



The Honorable Mike Pence
Governor of Indiana
State House Room 206
Indianapolis, Indiana 46204-2797

Kees Kruythoff
President, North America
Unilever
700 Sylvan Avenue
Englewood Cliffs, NJ 07632
USA

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Tel 201 567 8000
www.unileverusa.cc

Dear Governor Pence:

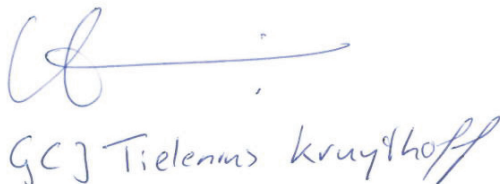
On behalf of Unilever, we are deeply concerned with the impact of Indiana's Religious Freedom Restoration Act. We ask you to work quickly with the Legislature to enact new legislation that makes it clear that neither the Religious Freedom Restoration Act nor any other Indiana law can be used to justify discrimination based upon sexual orientation or gender identity.

As an employer in the State of Indiana with 325 employees in Hammond – our manufacturing facility, which produces all of the Dove bar soap for the U.S. – we are a firm believer in diversity and inclusion. We strive to promote diversity as an expression of Unilever's sustainability mission by creating a win-win world – one where we can truly live our belief that diverse teams perform better. We believe the same is true for the consuming public.

We are proud to stand with Tim Cook, CEO of Apple; Marc Benioff, CEO of Salesforce and many other business leaders who have spoken out publicly against the law. To amplify what Tim Cook has said: "America's business community recognized a long time ago that discrimination, in all its forms, is bad for business." Not only is discrimination bad for business, but it is bad for the State of Indiana.

We call on you to work quickly to change the Religious Freedom Restoration Act and put diversity and inclusion back into the hands of Indianians.

Sincerely,



Gert Tielens Kruythoff