



GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

Reckitt Sustainability Insights 2022



GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

We have prepared our 2022 sustainability reporting with reference to the latest set of GRI Standards as of March 2023. Our GRI Content Index is provided to help those looking for information on specific indicators.

Our sustainability insights report progress for the calendar year to 31 December 2022, unless other timescales are specifically noted.

References to the Annual Report and Accounts and Sustainability Insights refers to 2022, unless otherwise stated.

Disclosure	Requirement	Location	Page
GRI 2	GENERAL DISCLOSURES 2021		
	THE ORGANIZATION AND ITS REPORTING PRACTICES		
2-1	Organizational details	<u>Annual Report and Accounts</u>	229-240
2-2	Entities included in the organization's sustainability reporting	<u>Annual Report and Accounts: subsidiary undertakings</u> <u>Reporting Criteria and Basis of Preparation</u>	229-240
2-3	Reporting period, frequency and contact point	<u>Annual Report and Accounts</u> <u>Sustainability Governance, Reporting and Assurance Insight</u>	
2-4	Restatements of information	<u>Annual report and Accounts: KPIs (for GHG emissions, Water use per tonne of production, Product footprint)</u> <u>Sustainability Governance, Reporting and Assurance Insight</u> <u>Reporting Criteria and Basis of Preparation</u>	18-19, 67
2-5	External assurance	<u>Sustainability Governance, Reporting and Assurance Insight</u>	
	ACTIVITIES AND WORKERS		
2-6	Activities, value chain and other business relationships	<u>Annual Report and Accounts: Our business model</u>	13
2-7	Employees	<u>Annual Report and Accounts</u> <u>Our People Insight</u>	191
2-8	Workers who are not employees	Not currently reported	
	GOVERNANCE		
2-9	Governance structure and composition	<u>Annual Report and Accounts: Governance</u>	90 - 97
2-10	Nomination and selection of the highest governance body	<u>Annual Report and Accounts: Nomination Committee Report</u>	109 - 112
2-11	Chair of the highest governance body	<u>Annual Report and Accounts: Board leadership and company purpose</u>	91
2-12	Role of the highest governance body in overseeing the management of impacts	<u>Annual Report and Accounts: Governance</u> <u>Sustainability Governance, Reporting and Assurance Insight</u>	90 - 97
2-13	Delegation of responsibility for managing impacts	<u>Annual Report and Accounts: Corporate Governance Report</u>	90 - 97
2-14	Role of the highest governance body in sustainability reporting	<u>Annual Report and Accounts: Corporate Governance Report</u>	90 - 97
2-15	Conflicts of interest	<u>Annual Report and Accounts: Corporate Governance Report</u> <u>Code of Conduct</u>	105

GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX CONTINUED

Disclosure	Requirement	Location	Page
2-16	Communication of critical concerns	<u>Annual Report and Accounts: Corporate Governance Report</u> <u>Annual Report and Accounts: CRSEC Committee report</u> <u>Sustainability Governance, Reporting and Assurance Insight</u> <u>Ethical Behaviour Insight</u>	97 120 - 125
2-17	Collective knowledge of the highest governance body	<u>Annual Report and Accounts: Board leadership and company purpose</u>	100
2-18	Evaluation of the performance of the highest governance body	<u>Annual Report and Accounts: Composition, succession and evaluation</u>	107 - 108
2-19	Remuneration policies	<u>Annual Report and Accounts: Directors' Remuneration Report</u>	126 - 155
2-20	Process to determine remuneration	<u>Annual Report and Accounts: Directors' Remuneration Report</u>	126 - 155
2-21	Annual total compensation ratio	<u>Annual Report and Accounts: Directors' Remuneration Report</u>	126 - 155
STRATEGY, POLICIES AND PRACTICES			
2-22	Statement on sustainable development strategy	<u>Annual Report and Accounts: Our sustainability approach and performance</u> <u>Annual Report and Accounts: CRSEC Committee report</u> <u>Our Sustainability Ambitions Insight</u>	16 - 17 120 - 125
2-23	Policy commitments	<u>Code of Conduct</u>	
2-24	Embedding policy commitments	<u>Annual Report and Accounts: Non-financial information statement</u>	65 - 66
2-25	Processes to remediate negative impacts	<u>Ethical Behaviour Insight</u> <u>Code of Conduct</u> <u>Modern Slavery Statement</u> (2022 update will be published during 2023) <u>Human Rights Insight</u>	
2-26	Mechanisms for seeking advice and raising concerns	<u>Code of Conduct</u>	
2-27	Compliance with laws and regulations	<u>Policies and reports</u> <u>Code of Conduct</u>	
2-28	Membership associations	<u>Reckitt Trade Association Membership and spend 2021</u> (2022 update will be published during 2023)	
STAKEHOLDER ENGAGEMENT			
2-29	Approach to stakeholder engagement	<u>Annual Report and Accounts: Stakeholder engagement</u> <u>Annual Report and Accounts: Section 172 statement</u> <u>Focusing on what matters</u>	47 - 58 62
2-30	Collective bargaining agreements	Not currently reported	

GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX CONTINUED

Disclosure	Requirement	Location	Page
GRI 3	MATERIAL TOPICS 2021 – DISCLOSURES ON MATERIAL TOPICS		
3-1	Process to determine material topics	Focusing On What Matters Insight	
3-2	List of material topics	Focusing On What Matters Insight	
3-3	Management of material topics	Sustainability Insights	
GRI 201	ECONOMIC PERFORMANCE		
201-1	Direct economic value generated and distributed	Annual Report and Accounts: Group financial review	68 - 79
201-2	Financial implications and other risks and opportunities due to climate change	Annual Report and Accounts: TCFD summary Climate Change Insight	59
201-3	Defined benefit plan obligations and other retirement plans	Annual Report and Accounts: Notes to the financial statements	187
201-4	Financial assistance received from government	Not currently reported	
GRI 202	MARKET PRESENCE		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Not currently reported	
202-2	Proportion of senior management hired from the local community	Not currently reported	
GRI 203	INDIRECT ECONOMIC IMPACTS		
203-1	Infrastructure investments and services supported	Social impact investment report Partnering for Social Impact Insight	
203-2	Significant indirect economic impacts	Social impact investment report Partnering for Social Impact Insight Human Rights Across Our Value Chain Insight Biodiversity and Ecosystems Insight	
GRI 204	PROCUREMENT PRACTICES		
204-1	Proportion of spending on local suppliers	Not currently reported	
GRI 205	ANTI-CORRUPTION		
205-1	Operations assessed for risks related to corruption	Ethical Behaviour Insight Human Rights Across Our Value Chain Insight	
205-2	Communication and training about anti-corruption policies and procedures	Annual Report and Accounts: CRSEC Committee report Code of Conduct Ethical Behaviour Insight	123
205-3	Confirmed incidents of corruption and actions taken	Ethical Behaviour Insight	

GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX CONTINUED

Disclosure	Requirement	Location	Page
GRI 206	ANTI-COMPETITIVE BEHAVIOR		
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Annual Report and Accounts: CRSEC Committee report Code of Conduct Ethical Behaviour Insight	123
GRI 207	TAX		
207-1	Approach to tax	Reckitt Tax Strategy	
207-2	Tax governance, control and risk management	Reckitt Tax Strategy	
207-3	Stakeholder engagement and management of concerns related to tax	Reckitt Tax Strategy	
207-4	Country-by-country reporting	Not currently reported	
GRI 301	MATERIALS		
301-1	Materials used by weight or volume	Plastics and Packaging Insight Biodiversity and Ecosystems Insight	
301-2	Recycled input materials used	Plastics and Packaging Insight Biodiversity and Ecosystems Insight	
301-3	Reclaimed products and their packaging materials	Not currently reported	
GRI 302	ENERGY		
302-1	Energy consumption within the organization	Annual Report and Accounts Climate Change Insight	56
302-2	Energy consumption outside of the organization	Not currently reported	
302-3	Energy intensity	Climate Change Insight	
302-4	Reduction of energy consumption	Climate Change Insight	
302-5	Reductions in energy requirements of products and services	Not currently reported	
GRI 303	WATER AND EFFLUENTS		
303-1	Interactions with water as a shared resource	Water Insight	
303-2	Management of water discharge related impacts	Water Insight	
303-3	Water withdrawal	Water Insight	
303-4	Water discharge	Water Insight	
303-5	Water consumption	Water Insight	

GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX CONTINUED

Disclosure	Requirement	Location	Page
GRI 304	BIODIVERSITY		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not currently reported	
304-2	Significant impacts of activities, products and services on biodiversity	<u>Biodiversity and Ecosystems Insight</u>	
304-3	Habitats protected or restored	<u>Biodiversity and Ecosystems Insight</u>	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not currently reported	
GRI 305	EMISSIONS		
305-1	Direct (Scope 1) GHG emissions	<u>Annual Report and Accounts</u> <u>Climate Change Insight</u>	67
305-2	Energy indirect (Scope 2) GHG emissions	<u>Annual Report and Accounts</u> <u>Climate Change Insight</u>	67
305-3	Other indirect (Scope 3) GHG emissions	<u>Climate Change Insight</u>	
305-4	GHG emissions intensity	<u>Annual Report and Accounts</u> <u>Climate Change Insight</u>	67
305-5	Reduction of GHG emissions	<u>Annual Report and Accounts</u> <u>Climate Change Insight</u>	18
305-6	Emissions of ozone-depleting substances (ODS)	Not currently reported	
305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	Not currently reported	
GRI 306	EFFLUENTS AND WASTE		
306-1	Waste generation and significant waste-related impacts	<u>Waste Insight</u>	
306-2	Management of significant waste-related impacts	<u>Waste Insight</u>	
306-3	Waste generated	<u>Waste Insight</u>	
306-4	Waste diverted from disposal	<u>Waste Insight</u>	
306-5	Waste directed to disposal	<u>Waste Insight</u>	
GRI 308	SUPPLIER ENVIRONMENTAL ASSESSMENT		
308-1	New suppliers that were screened using environmental criteria	<u>Human Rights Across Our Value Chain Insight</u> <u>Ethical Behaviour Insight</u>	
308-2	Negative environmental impacts in the supply chain and actions taken	<u>Human Rights Across Our Value Chain Insight</u> <u>Biodiversity and Ecosystems Insight</u>	

GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX CONTINUED

Disclosure	Requirement	Location	Page
GRI 401	EMPLOYMENT		
401-1	New employee hires and employee turnover	Our People Insight	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our People Insight	
401-3	Parental leave	Our People Insight Inclusion Insight	
GRI 402	LABOR/MANAGEMENT RELATIONS		
402-1	Minimum notice periods regarding operational changes	Not currently reported	
GRI 403	OCCUPATIONAL HEALTH AND SAFETY		
403-1	Occupational health and safety management system	Health, Safety and Wellbeing Insight	
403-2	Hazard identification, risk assessment and incident investigation	Health, Safety and Wellbeing Insight	
403-3	Occupational health services	Health, Safety and Wellbeing Insight	
403-4	Worker participation, consultation, and communication on occupational health and safety	Health, Safety and Wellbeing Insight	
403-5	Worker training on occupational health and safety	Health, Safety and Wellbeing Insight	
403-6	Promotion of worker health	Health, Safety and Wellbeing Insight	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health, Safety and Wellbeing Insight	
403-8	Workers covered by an occupational health and safety management system	Health, Safety and Wellbeing Insight	
403-9	Work-related injuries	Health, Safety and Wellbeing Insight	
403-10	Work-related ill health	Health, Safety and Wellbeing Insight	
GRI 404	TRAINING AND EDUCATION		
404-1	Average hours of training per year per employee	Health, Safety and Wellbeing Insight Human Rights Across Our Value Chain Insight	
404-2	Programs for upgrading employee skills and transition assistance programs	Not currently reported	
404-3	Percentage of employees receiving regular performance and career development reviews	Our People Insight	

GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX CONTINUED

Disclosure	Requirement	Location	Page
GRI 405	DIVERSITY AND EQUAL OPPORTUNITY		
405-1	Diversity of governance bodies and employees	Annual Report and Accounts 2022 Inclusion Insight	104-109
405-2	Ratio of basic salary and remuneration of women to men	Annual Report and Accounts 2022 Inclusion Insight Gender Pay Gap Report	67
GRI 406	NON-DISCRIMINATION		
406-1	Incidents of discrimination and corrective actions taken	Ethical Behaviour Insight Human Rights Across Our Value Chain Insight Modern Slavery Report	
GRI 407	FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights Across Our Value Chain Insight Modern Slavery Report	
GRI 408	CHILD LABOR		
408-1	Operations and suppliers at significant risk for incidents of child labour	Human Rights Across Our Value Chain Insight Modern Slavery Report	
GRI 409	FORCED OR COMPULSORY LABOR		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Human Rights Across Our Value Chain Insight Modern Slavery Report	
GRI 410	SECURITY PRACTICES		
410-1	Security personnel trained in human rights policies or procedures	Human Rights Across Our Value Chain Insight Modern Slavery Report	
GRI 411	RIGHTS OF INDIGENOUS PEOPLES		
411-1	Incidents of violations involving rights of indigenous peoples	Human Rights Across Our Value Chain Insight Modern Slavery Report	
GRI 413	LOCAL COMMUNITIES		
413-1	Operations with local community engagement, impact assessments, and development programs	Social impact investment report Partnering for Social Impact Insight	

GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX CONTINUED

Disclosure	Requirement	Location	Page
413-2	OPERATIONS WITH SIGNIFICANT ACTUAL AND POTENTIAL NEGATIVE IMPACTS ON LOCAL COMMUNITIES	Not currently reported	
GRI 414	SUPPLIER SOCIAL ASSESSMENT		
414-1	New suppliers that were screened using social criteria	Human Rights Insight Modern Slavery Statement Ethical Behaviour Insight	
414-2	Negative social impacts in the supply chain and actions taken	Human Rights Across Our Value Chain Insight Modern Slavery Report	
GRI 415	PUBLIC POLICY		
415-1	Political contributions	Global Responsible Advocacy Policy	
GRI 416	CUSTOMER HEALTH AND SAFETY		
416-1	Assessment of the health and safety impacts of product and service categories	Product Stewardship Insight Product Safety and Quality Insight	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Not currently reported	
GRI 417	MARKETING AND LABELING		
417-1	Requirements for product and service information and labelling	Product Stewardship Insight Product Safety and Quality Insight	
417-2	Incidents of non-compliance concerning product and service information and labelling	Product Stewardship Insight Product Safety and Quality Insight	
417-3	Incidents of non-compliance concerning marketing communications	Ethical Behaviour Insight	
GRI 418	CUSTOMER PRIVACY		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Ethical Behaviour Insight	