

Corporate Policy

ENVIRONMENTAL MANUFACTURING POLICY

Valid from:	<01.11.2024>
Next review:	<01.11.2027>
Policy Owner:	< Group Head of Sustainability >

Purpose and Scope

Purpose

In Reckitt, we recognise our obligation towards our people and the communities in which we operate to comply with our environmental obligations and minimise the impact of our business operations on the environment. As part of this commitment, this Policy aims to enable our supply sites on which we have operational control over our activities, products, and services, to develop a framework within Reckitt's environmental management system to assign responsibilities, delegate authorities, and allocate resources to:

- verify the level of compliance with our environmental obligations; and
- validate the effectiveness of our operational controls to minimise our environmental impacts, in a way that protects the environment, the people, and the communities of which Reckitt is part of.

Scope

This Policy is applicable to Reckitt's owned and external manufacturing supply sites at which we have operational control over our activities, products, and services, as well as the Environmental Global function that oversees their legal compliance and environmental performance and to the Reckitt employees, contractors, and sub-contractors who operate at those supply sites.

Policy Statement

Reckitt's supply sites perform activities aimed at producing goods that have direct and indirect environmental impacts. Reckitt is committed to comply with the regulatory framework of its manufacturing sites and minimise its environmental impact. To control these activities and minimise their impacts, Reckitt's Supply and Global Environment functions are responsible for:

- implementing an environmental management system under a framework of continuous improvement; and
- setting environmental programs and objectives which allow for the effective oversight of the supply sites' compliance with relevant regulations and environmental performance by verifying their ability to reduce their environmental impact, preventing pollution, and conserving resources.

The Site's Director is accountable for the development of an individual site Environmental Policy and environmental management system appropriate to the purpose and context of the site, including the nature, scale and environmental impact of its activities, products, and services.

Monitoring and Reporting

The Global Supply Leadership Team (GSLT) and Sustainability (Environment) function are responsible for the development of this Policy, monitoring its implementation, and ensuring compliance through a global audit program.

The Responsibility, Sustainability and Compliance Committee (RSCC) oversees the implementation of the Policy, with Board level oversight.

Discipline for Non-Compliance

Non-compliance with this Policy may lead to a negative impact on the environment, regulatory penalties and a loss of trust within our community, potentially jeopardising business continuity.

In the event of any failure to comply with this Policy, the Responsibility, Sustainability and Compliance Committee (RSCC) will be notified. Environmental Global function shall implement corrective and preventative actions to restore Reckitt's compliance.

Contact Information

If you are ever in doubt about the right course of action, or if you have questions about this Policy, please consult a member the Sustainability Team.

Revision & Approval History

Revisions

Issued / Revised	Version	Effective Date	Summary of Key Changes
V1	2020	-	First Issue.
V2	2024	01.10.2024	Updated Policy content to reflect current ways of working. Policy re-categorised from a Corporate Policy to a Functional Policy.

Approval History

Role	Name	Title	Date of Approval
Author	Sylvain Cuperlier	Sustainability Supply Director	n/a
Owner	David Croft	Group Head of Sustainability	n/a
Approver	Harald Emberger	Chief Supply Officer	04.11.2024
Approver	Fabrice Beaulieu	Chief Marketing, Sustainability and Corporate Affairs Officer	04.11.2024