



Unilever European Works Council

UEWC

No clarity for Europe

After the announcement of 20,000 job cuts worldwide an extraordinary meeting of the Unilever Euro Works Council took place yesterday.

In the forefront of the meeting we had demanded clarity. Unfortunately most of our employees are still left in the dark even after the meeting.

The implications for Europe were described to us as follows:

10,000 – 12,000 jobs in Europe will be cut.

This includes the ongoing projects, One Unilever, Shared Services, Cluster Building etc.

After the Cluster Building “BeNeLux“ which has already been announced, the following countries are now to be consolidated:

- 1) Germany, Austria and Switzerland
- 2) Great Britain and Ireland.

The impact this will have on the personnel in the individual countries is not yet clear. No further clusters are planned until 2009.

Precise decisions regarding the factories concerned and the impact of the cluster building in the Marketing and Sales Organizations will be made at the end of the year according to statements from the management.

By now it is becoming clear – nobody in this company can be sure of their job anymore. Today it is factory X – tomorrow it will be the HV in Y.

We have been demanding for years that no more factories should be closed and instead the jobs in the factories and all other Unilever units (Marketing and Sales Organizations, Research and Development, etc.) be safeguarded by sustainable growth and if necessary through acquisitions.

The opposite is the case. Unilever is shrinking more and more from year to year. You cannot grow if you are shrinking. Thousands of jobs have been cut in the last 10 years alone.

The achievement of the exorbitant expected return on investment has been carried out at the cost of the employees for years now.

The employees representatives reject this path categorically. They regard it as fundamentally wrong.

Therefore the employee representatives insist again on the following demands:

- **No operational dismissals!**
- **No factory closures! Sale before closure!**
- **A clear, comprehensible programme for sustainable growth with well-defined content that the employees and the preservation of their jobs has at least the same priority as achieving the financial objectives**

The workers representatives are only prepared to develop a joint, socially responsible programme for Europe if these conditions are fulfilled.

Grevenbroich, 5th September 2007


Gunter Baltes