




# Materiality and stakeholder engagement

We routinely assess the sustainability issues that are most relevant to our business and our stakeholders, ensuring that we are prioritising our commitments and resources on areas that are material to us. We will share progress through our routine reporting and wider communications, which also helps us continue to engage with our various stakeholders and maintain a sense of developing priorities.

## Our material issues

We consider a number of broad areas in assessing the most material issues for RB and our stakeholders. The table shows a summary of the material issues for RB and its stakeholders, the relevant SDGs and links to further information on our website and detailed RB Insights. Additional information can also be found in our Annual Report.

 [Click here to read more about these topics in our Annual Report.](#)

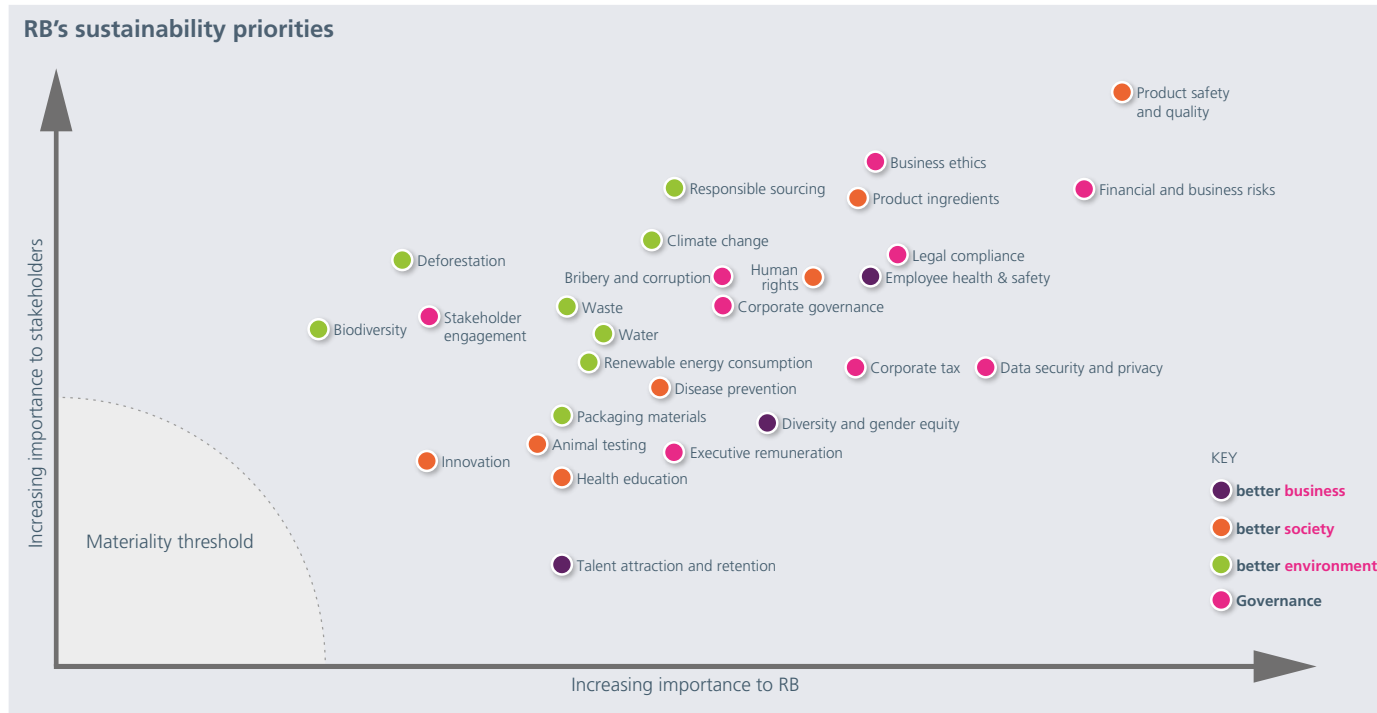
Key issues	Website	SDG
<b>Workplace</b>		
Human rights		    
Employee health & safety		 
Diversity and gender equality		  
Talent attraction and retention		  
<b>Healthier lives</b>		
Disease prevention		   
Health education		    
<b>Our products</b>		
Product safety and quality		 
Product ingredients		   
Packaging materials		   
Animal testing		
Innovation		   
<b>Environment</b>		
Climate change		  
Energy use and renewable energy		  

Key issues	Website	SDG
<b>Environment continued</b>		
Waste disposal		   
Water consumption		   
<b>Responsible sourcing</b>		
Responsible sourcing		   
Deforestation		  
Biodiversity		 
<b>Governance</b>		
Legal compliance		
Business ethics		 
Corporate governance		 
Stakeholder engagement		 
Financial and business risks		 
Data security and privacy		
Corporate tax		
Executive remuneration		



# Materiality and stakeholder engagement continued

## Reporting our material issues



We believe that an independent third-party facilitated materiality assessment is an essential starting point for any organisation seeking to align sustainability with its business strategy. With approximately 250 stakeholders, and with Corporate Citizenship, a specialist in this field, we are gathering views and insights on social, environmental and economic issues relevant to our business through a global programme of interviews, surveys and interactive multi-user webinars.

In doing so, our goals are to identify potential new opportunities and risks, show strategic priorities and reveal trends and stakeholder expectations that inform business decisions and innovations. We began this work in 2018 and will complete and report on this during 2019.

### Scope

When reviewing sustainability areas that are likely to be most relevant to RB, we consider the impacts our products and operations have across the value chain. Our materiality assessment considers a range of issues that can affect or be affected directly by our global operations and by both the upstream and downstream elements of our value chain, including suppliers, customers and other partners, consumers and the communities where we work.

### Our approach

At RB, we are committed to identifying and addressing sustainability issues and opportunities that are important to all our stakeholders. We build these issues into our day-to-day activity and business strategy, to deliver RB's objectives and build resilience and opportunities for the future. Transparent communication of our sustainability priorities and performance is important to us and we share this information widely across a range of media.

Our review from 2016 prioritises the material issues for our work. However, we recognise that we operate in an ever-changing

environment and that it is important to review our sustainability profile to ensure it remains relevant to both the business and our stakeholders.

### Updating our materiality review

We are completing a new comprehensive assessment of the most material issues across our business in 2019. For RB, our assessment provides the groundwork for the next phase in our sustainability journey. The outcome will inform the development of our new strategies and activities in 2019, looking to the future beyond our current 2020 targets.

The range of topics we consider are primarily those that have a significant positive or negative short, medium or long-term impact on RB's stakeholders, our communities and the planet; those issues that we are most able to influence; and those that may affect our ability to fulfil our purpose. The assessment establishes a list of sustainability priorities that are the most material to both RB and our stakeholders. Although the Company avoids reporting on subjects that are not deemed as being material – helping to ensure reporting conciseness – this does not mean we are not aware of other less significant matters, or that they are not monitored and reviewed internally. This is particularly true of issues that have a propensity to increase in the future.



# Materiality and stakeholder engagement continued

## Our materiality assessment process

We define our material issues in line with the United Nations Sustainable Development Goals and the indicators that are most relevant to our operations. We engage with a range of stakeholders, including consumer groups and communities, peers, suppliers, experts, policymakers and investors to consider the most material issues for our business, both regarding current activities and also into the future. Utilising internal and external research, surveys, interviews and interactive webinars, our materiality assessment helps to gather a 360-degree perspective on the environmental, social and governance issues facing our Company and our stakeholders.

The process adopts both quantitative and qualitative inputs on sustainability issues and opportunities following a four-staged approach:

- Issues identification – identifying key ethical, governance, environmental and social issues, drawing on internal and external resources and research.
- Internal stakeholder engagement – gathering views and insights across RB’s Corporate and Business Unit divisions, functions and geographies, reflecting on the complexity and diversity of our organisation
- External stakeholder feedback – engaging with a board range of external opinion formers from consumers and suppliers to leading experts, NGOs and investors to better understand expectations, key drivers and future trends.
- Analysis and validation – detailed analysis of the internal and external context that RB is operating in, supported by the development of a dynamic quantitative materiality tool, providing additional understanding of the complexities and interrelationships impacting our material issues and strategic directing.

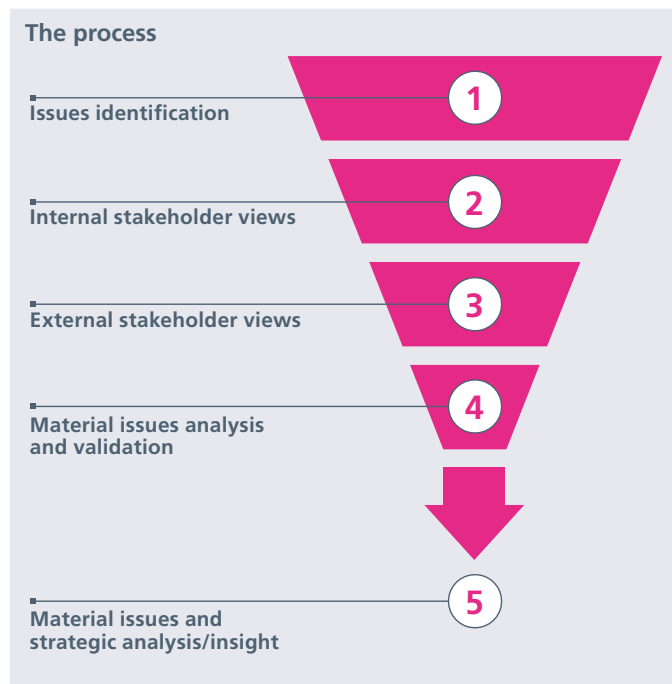
RB carries out a materiality assessment in line with Accountability’s five-part materiality test and the GRI G4 sustainability guidelines implementation manual, with revisions taking place as needed in the interim. Additional sources that inform our views and issues also include:

- Reporting trends and external standards
- Business priorities and corporate values
- Corporate risk framework
- Industry benchmarking and peer review
- International media review
- ESG agencies and indices
- Legislative reviews and updates

## Engaging our stakeholders

Our stakeholders provide important insights into sustainability issues and trends that concern them, currently or into the future. This learning helps us avoid making assumptions about what is expected of us by our most important stakeholders such as employees, suppliers, customers, investors and non-governmental organisations (NGOs).

We communicate regularly with a variety of different stakeholders both as part of our standard day-to-day business activities and as part of our dedicated materiality assessment process. Further details of our stakeholders and engagement activities can be found in our Annual Report.



 [Click here to read more about our stakeholders and engagement activities in our Annual Report.](#)