

## CORPORATE POLICIES

# ALTERNATIVES TO ANIMAL TESTING POLICY

### V2.0 Final

<b>Valid from:</b>	<b>01/01/2022</b>
<b>Next review:</b>	<b>01/01/2025</b>
<b>Policy Owner:</b>	<b>Chief Safety Officer</b>

## Purpose and Scope

### Purpose

At Reckitt, our purpose is to protect, heal and nurture in the relentless pursuit of a cleaner, healthier world. As part of our Compass, we put consumers and people first; the lives and needs of those whom we serve are at the heart of our business.

At Reckitt, we seek out new opportunities, we work smarter and leaner. We fearlessly innovate. We create our own opportunities. We learn.

An area we consistently invest in is Consumer Safety. We recognise that compliance with regulatory requirements is key in protecting our consumers and underpins the integrity of our brands, business practices and operations.

At Reckitt, we believe in the existence of alternative and equally effective methods to upholding our consumers' safety; we consider such methods to be preferable to animal testing. We are committed to eliminating animal testing of our products as far as possible, applying the principles of '3Rs' (Reduce, Refine & Replace) and using non-animal and alternative methods to ensure the safety of Reckitt products wherever feasible.

### Scope

This Policy applies to the testing of ingredients and/or of Reckitt's products to validate their safety and efficacy.

It applies to Reckitt's employees, contractors, agents, consultants, outsourced personnel, and other third-party representatives working on our behalf. All persons to whom this Policy applies have a duty to follow the standards set out in this Policy, unless otherwise mandated under local laws and regulations.

This Policy contains Reckitt's global standards. In some countries, more stringent laws and regulations may apply; where this is the case, the more stringent standard will supersede the corresponding global-level prescriptions set out in this Policy.

## Policy Statement

### Policy

At Reckitt, we are ethically and legally obliged to ensure the safety and efficacy of our innovative products which deliver health benefits.

We are committed to applying alternative testing methods or existing data to demonstrate the safety of our products to replace all animal testing. It is our Policy not to conduct or commission tests, unless scientifically justified or required by government or scientific agencies. This same Policy is applied to our suppliers and third parties.

In pursuit of our vision, we adopt integrated testing strategies and consider a multitude of inputs and data sources to evaluate the safety of our products. Our integrated testing strategy considers all available sources of data (i.e., the biological, structural, and chemical properties of an ingredient or product) to drive a robust safety assessment. Our integrated testing strategy may include information from the following sources: chemical analysis, computer modelling, cell-based studies, read across data and a review of existing scientific and clinical data.

We are actively engaged with industry associations, the scientific community and government bodies to fund alternatives to animal testing and apply the industry's '3Rs' best practice (Reduce, Refine & Replace) towards our ingredients and product testing approaches. Through these collaborations we drive the development and use of alternative methodologies and promote the regulatory acceptance of alternatives to animal testing.

Animal studies are on occasion mandated by law for the safety assessment of novel ingredients and products to protect the safety of humans. The health and safety of our consumers and the environment is an absolute priority for Reckitt. If animal testing is mandated and if no scientifically validated alternative test is available, we seek to minimise the number of animals used and ensure we only use accredited and certified facilities that fully comply with animal welfare guidelines.

To ensure the governance of this Policy, any animal testing that is performed by or for the benefit of Reckitt must first be approved by an internal Ethical Review Committee.

Please contact: [SafetyInformationTeam@rb.com](mailto:SafetyInformationTeam@rb.com) should you have any questions regarding the implementation of this policy.

## Monitoring and Reporting

All Reckitt employees are trained on Reckitt's Product Safety standards as part of their annual Compliance training. All employees are responsible for applying this Policy throughout their Supply Chain and ensuring that suppliers, contractors, and subcontractors are aware of this Policy.

R&D will be responsible for monitoring training compliance through their training academy.

Reckitt's Executive Committee has overall accountability for monitoring compliance with this Policy and responsibility will be delegated to the Reckitt Risk Sustainability and Compliance Committee (RSCC) committee who will receive annual reports on this policy.

## Discipline for Non-Compliance

At Reckitt, we are committed to complying with all laws and regulations which govern our operations, globally. This Policy explains our individual responsibility to comply with appropriate laws around the world. The penalties for violating these laws can be severe, both for the Company and for the individuals involved. In some cases, we may have a legal or other obligation, or may otherwise determine that we should report violations to the appropriate enforcement authorities.

We may take disciplinary action against our employees and contractors, up to and including termination or cancellation of contract, as applicable, for failure to comply with this Policy.

It is therefore extremely important that you familiarise yourself with this Policy and strictly adhere to it. If you suspect or identify an instance of wrongdoing, it's your duty to report it via the Speak Up channel.

## Contact Information

### Advice and Questions for Staff

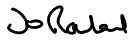

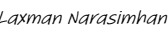







If you ever have doubt about the right course of action, or if you have questions about this Policy or compliance, please contact a senior member of the Global Safety Assurance Team.

## Revision & Approval History

### Revisions

Issued / Revised	Version	Effective Date	Summary of Key Changes
<ul style="list-style-type: none"> <li>January 2019</li> </ul>	1	01/01/2019	<ul style="list-style-type: none"> <li>First draft</li> </ul>
<ul style="list-style-type: none"> <li>December 2021</li> </ul>	2	01/01/2022	<ul style="list-style-type: none"> <li>Emphasises Reckitt's commitment to eliminating animal testing of our products as far as possible.</li> <li>Explains Reckitt's integrated testing strategy to rely on insights other than animal-testing data.</li> <li>Establishes stronger governance by instating a requirement for animal testing to be approved by an internal Ethical Review Committee, before being performed.</li> <li>Establishes monitoring and oversight responsibilities across the organisation.</li> </ul>

### Approval History

Role	Name	Title	Approval Signature
Author	Joanna Rowland	Director, Global Safety Assurance	 <small>Electronically signed by: Joanna Rowland Reason: I approve this document. Date: Jan 11, 2022 11:39 GMT</small>
Owner	Simon Sinclair	Chief Safety Officer	 <small>Electronically signed by: Simon Sinclair Reason: I approve this document. Date: Jan 10, 2022 17:33 GMT</small>
Approver	Laxman Narasimhan	Chief Executive Officer	 <small>Electronically signed by: Laxman Narasimhan Reason: I approve this document. Date: Jan 12, 2022 09:09 GMT</small>
Approver	Ranjay Radhakrishnan	Chief HR Officer	 <small>Electronically signed by: Ranjay Radhakrishnan Reason: I approve this document. Date: Jan 24, 2022 21:20 GMT</small>
Approver	Rupert Bondy	Corporate Counsel	 <small>Electronically signed by: Rupert Bondy Reason: I approve this document. Date: Jan 10, 2022 17:53 GMT</small>
Approver	Jeff Carr	Group CFO	 <small>Electronically signed by: Jeff Carr Reason: I approve this document. Date: Jan 12, 2022 10:30 GMT</small>
Approver	Sami Naffakh	Chief Supply Officer	 <small>Electronically signed by: Sami Naffakh Reason: I approve this document. Date: Jan 10, 2022 18:45 GMT+1</small>
Approver	Angela Naef	Chief R&D Officer	 <small>Electronically signed by: Angela Naef Reason: I approve this document. Date: Jan 11, 2022 12:45 GMT</small>
Approver	Filippo Catalano	Chief Information & Digitalisation Officer	 <small>Electronically signed by: Filippo Catalano Reason: I approve this document. Date: Jan 14, 2022 14:47 GMT+1</small>
Approver	Volker Kuhn	President, Hygiene	 <small>Electronically signed by: Volker Kuhn Reason: I approve this document. Date: Jan 24, 2022 20:11 GMT+1</small>

Approver	Patrick Sly	President, Nutrition	<i>Patrick Sly</i>	Electronically signed by: Patrick Sly Reason: I approve this document Date: Jan 10, 2022 13:29 EST
Approver	Kris Licht	President, Health	<i>Kris Licht</i>	Electronically signed by: Kris Licht Reason: I approve this document Date: Jan 14, 2022 08:30 EST