



Independent Limited Assurance Report of KPMG LLP to Reckitt Benckiser Group plc (“Reckitt”) for the UK Market

KPMG LLP (“KPMG” or “we”) were engaged by Reckitt Benckiser Group plc (“Reckitt”) to provide limited assurance over the Selected Information described below for the period ended 5th April 2022.

Our conclusion

Based on the work we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Selected Information has not been properly prepared, in all material respects, in accordance with the Reporting Criteria.

This conclusion is to be read in the context of the remainder of this report, in particular the inherent limitations explained below and this report’s intended use.

Selected Information

The scope of our work includes only the information included within Reckitt’s Gender Pay Gap Report in respect of the UK market (“the Report”) for the period ended 5th April 2022 marked with the symbol Δ (“the Selected Information”), and also listed in Appendix 1.

We have not performed any work, and do not express any conclusion, over any other information that may be included in the Report or displayed on Reckitt’s website for the current period or for previous periods unless otherwise indicated.

Reporting Criteria

The Reporting Criteria we used to form our judgements are the Gender Pay Gap Reporting 2022 UK Methodology as set out at <https://www.reckitt.com/our-impact/fairer-society/gender-pay-gap-report/> (“the Reporting Criteria”). The Selected Information needs to be read together with the Reporting Criteria.

Inherent limitations

The nature of non-financial information; the absence of a significant body of established practice on which to draw; and the methods and precision used to determine non-financial information, allow for different, but acceptable evaluation and measurement techniques and can result in materially different measurements, affecting comparability between entities and over time. The Reporting Criteria has been developed to assist Reckitt in providing the Selected Information only. As such the Selected Information may not be suitable for another purpose.

Directors’ responsibilities

The Directors of Reckitt are responsible for:

- designing, operating and maintaining internal controls relevant to the preparation and presentation of the Selected Information that is free from material misstatement, whether due to fraud or error;
- selecting and/or developing objective Reporting Criteria;
- measuring and reporting the Selected Information in accordance with the Reporting Criteria; and
- the contents and statements contained within the Report and the Reporting Criteria.

Our responsibilities

Our responsibility is to plan and perform our work to obtain limited assurance about whether the Selected Information has been properly prepared, in all material respects, in accordance with the Reporting Criteria and to report to Reckitt in the form of an independent limited assurance conclusion based on the work performed and the evidence obtained.

Assurance standards applied

We conducted our work in accordance with International Standard on Assurance Engagements (UK) 3000 *Assurance Engagements other than Audits or Reviews of Historical Financial Information* (“ISAE (UK) 3000”) issued by the Financial Reporting Council. This standard requires that we obtain sufficient, appropriate evidence on which to base our conclusion.

Independence, professional standards and quality control

We comply with the Institute of Chartered Accountants in England and Wales (“ICAEW”) Code of Ethics, which includes independence, and other requirements founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour, that are at least as demanding as the applicable provisions of the IESBA Code of Ethics. We apply International Standard on Quality Control (UK) 1 *Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance and Related Services Engagements* and accordingly we maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Summary of work performed

A limited assurance engagement involves planning and performing procedures to obtain sufficient appropriate evidence to obtain a meaningful level of assurance over the Selected Information as a basis for our limited assurance conclusion. Planning the engagement involves assessing whether the Reporting Criteria are suitable for the purposes of our limited assurance engagement. The procedures selected depend on our judgement, on our understanding of the Selected Information and other engagement circumstances, and our consideration of areas where material misstatements are likely to arise.

The procedures performed included:

- conducting interviews with Reckitt’s management to obtain an understanding of the key processes, systems and controls in place over the preparation of the Selected Information;
- assessing the implementation of the methodology specified by The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 for the UK gender pay gap calculation and disclosure;
- performing analytical procedures over a selection of the Selected Information, including a comparison to the prior period having due regard to changes in the business;
- assessing a selection of formulae used and manual calculations performed over the Selected Information; and
- reading the narrative accompanying the Selected Information in the Report with regard to the Reporting Criteria, and for consistency with our findings.

The work performed in a limited assurance engagement varies in nature and timing from, and is less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

In relation to our work performed on the Selected Information, the scope of our work over the employees’ gender, personal band, employment start date, employment end date, and bonus components did not include examination of the accuracy of the underlying data in the Human Resources IT system operated by Reckitt.

This report’s intended use

Our report has been prepared for Reckitt solely in accordance with the terms of our engagement. We have consented to the publication of our report on Reckitt’s Gender Pay Gap Report for the purpose of Reckitt showing that it has obtained an independent assurance report in connection with the Selected Information.

Our report was designed to meet the agreed requirements of Reckitt determined by Reckitt’s needs at the time. Our report should not therefore be regarded as suitable to be used or relied on by any party wishing to acquire rights against us other than Reckitt for any purpose or in any context. Any party other than Reckitt who obtains access to our report or a



copy and chooses to rely on our report (or any part of it) will do so at its own risk. To the fullest extent permitted by law, KPMG LLP will accept no responsibility or liability in respect of our report to any other party.

KPMG LLP

KPMG LLP

Chartered Accountants

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London

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15 March 2023

The maintenance and integrity of Reckitt's website is the responsibility of the Directors of Reckitt; the work carried out by us does not involve consideration of these matters and, accordingly, we accept no responsibility for any changes that may have occurred to the reported Selected Information, Reporting Criteria or Report presented on Reckitt's website since the date of our report.

Appendix 1

Entity	KPI	Assured value
UK Group	Mean gender bonus gap	35.1%
	Median gender bonus gap	-17.4%
	Proportion of men receiving a bonus payment	75.0%
	Proportion of women receiving a bonus payment	83.6%
	Upper quartile for men	55.8%
	Upper quartile for women	44.2%
	Upper middle quartile for men	51.2%
	Upper middle quartile for women	48.8%
	Lower middle quartile for men	58.8%
	Lower middle quartile for women	41.2%
	Lower quartile for men	60.5%
	Lower quartile for women	39.5%
	RB UK Commercial Limited	Mean gender pay gap
Median gender pay gap		8.0%
Mean gender bonus gap		5.6%
Median gender bonus gap		-3.1%
Proportion of men receiving a bonus payment		88.6%
Proportion of women receiving a bonus payment		92.3%
Upper quartile for men		46.9%
Upper quartile for women		53.1%
Upper middle quartile for men		50.5%
Upper middle quartile for women		49.5%
Lower middle quartile for men		33.3%
Lower middle quartile for women		66.7%
Lower quartile for men		39.2%
Lower quartile for women	60.8%	
Reckitt Benckiser Corporate Services Limited	Mean gender pay gap	27.3%
	Median gender pay gap	23.3%
	Mean gender bonus gap	60.0%
	Median gender bonus gap	51.6%
	Proportion of men receiving a bonus payment	90.0%
	Proportion of women receiving a bonus payment	89.6%
	Upper quartile for men	62.3%
	Upper quartile for women	37.7%
	Upper middle quartile for men	54.4%
	Upper middle quartile for women	45.6%
	Lower middle quartile for men	41.6%
	Lower middle quartile for women	58.4%
	Lower quartile for men	30.5%
Lower quartile for women	69.5%	
Reckitt Benckiser Health Limited	Mean gender pay gap	21.0%
	Median gender pay gap	30.7%

	Mean gender bonus gap	41.4%
	Median gender bonus gap	47.4%
	Proportion of men receiving a bonus payment	90.4%
	Proportion of women receiving a bonus payment	88.5%
	Upper quartile for men	55.9%
	Upper quartile for women	44.1%
	Upper middle quartile for men	49.0%
	Upper middle quartile for women	51.0%
	Lower middle quartile for men	38.6%
	Lower middle quartile for women	61.4%
	Lower quartile for men	40.8%
	Lower quartile for women	59.2%
RB Healthcare (UK) Limited	Mean gender pay gap	-0.7%
	Median gender pay gap	6.2%
	Mean gender bonus gap	-34.7%
	Median gender bonus gap	0.0%
	Proportion of men receiving a bonus payment	88.1%
	Proportion of women receiving a bonus payment	84.7%
	Upper quartile for men	72.3%
	Upper quartile for women	27.7%
	Upper middle quartile for men	80.5%
	Upper middle quartile for women	19.5%
	Lower middle quartile for men	73.6%
	Lower middle quartile for women	26.4%
	Lower quartile for men	62.1%
Lower quartile for women	37.9%	
RB Healthcare Manufacturing	Mean gender pay gap	0.1%
	Median gender pay gap	8.6%
	Mean gender bonus gap	-39.4%
	Median gender bonus gap	-54.5%
	Proportion of men receiving a bonus payment	33.0%
	Proportion of women receiving a bonus payment	38.7%
	Upper quartile for men	76.6%
	Upper quartile for women	23.4%
	Upper middle quartile for men	77.7%
	Upper middle quartile for women	22.3%
	Lower middle quartile for men	80.0%
	Lower middle quartile for women	20.0%
	Lower quartile for men	61.9%
Lower quartile for women	38.1%	
RB (UK) Limited	Mean gender pay gap	-2.2%
	Median gender pay gap	-7.3%
	Mean gender bonus gap	-31.8%
	Median gender bonus gap	-1747.0%

Proportion of men receiving a bonus payment	56.8%
Proportion of women receiving a bonus payment	54.4%
Upper quartile for men	87.3%
Upper quartile for women	12.7%
Upper middle quartile for men	63.9%
Upper middle quartile for women	36.1%
Lower middle quartile for men	84.5%
Lower middle quartile for women	15.5%
Lower quartile for men	86.1%
Lower quartile for women	13.9%