



INVESTING IN COMMUNITIES

We want to make access to the highest quality hygiene, health and nutrition a right not a privilege. We are investing to improve that access in communities with unmet needs where we can have the most impact and through our brands, making high-quality products available to more people. We empower people – with products, education and skills – to make small changes in their daily lives that can unlock progress that lasts a lifetime.

How we engage

Reckitt seeks to play a full and constructive role in society. Our purpose and fight express what that means for us and guide how we make a difference. We believe that everyone has the right to high-quality hygiene, wellness and nourishment. And we fight on multiple fronts to make that happen.

Our social impact investment programme focuses on projects where we can make a measurable, sustainable and meaningful difference. It is centred on three main areas of activity. Sexual health and rights and maternal and child health are two; the third area, which was critically important this year, is clean water, hygiene and sanitation.

Fight for Access Fund

The launch in March of our Fight for Access Fund marked a new phase in our drive to translate our purpose – protecting, healing and nurturing in the relentless pursuit of a cleaner, healthier world – into transformative action for communities.

The Fight for Access Fund is a rallying point for the energy and resources we spend serving our communities. It's there to support projects that improve access to health, hygiene and nutrition for all. We've committed to allocating the equivalent of 1% of our annual adjusted operating profit every year to ensure we continue to broaden and deepen that access. We put this money to work through our brands on programmes that have a lasting, positive impact on people's lives. The Fund invests to improve access in a range of ways: by donating funds to organisations on the ground, by ensuring high-quality products are produced and enhancing their availability, and by educating and informing people.

Combatting COVID-19

In 2020, the collective battle against the spread of COVID-19 was the immediate and urgent priority. We mobilised £32m from the Fight for Access Fund and supplemented this with additional resources from savings during the year, which boosted our COVID-19 related funding to £52m.

CASE STUDY

DISINFECT TO PROTECT

In Asia, Lysol and the Philippine Red Cross (PRC) joined forces to launch Disinfect to Protect. This aims to break the chain of coronavirus infection by improving hygiene barriers and early diagnosis. Lysol Philippines contributed P36 million (c.£560,000) to boost mass testing. Half of this donation was used to build the Philippine Red Cross Molecular Laboratory, a mass-testing facility. The other half went to towards a COVID-19 Samaritan fund that prioritises testing for around 4,500 of the most vulnerable Filipinos, including pregnant women, the elderly and those with pre-existing conditions. Lysol supplemented this financial support with support in kind. It has equipped the PRC's sample collection facilities and testing laboratories with Lysol products to help keep frontline health workers safe.

We prioritised activities that addressed the stress faced by our consumers and in communities where we operate, to help stop the spread of the virus and break the chain of infection. The Fight for Access Fund supported governments and frontline health workers in 66 countries. The £1 million allocated for NHS workers in the UK was one of 20 major projects targeted globally. And there was strong backing too from our brands. Lysol, for instance, provided \$2 million in matched funding to the US Centers for Disease Control and Prevention (CDC) Foundation.

Dettol committed £6 million to frontline health workers and provided urgently needed medical equipment in Wuhan, China. It also gave 10 million units of Dettol soap to vulnerable communities.

Dettol UK pledged to distribute 150,000 care packages to help frontline health workers and their families stay clean and safe. And it donated pre-purchased media time to the UK Government to help amplify its public health messaging campaign.

Globally, we donated over 27 million products, including 1 million litres of Lizol and Harpic disinfectant for Indian hospitals. And we provided essential PPE for frontline workers, including over 15 million face masks worldwide. We also supported public health messaging through our brand campaigns and by donating media space.

These are just a few of the many direct initiatives we undertook in 2020 to counter the spread of COVID-19. We have also been

combatting the virus with projects that promote clean water, hygiene and sanitation.

Clean water, hygiene and sanitation

We have collaborated on public service campaigns with government agencies, NGOs, national medical associations and other stakeholders and provide funding, products and educational resources to promote handwashing and sanitation in Africa, Asia and the Middle East. We use the strength of our brands to stress the importance of good hygiene. Dettol India's #HandWashChallenge campaign was particularly successful at spreading a vital public health message to a younger demographic. It attracted billions of views on TikTok.

The Banega Swasth India (BSI) campaign has been stressing the importance of hygiene as a foundation for health since 2014. It has helped to instil behaviour change in 13m schoolchildren over the years, reducing diarrhoea and improving school attendance. The spread of COVID-19 through the country added urgency to the campaign. BSI launched its Healthily app and donated Return to School kits, including masks, sanitiser and public health posters, to over a million schools across the country.

For Mission Paani, Harpic teamed up with India's News 18 to highlight the country's water crisis. Their nationwide publicity campaign emphasised the importance of conserving water and ensuring sustainable sources for future generations. It also set up community pilot programmes to construct and renovate water harvesting structures in selected villages.

In 2020, the programme partners recalibrated their message in response to the COVID-19 pandemic. They launched the Swachhta aur Paani campaign in October. This stresses the critical importance of clean water for good hygiene and the urgency of maintaining hygienic and sustainable supplies.

In Kenya, where we have been at the forefront of handwashing campaigns for many years, the biggest obstacle has always been the lack of safe, clean sources of water. In 2020, we joined forces with water.org, donating KSh69m (c.£460,000) from our Fight for Access Fund. This funding will help water.org reach around 68,000 Kenyans living in poverty over the next two years, getting them access to safer water and sanitation.

In the US, Lysol is investing more than \$20 million over the next three years to expand its HERE for Healthy Schools Program. It aims to reach the 15 million children in every Title 1 school in the country by 2022. The 58,000 Title 1 schools across the US are those deemed to have large concentrations of low-income students. The programme provides educational resources that will support the reopening of schools and encourage children to learn healthy habits to protect against the spread of germs in the classroom.

Sexual health and rights

We have a longstanding commitment to combat HIV and AIDS. We've joined forces with the United Nations Programme on HIV/AIDS (UNAIDS) to help protect people with HIV/AIDS during the pandemic. We're using the UNAIDS network to distribute hygiene packs to around 220,000 people living with HIV across Africa. The packs contain a three-month supply of Dettol soap and JIK bleach.

This latest initiative is in addition to our current Durex partnership with (RED) in South Africa, which is helping to keep 40,000 girls in school. Keeping Girls in School, match-funded by the Bill and Melinda Gates Foundation, is a \$10 million commitment that aims to reduce new HIV infections in young women, reduce teenage pregnancies, improve access to sexual reproductive health services and encourage adolescent girls and young women to stay in school.

Maternal and child health

In 2020, we announced a partnership with the United Nations Population Fund (UNFPA), this provides access and support to expectant mothers during the pandemic, in Mexico, Philippines and Thailand.

We also helped expectant mothers in China, our Embrace Life initiative provides access to expectant mothers during Lockdown. With the China Children and Teenagers' Fund (CCTF), Chunyu Doctor, and NCP volunteer, we supported vulnerable expectant mothers in Wuhan and the Hubei Province. Their needs would otherwise have not been met during the pandemic, and the initiative helped them have a safe and healthy birth.

With CCTF, we also continued our 'Better Start in Life' programme. This is helping 10,000 pregnant women and babies, and reduces stunting by 40% in rural China. Nutrition interventions and education aim to prevent stunting, and help break an intergenerational cycle of malnutrition in China.

In India, the Nutrition India Programme (NIP) aims to reach 177,000 mothers of undernourished children across 1,000 villages to improve nutritional status during the first 1,000 days of life. In the five-year program, our goal is to reduce stunting in children under five by 40%.

Give time

Our Give Time programme offers colleagues around the world two paid volunteer days to work within their respective communities. In 2020, Reckitt employees provided 23,147 hours of support to good causes globally, with colleagues donating time, skills and expertise to add real value in their local communities.

The pandemic made volunteering much more difficult this year, but many colleagues found ways to give time virtually. Some connected with elderly and vulnerable people via telephone befriending services. Others sent letters to key workers, carers and healthcare

professionals to thank them for the work they have been doing for their communities.

Reckitt's globally-led Give Time initiatives provide opportunities for colleagues to use their skills and experience to volunteer on a longer-term basis. Reckitt's long-term volunteer programme offers colleagues the opportunity to take part in a 13-week programme. At the start of 2020, four Reckitt employees managed teams of young volunteers in rural community projects in Nepal, Tanzania and Costa Rica. Through these programmes, Reckitt and Raleigh International bring young leaders and local communities together to work hand in hand to build lasting, positive impact.

Formed by One Young World, Lead 2030 is the world's biggest prize fund for young leaders that make an impact on the UN's Sustainable Development Goals (SDGs). Reckitt

volunteers provided online mentorship to young people seeking Lead 2030 funding for their social enterprises. Our mentors shared practical and business knowledge to help them develop marketing strategies, e-commerce platforms and other key resources.

Fairness across the value chain

Communities are at the heart of our value chains. We see it as our responsibility to support people who live and work in them, whether or not they are directly employed by us. Accordingly, supporting human rights across our value chain is an important part of our community engagement. We want to ensure reasonable livelihoods and good working conditions. Enabling decent livelihoods strengthens health and wellness in their communities, which helps us deliver our fight to make access to

the highest quality hygiene, wellness and nourishment a right and not a privilege.

For the smallholder farmers that provide us with natural raw materials, this translates into programmes that help improve productivity or recognise sustainably sourced suppliers with premium payments.

For larger suppliers, capacity-building programmes on both human rights and environmental performance protect and support the local communities where they operate. We work alongside peer companies through the AIM-Progress forum to promote responsible sourcing and strengthen delivery on human rights and working conditions. We are using the software-led initiative Manufacture 2030 to help our factories and other suppliers improve their environmental performance.

CASE STUDY

ACCESS TO EDUCATION IN UNDERSERVED COMMUNITIES

In June, Lysol announced a strategic partnership with UNCF (United Negro College Fund) to provide 100 scholarships for students pursuing studies in public health, nutrition and other STEM related fields, with the goal of supporting each recipient through their time at college over four years.

The Reckitt Scholars programme will expand Lysol's current commitment in the area of public education and efforts to improve access to health, hygiene and nutrition in the US, particularly in underserved communities and those disproportionately impacted by the COVID-19 pandemic.

UNCF is the nation's largest private scholarship provider for students of colour, and awarding more than \$100 million in scholarships to students attending more than 1,100 schools across the US, including 37 historically black colleges and universities (HBCUs).

"We were compelled to take action after observing the disproportionate impact of COVID-19 on underserved communities and the lack of representation of the black community in higher education. It is more important than ever that we use our voice and influence as a force for good and look forward to collaborating with UNCF on this effort," said Ranjay Radhakrishnan, Chief Human Resources Officer, Reckitt.

"At a time when social, health and economic issues are all at the forefront of our national discourse, we are extremely grateful for support from donors, like Reckitt and Lysol," said Dr. Michael L. Lomax, UNCF's president and CEO. "This substantial gift is much needed and will have a lasting impact on students. Thank you for being a stellar example of what it takes to realise the vision of a nation where all Americans have equal access to a college education."

