
Wellbeing Policy



Wellbeing at Reckitt

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.

We recognize that as one of the top performing organisations in our sector, we expect more of ourselves & ask a lot of our people. Reckitt people thrive on their ability to perform at pace, to view situations with optimism and a can-do attitude.

We want our people to have the freedom to succeed in their own authentic way, being at their best more of the time – at home and at work. This means having the mental & physical resources to not only conduct ourselves in a balanced & sustainable manner, but to thrive in the pursuit of excellence and in response to challenge. Through self-insight and self-regulation we want to create capacity for change and enable our people to live, operate, behave & collaborate in the pursuit of sustained high performance.

Scope

This policy applies to all Reckitt permanent employees as well as temporary team members including contractors, interns and casual workers.

Outcomes

Reckitt strives to be an environment in which people can live a better life, being at their best more of the time. Being well resourced individually, collectively & socially, is of benefit in every aspect of our lives, and work should be no exception. Wellbeing is not just a consideration, but the foundation of who we are; people free to be and express themselves fully, contributing to an equitable, inclusive & innovative culture that we can be proud of.

Practices

- An established foundation of health & wellbeing at our core, to facilitate us in living our compass and ensure we have the sustained collective energy to take on our fight & deliver our purpose.
- Personal self-knowledge and self-regulation of our health & wellbeing as the foundation of our leadership behaviours and to further reinforce our culture in a consistent & sustainable way.
- Provision of & access to up-to-date education and resources determined as priorities through feedback & engagement surveys, such as, but not exclusively: mindset, stress management, triggers, resilience, movement, nutrition, recovery etc.
- Access for all through an organisational-wide wellbeing programme to drive increased self-knowledge and self-regulation of individual health & wellbeing. This includes the provision of **a wellbeing 'forum' to enable employees to exchange experiences, ideas and activation approaches to further the wellbeing enablement of everyone across Reckitt.** Find out more about our broader wellbeing efforts on the [Wellbeing Hub](#).
- **The 'activation' of wellbeing initiatives and resources at a local level driven by a network of nominated 'wellbeing activators', nominated by country HRDs .**

Mental Health support

Reckitt provides access to mental health training resources to all employees as part of a global mental health platform which includes eLearning, toolkits and other resources and reference materials such as articles and videos. This global provision complements local programmes which may also be provided in markets.

Training & coaching support for managers

All people managers & leaders have opportunity to participate in '**Leading Wellbeing & High Performance**' training & coaching programmes, as well as the above-mentioned mental health training resources, to enable sustainable performance at pace, through care and wellbeing.

Ownership and responsibility:

At Reckitt, we are all responsible for doing the right thing always and enabling a workplace where everyone feels able to bring their whole self to work. Ultimate **ownership of this policy rests with Reckitt's Group Executive Committee (GEC)**. The Chief Human Resources Officer (CHRO) is the member of the GEC responsible for the implementation of this.

Senior managers are accountable, and all Reckitt employees are responsible for ensuring that our wellbeing policies and programmes are actively pursued and implemented. Everyone should be aware of their personal responsibility to each other, to consumers, customers, partners and suppliers as well as the communities in which we operate

Measuring our progress

Through our engagement surveys and aggregated, anonymised themes from coaching feedback, we collect information about the relative wellbeing of our organization. We strive to attract, enable & retain an engaged and motivated workforce, sustained from a wellbeing perspective. Our wellbeing data will only be disclosed in line with best practice as required by law.

Reporting concerns

Any act that appears in misalignment to this philosophy should be reported to your local HR Manager or via the [Reckitt Speak Up! Line](#). You may also wish to view the [Reckitt anti-bullying, harassment and discrimination policy](#) and our [Code of Conduct](#).

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.

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Role	Name	Title	Signature Approval Date
Author	Liesel Kruger	Global Head of Culture & Wellbeing	1 March 2022
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