaska, Massachusetts,
Iraq (2), Germany, Netherlands,
Virginia, North Carolina,
Afghanistan, Washington DC

1991 - 2014



Enlisted – Nuclear Weapons Specialist (E3 – E6)

Maintenance, Supply Chain, Material Management

Officer – Logistics Readiness (O4)

Logistics Planning, Acquisitions, Material Management, Transportation, Warehousing, Maintenance

2014 - 2018



Divisional Replenishment Manager

Merchandising, forecasting, Data Analytics

- \$1B / month budget
- Leveraged data to grow sales
- Leverage system to maximize efficiencies
- Big Corps move fast compared to gov't

2018 - Present



Customer Service Strategy Manager

Merchandising, forecasting, Data Analytics, Supply Chain, Planning

- Learned supplier supply chain
- Forecasting

Logistics Network Optimization Manager

Data Analytics, Supply Chain, Planning, Warehousing, Transportation, Acquisitions

- Network design

Career Development as a Veteran

Don't settle for a position as a Hog Wrangler

- Don't undersell yourself!
- You're going from one ladder to another
- You may need to start a rung down but don't start at the bottom

Ask for help – people want to help

- Applying on corporate websites rarely lead to interviews
- Recruiters want to find talent

Leverage what you mastered in the military – Discipline, Agility, Leadership

- Translating Mil-Civ directly is difficult
- Leverage core capabilities that made you successful

“...Was it hard to make the transition?.....

Applying to Unilever

Joel Knippel



Unilever

Why Work at Unilever?



Who we are

We are Unilever, an ambitious organisation and home to over 400 purposeful and global brands.

We feel good about the work we do. Whether it's the way we run our business, make our products or use our brands, we always think about how even the smallest things can make a positive difference to the world. We care - it's what we're known for. And it's why we're a great place to build a career with purpose.

We believe in better business for a better world. And we believe in a better you.

When you work at Unilever you can bring your own purpose to life through the work that you do. You will work with brands that are loved, improving the lives of consumers and their communities. You will work with innovations that grow our business and help improve the planet and our society. You will work with brilliant people who will help you contribute to the world and become a better you.

You will help us achieve our purpose: to make sustainable living commonplace.

“ I intend to build further on Unilever's century-old commitment to responsible business. It is not about putting purpose ahead of profits, it is purpose that drives profits.

- Alan Jope, CEO, Unilever

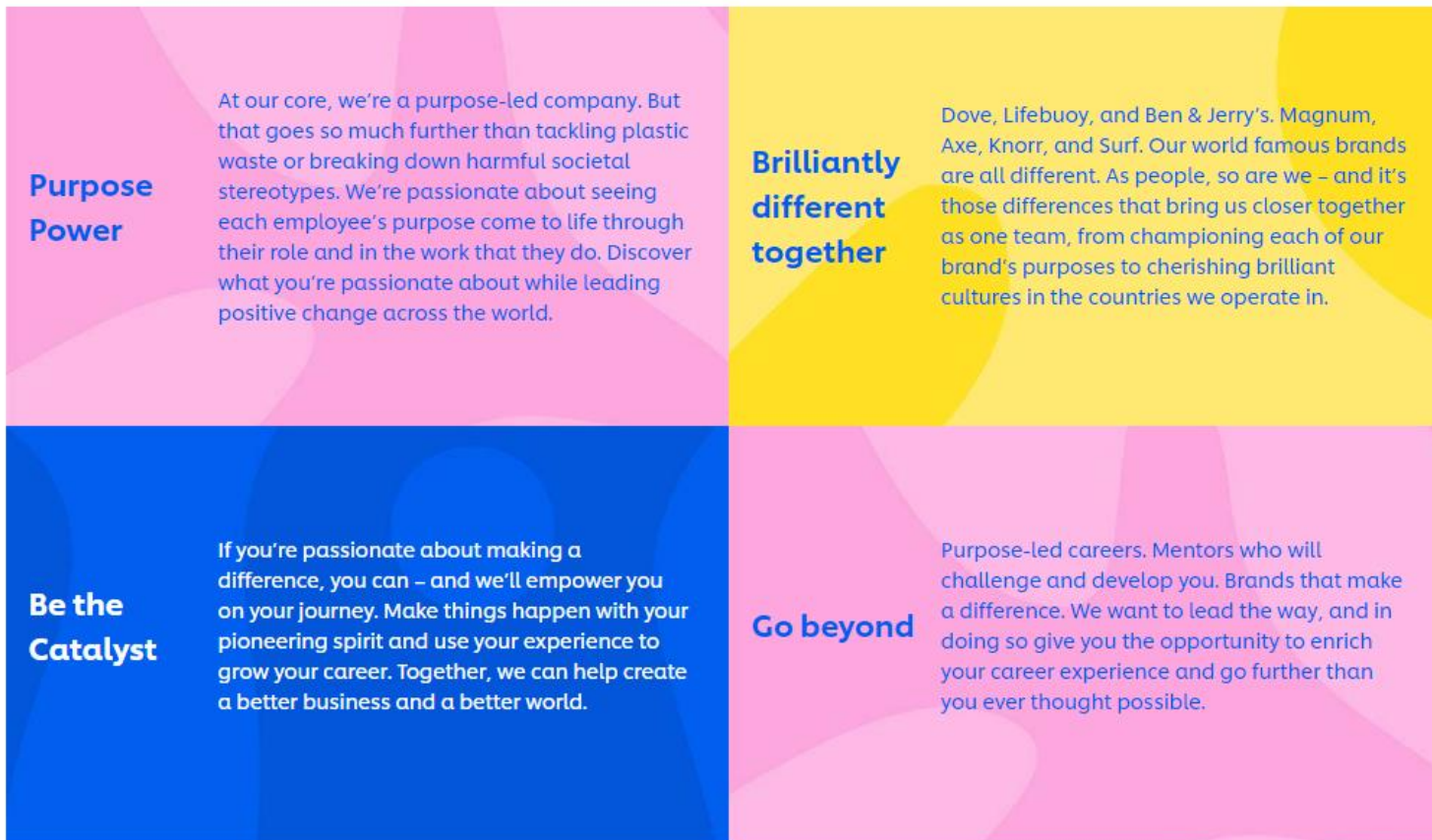
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The Power of U

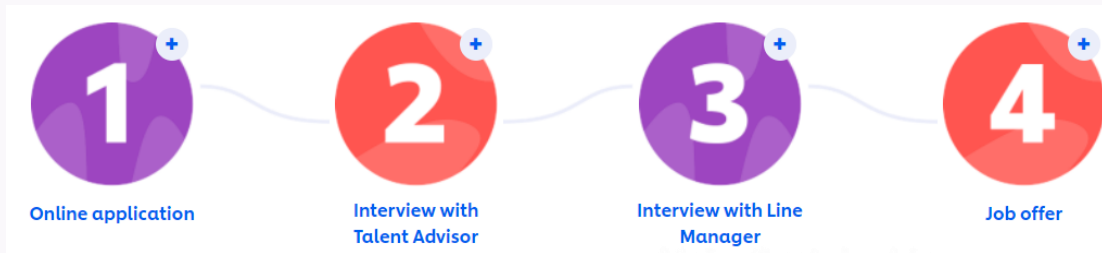
Real change starts with U at Unilever. We're a purpose-led company and we make sure that when you take a job with us, not only will you get the opportunity to build your career, your work will help to make a positive impact.

We believe that together we can be a force for good – as activists, positive influencers and through initiatives that support causes close to our hearts. Here, you can bring your purpose and passions to life through your work and grow in a career that makes you proud of what you do – with four pillars underlying what is unique about working with us:

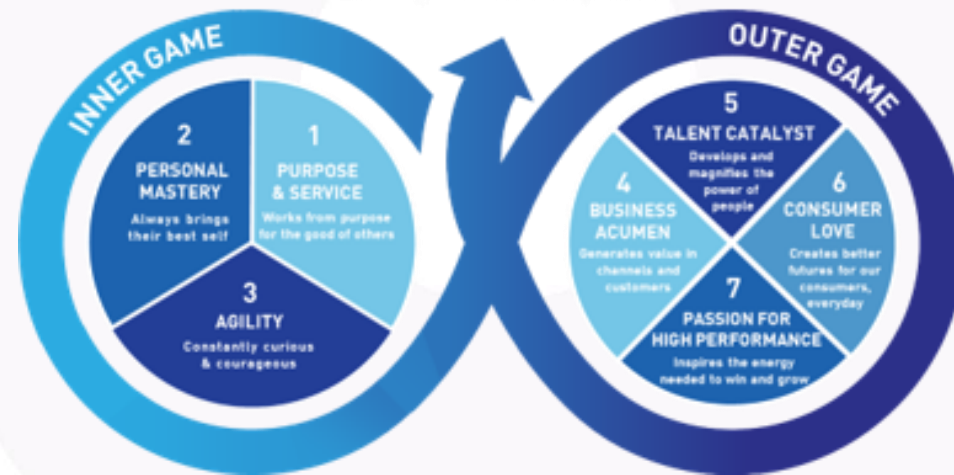


How to Apply | What do We Look for?

Application process



Standards of Leadership (SOL)



Careers Website: <https://careers.unilever.com/>

Veterans Business Resource Group

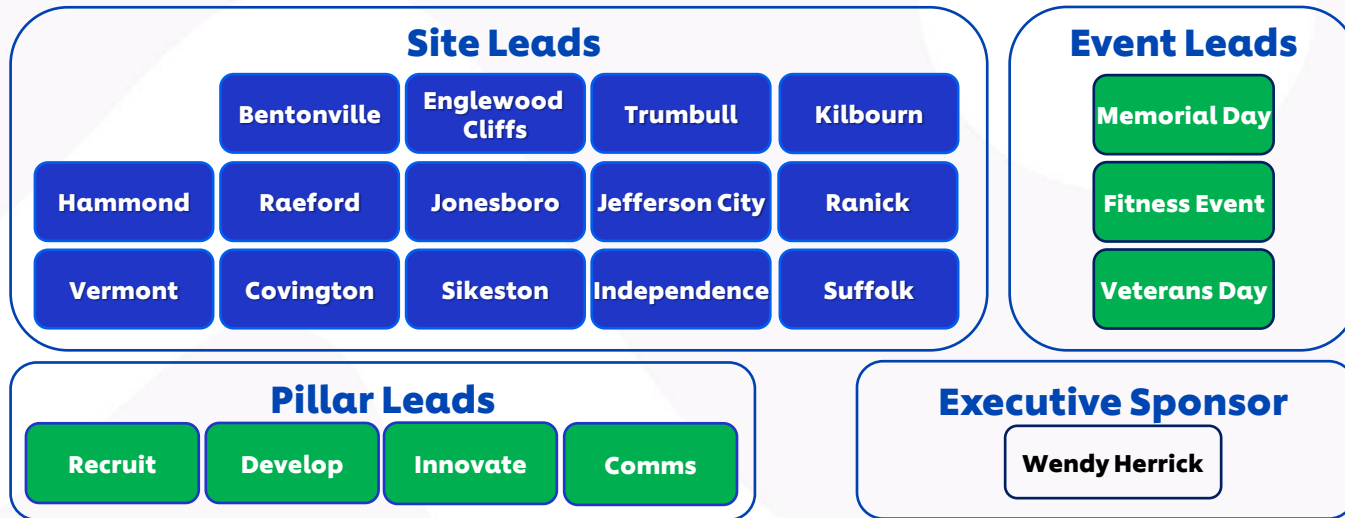


Task Organization



Vision: Make Unilever a destination company for Veterans, military families, and allies.

Mission: Through our pillars of Recruit, Develop, and Innovate, we will, Connected with other Business Resource Groups, engage internally and externally to attract, recruit, and retain Veterans while promoting their interests and create value to the Business through our talent, diverse experience as veterans, and insights as a consumer set.



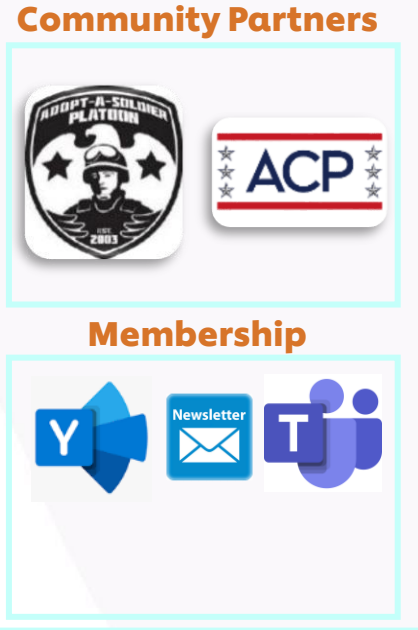
Veterans Business Resource Group



Recruiting Partnerships



Development



Innovation



Connect



Thank you



Q&A



Unilever

Appendix





Every U Does Good





Our strategy: the Unilever Compass

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Strategic Choices and Actions

1. Develop our portfolio into high growth spaces

Hygiene



Skin care



Prestige beauty



Functional nutrition



Plant-based foods

2. Win with our brands as a force for good, powered by purpose and innovation

Improve the health of the planet

Improve people's health, confidence and wellbeing



Contribute to a fairer, more socially inclusive world

Win with differentiated science and technology



3. Accelerate in USA, India, China and key growth markets

Build further scale in USA, India and China

Leverage emerging market strength



4. Lead in the channels of the future

Accelerate pure-play and omnichannel eCommerce

Develop eB2B business platforms

Drive category leadership through shopper insight



5. Build a purpose-led, future-fit organisation and growth culture

Unlock capacity through agility and digital transformation

Be a beacon for diversity, inclusion and values-based leadership

Build capability through lifelong learning



Win with our brands as a force for good, powered by purpose and innovation

Improve the health of the planet

Climate action

Net zero emissions from all our products from sourcing to point of sale by 2039

Halve greenhouse gas impact of our products across the lifecycle by 2030

Zero emissions in our operations by 2030

Replace fossil-fuel derived carbon with renewable or recycled carbon in all our cleaning and laundry product formulations by 2030

Share the carbon footprint of every product we sell

Protect and regenerate nature

Deforestation-free supply chain in palm oil, paper & board, tea, soy and cocoa by 2023

Help protect and regenerate 1.5 million hectares of land, forests and oceans by 2030

100% sustainable sourcing of key agricultural crops

Empower farmers and smallholders to protect and regenerate farm environments

Implement water stewardship programmes in 100 locations in water-stressed areas by 2030

100% of our ingredients will be biodegradable by 2030

Waste-free world

50% virgin plastic reduction by 2025, including an absolute reduction of 100,000 tonnes

25% recycled plastic by 2025

Collect and process more plastic than we sell by 2025

100% reusable, recyclable or compostable plastic packaging by 2025

Halve food waste in our operations by 2025

Maintain zero waste to landfill in our factories

Supported by: **€1 billion Climate & Nature Fund**

Win with our brands as a force for good, powered by purpose and innovation

Improve people's health, confidence and wellbeing

Positive nutrition

€1 billion annual sales from plant-based meat and dairy alternatives by 2025-2027

Double the number of products sold that deliver positive nutrition by 2025

70% of our portfolio to meet WHO-aligned nutritional standards by 2022

95% of packaged ice cream to contain no more than 22g total sugar per serving by 2025

95% of packaged ice cream to contain no more than 250 kcal per serving by 2025

85% of our Foods portfolio to help consumers reduce their salt intake to no more than 5g per day by 2022

Health and wellbeing

Take action through our brands to improve health and wellbeing and advance equity and inclusion, reaching 1 billion people per year by 2030.

We will focus on:




- Gender equity
- Race and ethnicity equity
- Body confidence and self-esteem
- Mental wellbeing
- Hand hygiene
- Sanitation
- Oral health
- Skin health and healing

Win with our brands as a force for good, powered by purpose and innovation

Contribute to a fairer, more socially inclusive world

Equity, diversity and inclusion	Raise living standards	Future of work
Achieve an equitable and inclusive culture by eliminating any bias and discrimination in our practices and policies	Ensure that everyone who directly provides goods and services to Unilever will earn at least a living wage or income by 2030	Help equip 10 million young people with essential skills by 2030
Accelerate diverse representation at all levels of leadership	Help 5 million small and medium-sized enterprises grow their business by 2025	Pioneer new models to provide our employees with flexible employment options by 2030
5% of our workforce to be made up of people with disabilities by 2025		Reskill or upskill our employees with future-fit skills by 2025
Spend €2 billion annually with diverse businesses worldwide by 2025		
Increase representation of diverse groups in our advertising		

Win with our brands as a force for good, powered by purpose and innovation

Improve the health of the planet			Improve people's health, confidence and wellbeing		Contribute to a fairer, more socially inclusive world		
Climate action	Protect and regenerate nature	Waste-free world	Positive nutrition	Health and wellbeing	Equity, diversity and inclusion	Raise living standards	Future of work
Net zero emissions from all our products from sourcing to point of sale by 2039	Deforestation-free supply chain in palm oil, paper & board, tea, soy and cocoa by 2023	50% virgin plastic reduction by 2025, including an absolute reduction of 100,000 tonnes	€1 billion annual sales from plant-based meat and dairy alternatives by 2025-2027	Take action through our brands to improve health and wellbeing and advance equity and inclusion, reaching 1 billion people per year by 2030.	Achieve an equitable and inclusive culture by eliminating any bias and discrimination in our practices and policies	Ensure that everyone who directly provides goods and services to Unilever will earn at least a living wage or income by 2030	Help equip 10 million young people with essential skills by 2030
Halve greenhouse gas impact of our products across the lifecycle by 2030	Help protect and regenerate 1.5 million hectares of land, forests and oceans by 2030	25% recycled plastic by 2025	Double the number of products sold that deliver positive nutrition by 2025	We will focus on: <ul style="list-style-type: none"> • Gender equity • Race and ethnicity equity • Body confidence and self-esteem • Mental wellbeing • Hand hygiene • Sanitation • Oral health • Skin health and healing 	Accelerate diverse representation at all levels of leadership	Help 5 million small and medium-sized enterprises grow their business by 2025	Pioneer new models to provide our employees with flexible employment options by 2030
Zero emissions in our operations by 2030	100% sustainable sourcing of key agricultural crops	Collect and process more plastic than we sell by 2025	70% of our portfolio to meet WHO-aligned nutritional standards by 2022		5% of our workforce to be made up of people with disabilities by 2025		Reskill or upskill our employees with future-fit skills by 2025
Replace fossil-fuel derived carbon with renewable or recycled carbon in all our cleaning and laundry product formulations by 2030	Empower farmers and smallholders to protect and regenerate farm environments	100% reusable, recyclable or compostable plastic packaging by 2025	95% of packaged ice cream to contain no more than 22g total sugar per serving by 2025		Spend €2 billion annually with diverse businesses worldwide by 2025		
Share the carbon footprint of every product we sell	Implement water stewardship programmes in 100 locations in water-stressed areas by 2030	Halve food waste in our operations by 2025	95% of packaged ice cream to contain no more than 250 kcal per serving by 2025		Increase representation of diverse groups in our advertising		
Supported by: €1 billion Climate & Nature Fund	100% of our ingredients will be biodegradable by 2030	Maintain zero waste to landfill in our factories	85% of our Foods portfolio to help consumers reduce their salt intake to no more than 5g per day by 2022				

Respect human rights

Respect and promote human rights and the effective implementation of the UN Guiding Principles, and ensure compliance with our Responsible Sourcing Policy

Our responsible business fundamentals

- Business integrity
- Safety at work
- Employee wellbeing
- Product safety and quality
- Responsible innovation
- Responsible advertising and marketing
- Safeguarding data
- Engaging with stakeholders
- Responsible taxpayer
- Committed to transparency

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Operational Excellence through the 5 Growth Fundamentals

- 1** Purposeful Brands
- 2** Improved Penetration
- 3** Impactful Innovation
- 4** Design For Channel
- 5** Fuel For Growth

Multi-stakeholder Model



Multi-year Financial Framework

