

Reckitt Global Inclusion Policy



At Reckitt, we work together to protect, heal, and nurture in the relentless pursuit of a cleaner, healthier world. Together, we are fighting to make access to the highest quality hygiene, wellness, and nourishment a right, not a privilege. We are guided by our compass and leadership behaviours, possessing the power to do the right thing. Always.

Each Reckitt employee has their own unique story and perspective shaped by their individual experience. As part of embracing our diversity to build a more inclusive world, we want all our people to have the freedom to succeed in their own authentic way; feeling free to be themselves at every step of their career journey. We strive to ensure that all our people are actively included and listened to and always treated fairly and equitably, whether as consumers, partners, or colleagues.

Our aim at Reckitt is to create teams that are diverse and representative of the communities in which we operate as well as reflecting the consumers of our products. When diversity exists in an inclusive and equitable environment, innovation and great decision-making thrive.

In accordance with the company's [Code of Conduct](#), Reckitt is committed to providing a working environment free from harassment, discrimination, violence and bullying ([link to ABHD Policy](#)). We expect all our people to treat others respectfully and inclusively and in return, all our people can expect to be treated with respect, to be actively included and have an equal opportunity to perform at their best.

We are committed to equal access of opportunity in all areas of employment and business, regardless of personal characteristics including, but not limited to age, disability, or medical condition; colour, ethnicity, race, citizenship, and national origin; religion or faith; pregnancy, family status and caring responsibilities; sexual orientation; sex, gender identity, gender expression, and transgender identity; political affiliation, protected veteran status; socio-economic background, size, union membership or any other basis protected by appropriate law. This also covers those that are part-time or fixed term.

Scope

This policy applies to all Reckitt permanent employees as well as temporary team members including contractors, interns, volunteers and other visitors; casual workers and agency workers who are **engaged by Reckitt, its subsidiaries or its holding companies, collectively, "Reckitt"**.

Responsibility

At Reckitt, we are all responsible for doing the right thing always and ensuring we work in an inclusive workplace where everyone feels able to bring their best self to work. We take active steps to build awareness and understanding through conversation, education and being clear on our expectations of what inclusion and inclusive leadership mean.



Senior managers are accountable, and all Reckitt employees are responsible for ensuring that our approach to inclusion is actively pursued and implemented. Employees should be aware of their personal responsibility to promote diversity and embed inclusion to their colleagues, consumers, customers, partners, suppliers, and the communities in which we operate.

Ultimate ownership of this policy rests **with Reckitt's Group Executive Committee (GEC)**. On behalf of the GEC, the Chief Human Resources Officer (CHRO) is responsible for the implementation of this policy.

In addition, the CEO chairs the Global Inclusion Board, made up of senior business leaders from around Reckitt, ensuring that we take a strategic approach to meet the goals of this document in a meaningful and sustainable manner. Find out more about our broader inclusion efforts here via the [Inclusion hub](#).

Understanding our workforce make up

We will improve the quality of data regarding diversity within our workforce to ensure that we attract, retain and promote a diverse and representative workforce. Our diversity data will be disclosed in line with best practice and as required by law.

Reporting Concerns or Breaches

We take a stringent approach to breaches of this policy. Any act that appears in misalignment, contravention or in breach of this approach should be reported in confidence to your line manager, management team member or your HR Manager. If you do not feel comfortable for any reason raising this with your management team you can also contact the Global Employee Resource Group Sponsors or a member of the Global Inclusion Board (Link) or via the [Reckitt Speak Up! Line](#)

Allegations regarding potential breaches of this policy will be investigated transparently, fairly and confidentially in accordance with the local grievance procedures in place. Allegations made in good faith will not lead to less favorable treatment for the individual making them.

Breaches of this policy could lead to disciplinary measures up to and including termination.

Contact Information

For information related to this document, please contact your local HR Manager or the author.

Review

This document will be reviewed every three years. Effective Date: 1 February 2022

Role	Name	Title	Signature Approval Date
Author	Carrie Adams	Global Head of Inclusion	CA 27.1.22
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