

Reckitt Benckiser Group plc

**2023 GLOBAL REPORTING  
INITIATIVE (GRI)  
CONTENT INDEX**

## GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

We have prepared our 2023 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. We report progress for the calendar year to 31 December 2023, unless other timescales are specifically noted. References to the Annual Report and Accounts and Sustainability Report refers to 2023, unless otherwise stated.

GRI Standard	Disclosure	Location	Page
GRI 2: General Disclosures 2021	2-1 Organizational details	Annual Report and Accounts 2023	208-217
	2-2 Entities included in the organization's sustainability reporting	Annual Report and Accounts 2023: Subsidiary Undertakings Basis of Reporting 2023	208-217
	2-3 Reporting period, frequency and contact point	Annual Report and Accounts 2023 Basis of Reporting 2023 Sustainability Report 2023: Our approach	2 - 11
	2-4 Restatements of information	Basis of Reporting 2023 ESG Data Book	
	2-5 External assurance	Sustainability Report 2023: Our approach Basis of Reporting 2023	2 -11
	2-6 Activities, value chain and other business relationships	Annual Report and Accounts 2023: Our Business Model Annual Report and Accounts 2023: Our stakeholders	12 37-40
	2-7 Employees	Annual Report and Accounts 2023 Sustainability Report 2023: Our People ESG Data Book 2023	169 63-86
	2-8 Workers who are not employees	Sustainability Report: People in our value chain	87-95
	2-9 Governance structure and composition	Annual Report and Accounts 2023: Governance	62-73
	2-10 Nomination and selection of the highest governance body	Annual Report and Accounts 2023: Governance	83-87
	2-11 Chair of the highest governance body	Annual Report and Accounts 2023: Governance	65
	2-12 Role of the highest governance body in overseeing the management of impacts	Annual Report and Accounts 2023: Governance Sustainability Report 2023: Our approach	63-73 9-11
	2-13 Delegation of responsibility for managing impacts	Annual Report and Accounts 2023: Governance Sustainability Report 2023: Our approach	80-81 9-11
	2-14 Role of the highest governance body in sustainability reporting	Annual Report and Accounts 2023: Governance Sustainability Report 2023: Governance and Risk Management	96-99 9-11
	2-15 Conflicts of interest	Annual Report and Accounts 2023: Governance Code of Conduct	73
	2-16 Communication of critical concerns	Annual Report and Accounts 2023: Governance Sustainability Report 2023: Sustainability approach	136 9-11
	2-17 Collective knowledge of the highest governance body	Annual Report and Accounts 2023: Governance Sustainability Report 2023: Our approach	62-70 9-11
	2-18 Evaluation of the performance of the highest governance body	Annual Report and Accounts 2023: Governance	82
	2-19 Remuneration policies	Annual Report and Accounts 2023: Directors remuneration report	100-132
	2-20 Process to determine remuneration	Annual Report and Accounts 2023: Directors remuneration report	100-132
	2-21 Annual total compensation ratio	Annual Report and Accounts 2023: Directors remuneration report	100-132
	2-22 Statement on sustainable development strategy	Annual Report and Accounts 2023: Sustainability Performance Review Annual Report and Accounts 2023: CRSEC report Sustainability Report 2023: Sustainability at Reckitt	47-53, 96-99 2 - 8
	2-23 Policy commitments	Code of Conduct Policies	
	2-24 Embedding policy commitments	Annual Report and Accounts 2023: Sustainability Performance Review - Non-Financial and Sustainability Information Statement	54
	2-25 Processes to remediate negative impacts	Sustainability Report 2023: Sustainability approach Sustainability Report 2023: People in our value chain Code of Conduct Modern Slavery Statement 2022	9 - 11 87 - 95
	2-26 Mechanisms for seeking advice and raising concerns	Code of Conduct	
	2-27 Compliance with laws and regulations	Code of Conduct Policies	
	2-28 Membership associations	<a href="https://reckitt.com/media/p4ul1quf/reckitt_trade-association-spend-2022_final.pdf">https://reckitt.com/media/p4ul1quf/reckitt_trade-association-spend-2022_final.pdf</a> Annual Report and Accounts 2023	
	2-29 Approach to stakeholder engagement	Annual Report and Accounts 2023: Our Stakeholders Sustainability Report 2023: Sustainability at Reckitt	37-40 6-7
	2-30 Collective bargaining agreements	Sustainability Report 2023: Our People	66

GRI 3: Material Topics 2021	3-1 Process to determine material topics	Focusing on what matters (2021) Sustainability Report 2023: Sustainability at Reckitt	3
	3-2 List of material topics	Focusing on what matters (2021) Sustainability Report 2023: Sustainability at Reckitt	3
	3-3 Management of material topics	Sustainability Report 2023	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Annual Report and Accounts 2023: Financial statements Social Impact Investment Report 2023	156-159
	201-2 Financial implications and other risks and opportunities due to climate change	Annual Report and Accounts 2023: Climate-Related Financial Disclosures Sustainability Report 2023, Climate change	218-222 30-38
	201-3 Defined benefit plan obligations and other retirement plans	Annual Report and Accounts 2023: Notes to the Financial Statements	166, 191-196
	201-4 Financial assistance received from government	Not currently reported	
GRI 202: Market Presence 2016	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 2016	203-1 Infrastructure investments and services supported	Social Impact Investment Report 2023	
	203-2 Significant indirect economic impacts	Sustainability Report 2023: People in our value chain Sustainability Report 2023: Biodiversity and ecosystems	87-95 39-51
	204-1 Proportion of spending on local suppliers	Not currently reported	
GRI 204: Procurement Practices 2016			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Annual Report and Accounts 2023: Sustainability Performance Annual Report and Accounts 2023: Risk Management Sustainability Report 2023: People in our value chain Modern Slavery Statement	54 58 87-95
	205-2 Communication and training about anti-corruption policies and procedures	Annual Report and Accounts 2023: Sustainability Performance Code of Conduct	54
	205-3 Confirmed incidents of corruption and actions taken	Not currently reported	
	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Annual Report and Accounts 2023: Corporate responsibility, Sustainability, Ethics and Compliance Committee report Code of Conduct	96-99
GRI 206: Anti-competitive Behavior 2016			
GRI 207: Tax 2019	207-1 Approach to tax	Reckitt Tax Strategy Report 2023	
	207-2 Tax governance, control, and risk management	Reckitt Tax Strategy Report 2023	
	207-3 Stakeholder engagement and management of concerns related to tax	Reckitt Tax Strategy Report 2023	
	207-4 Country-by-country reporting	Not currently reported	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Sustainability Report 2023: Plastics and packaging Sustainability Report 2023: Biodiversity and ecosystems ESG Data Book	22-28 39-51
	301-2 Recycled input materials used	Sustainability Report 2023: Plastics and packaging Sustainability Report 2023: Biodiversity and ecosystems ESG Data Book	22-28 39-51
	Reclaimed products and their packaging materials	Not currently reported	
	302-1 Energy consumption within the organization	Annual Report and Accounts 2023: Sustainability Performance Review Sustainability Report 2023: Climate change ESG Data Book	48 30-38
GRI 302: Energy 2016	302-2 Energy consumption outside of the organization	Not currently reported	
	302-3 Energy intensity	ESG Data Book	
	302-4 Reduction of energy consumption	Sustainability Report 2023: Climate change ESG Data Book	30-38
	302-5 Reductions in energy requirements of products and services	Not currently reported	
	303-1 Interactions with water as a shared resource	Sustainability Report 2023: Water	52-58
GRI 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts	Sustainability Report 2023: Water	52-58
	303-3 Water withdrawal	Sustainability Report 2023: Water ESG Data Book	52-58
	303-4 Water discharge	Sustainability Report 2023: Water ESG Data Book	52-58
	303-5 Water consumption	Sustainability Report 2023: Water ESG Data Book	52-58
	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Sustainability Report 2023: Biodiversity and ecosystems	41
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	Sustainability Report 2023: Biodiversity and ecosystems	39-51
	304-3 Habitats protected or restored	Sustainability Report 2023: Biodiversity and ecosystems	39-51
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not currently reported	

GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Annual Report and Accounts 2023: Sustainability Performance Sustainability Report 2023: Climate change ESG Data Book	48 29-37
	305-2 Energy indirect (Scope 2) GHG emissions	Annual Report and Accounts 2023: Sustainability Performance Sustainability Report 2023: Climate change ESG Data Book	48 29-37
	305-3 Other indirect (Scope 3) GHG emissions	Annual Report and Accounts 2023: Sustainability Performance Sustainability Report 2023: Climate change ESG Data Book	48 29-37
	305-4 GHG emissions intensity	Annual Report and Accounts 2023: Sustainability Performance Sustainability Report 2023: Climate change ESG Data Book	48 29-37
	305-5 Reduction of GHG emissions	Annual Report and Accounts 2023: Sustainability Performance Sustainability Report 2023: Climate change ESG Data Book	14 29-37
	305-6 Emissions of ozone-depleting substances (ODS)	Not material	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not material	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Sustainability Report 2023: Waste	59-61
	306-2 Management of significant waste-related impacts	Sustainability Report 2023: Waste	59-61
	306-3 Waste generated	Sustainability Report 2023: Waste ESG Data Book	59-61
	306-4 Waste diverted from disposal	Annual Report and Accounts 2023: Sustainability Performance Sustainability Report 2023: Waste insight ESG Data Book	49 59-61
	306-5 Waste directed to disposal	Sustainability Report 2023: Waste	59-61
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Modern Slavery Act Statement 2022	
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainability Report 2023: People in our value chain Sustainability Report 2023: Biodiversity and ecosystems ESG Data Book	87-95 39-51
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	ESG Data Book	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Not currently reported	
	401-3 Parental leave	Sustainability Report 2023: Our people	63-86
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Not currently reported	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Sustainability Report 2023: Our people	85-86
	403-2 Hazard identification, risk assessment, and incident investigation	Sustainability Report 2023: Our people	85-86
	403-3 Occupational health services	Sustainability Report 2023: Our people	85-86
	403-4 Worker participation, consultation, and communication on occupational health and safety	Sustainability Report 2023: Our people	85-86
	403-5 Worker training on occupational health and safety	Sustainability Report 2023: Our people	85-86
	403-6 Promotion of worker health	Sustainability Report 2023: Our people	85-86
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report 2023: Our people	85-86
	403-8 Workers covered by an occupational health and safety management system	Sustainability Report 2023: Our people	85-86
	403-9 Work-related injuries	Sustainability Report 2023: Our people ESG Data Book	85-86
	403-10 Work-related ill health	Sustainability Report 2023: Our people ESG Data Book	85-86
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Not currently reported	
	404-2 Programs for upgrading employee skills and transition assistance programs	Sustainability Report 2023: Our people	69
	404-3 Percentage of employees receiving regular performance and career development reviews	Sustainability Report 2023: Our people	63-86
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Annual Report & Accounts 2023: Sustainability Performance Review Annual Report & Accounts 2023: Nomination Committee Report Sustainability Report 2023: Our people continued - Diversity and Inclusion	51 87 72-77
	405-2 Ratio of basic salary and remuneration of women to men	Sustainability Report 2023: Our people ESG Data Book	63-86
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Code of Conduct Anti-harassment, discrimination and bullying policy 2021 Wellbeing policy 2022	
	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Sustainability Report 2023: Our people Code of Conduct Human Rights and Responsible Business Policy	63-86

GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Labour and Human Rights Standard Sustainability Report 2023: Biodiversity and ecosystems Sustainability Report 2023: People in our value chain Modern Slavery Act Statement 2022	39 - 51 87 - 95
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sustainability Report 2023: People in our value chain Modern Slavery Act Statement 2022 Labour and Human Rights Standard	87 - 95
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Labour and Human Rights Standard	
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Not material	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Sustainability Report 2023: Sustainability at Reckitt Sustainability Report 2023: Climate change Sustainability Report 2023: Biodiversity and ecosystems Sustainability Report 2023: Water Sustainability Report 2023: People in our value chain Social Impact Investment Report 2023	2 - 8 30 - 38 39 - 51 52 - 58 87 - 95
	413-2 Operations with significant actual and potential negative impacts on local communities	Sustainability Report 2023: People in our value chain Modern Slavery Act Statement 2022	87-95
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria 414-2 Negative social impacts in the supply chain and actions taken	Modern Slavery Act Statement 2022 Modern Slavery Act Statement 2022	
GRI 415: Public Policy 2016	415-1 Political contributions	Annual Report & Accounts 2023: Report of the Directors' continued	136
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Sustainability Report 2023: Product Stewardship Product Safety Policy	15 - 21
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Sustainability Report 2023: Product Stewardship	15 - 21
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Sustainability Report 2023: Product Stewardship Sustainability Report 2023: Plastics and Packaging	15 - 21 22 - 28
	417-2 Incidents of non-compliance concerning product and service information and labeling	Sustainability Report 2023: Product Stewardship	15 - 21
	417-3 Incidents of non-compliance concerning marketing communications	Responsible Marketing Policy	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainability Report 2023: Sustainability approach	10

Document links:

- Annual Report 2023 - <https://reckitt.com/investors/latest-annual-report/>
- Sustainability Report 2023 - <https://reckitt.com/our-impact/reporting-hub/>
- Basis of Reporting 2023 - <https://reckitt.com/our-impact/reporting-hub/>
- ESG Data book 2023 - <https://reckitt.com/our-impact/reporting-hub/>
- Policies - <https://www.reckitt.com/sustainability/policies-and-reports/>
- Focusing on what matters (2021) - <https://reckitt.com/our-impact/our-approach/materiality-and-stakeholder-engagement/>
- Anti-harassment, discrimination and bullying policy 2021 - <https://reckitt.com/media/22oijz3l/anti-harassment-discrimination-and-bullying-policy-final-for-gec-review-13-12-2021.pdf>
- Code of Conduct - <https://reckitt.com/media/ljeyr4b/english-reckitt-code-of-conduct-1-0-final-07-november-23-002.pdf>
- Modern Slavery Statement - [https://reckitt.com/media/a4mjwvcy/reckitt\\_modern\\_slavery\\_statement2022-pdf.pdf](https://reckitt.com/media/a4mjwvcy/reckitt_modern_slavery_statement2022-pdf.pdf) - 2023 update to be published later in 2024
- Product Safety Policy - <https://reckitt.com/media/vycjofxa/rb-product-safety-policy-08-oct-2020-final-1.pdf>
- Reckitt Tax Strategy Report 2023 - <https://reckitt.com/media/udxdixv4/reckitt-tax-strategy-2023.pdf>
- Responsible Marketing Policy - <https://reckitt.com/media/mqsnkoer/responsible-marketing-policy.pdf>
- Social Impact Investment Report 2023 - [https://reckitt.com/media/imzjetar/social\\_impact\\_report\\_2023.pdf](https://reckitt.com/media/imzjetar/social_impact_report_2023.pdf)
- Wellbeing policy 2022 - <https://reckitt.com/media/ncqkflox/wellbeing-policy-07-04-2022.pdf>