

Reckitt Benckiser Group plc
GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

We have prepared our 2024 sustainability reporting with reference to the latest set of GRI Standards as of March 2024. 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 2024, unless other timescales are specifically noted. References to the Annual Report and Accounts and Sustainability Report refer to 2024, unless otherwise stated.

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	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	Trade association membership 2022 Reckitt.com Annual Report and Accounts 2024	77
	2-29 Approach to stakeholder engagement	Annual Report and Accounts 2024: Our Stakeholders Sustainability Report 2024: Our business and value chain	74-78 3
	2-30 Collective bargaining agreements	Sustainability Report 2024: Governance	5

GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Report 2024: Impact, risk and opportunity management	7
	3-2 List of material topics	Sustainability Report 2024: Impact, risk and opportunity management	7
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	201-2 Financial implications and other risks and opportunities due to climate change	Annual Report and Accounts 2024: Climate-Related Financial Disclosures Sustainability Report 2024, Climate change	218-222 24-30
	201-3 Defined benefit plan obligations and other retirement plans	Annual Report and Accounts 2024: Notes to the Financial Statements	164-165, 188-193
	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 Report 2024	
	203-2 Significant indirect economic impacts	Social Impact Report 2024 Annual Report and Accounts 2024: Stakeholder value creation	21
		Sustainability Report 2024: People in our value chain Sustainability Report 2024: Biodiversity and ecosystems	62-63 34-35
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Not currently reported	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Annual Report and Accounts 2024: Non-financial and sustainability information statement	51
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	205-2 Communication and training about anti-corruption policies and procedures	Annual Report and Accounts 2024: Non-financial and sustainability information statement Code of Conduct	51
	205-3 Confirmed incidents of corruption and actions taken	Not currently reported	
GRI 206: Anti-competitive behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Not currently reported	
GRI 207: Tax 2019	207-1 Approach to tax	Reckitt Tax Strategy Report 2024	
	207-2 Tax governance, control, and risk management	Reckitt Tax Strategy Report 2024	
GRI 301: Materials 2016	207-3 Stakeholder engagement and management of concerns related to tax	Reckitt Tax Strategy Report 2024	
		Reckitt Tax Strategy Report 2024	
	207-4 Country-by-country reporting	Not currently reported	
	301-1 Materials used by weight or volume	Sustainability Report 2024: Plastics and packaging Sustainability Report 2024: Biodiversity and ecosystems ESG Data Book	17-23 31-37
Sustainability Report 2024: Plastics and packaging Sustainability Report 2024: Biodiversity and ecosystems ESG Data Book		17-23 31-36	
GRI 302: Energy 2016	Reclaimed products and their packaging materials	Not currently reported	
	302-1 Energy consumption within the organization	Annual Report and Accounts 2024: Sustainability Performance Review Sustainability Report 2024: Climate change ESG Data Book	46 24-31
		Not currently reported	
	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 2024: Climate change ESG Data Book	24-30
		Not currently reported	
302-5 Reductions in energy requirements of products and services	Not currently reported		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Sustainability Report 2024: Water	37-41
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303-5 Water consumption	Sustainability Report 2024: Water ESG Data Book	37-41	
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Sustainability Report 2024: Biodiversity and ecosystems	32
	304-2 Significant impacts of activities, products and services on biodiversity	Sustainability Report 2024: Biodiversity and ecosystems	31-37
	304-3 Habitats protected or restored	Sustainability Report 2024: Biodiversity and ecosystems	31-37
	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 2024: Sustainability Performance Review Sustainability Report 2024: Climate change ESG Data Book	46 24-31

	305-2 Energy indirect (Scope 2) GHG emissions	Annual Report and Accounts 2024: Sustainability Performance Review Sustainability Report 2024: Climate change ESG Data Book	46 24-31
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	305-4 GHG emissions intensity	Annual Report and Accounts 2024: Sustainability Performance Review Sustainability Report 2024: Climate change ESG Data Book	46 24-31
	305-5 Reduction of GHG emissions	Annual Report and Accounts 2024: Sustainability Performance Review Sustainability Report 2024: Climate change ESG Data Book	37 24-31
	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 2024: Waste	41
	306-2 Management of significant waste-related impacts	Sustainability Report 2024: Waste	41
	306-3 Waste generated	Sustainability Report 2024: Waste ESG Data Book	41
	306-4 Waste diverted from disposal	Annual Report and Accounts 2024: Sustainability Performance Review Sustainability Report 2024: Waste ESG Data Book	41-61
	306-5 Waste directed to disposal	Sustainability Report 2024: Waste ESG Data Book	41-61
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Modern Slavery Statement 2024	
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainability Report 2024: People in our value chain Sustainability Report 2024: Biodiversity and ecosystems ESG Data Book	62 31-37
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 2024: Governance	5
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 2024: Our people	61
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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 2024: Our people	46-49
	404-3 Percentage of employees receiving regular performance and career development reviews	Sustainability Report 2024: Our people	43-46
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Annual Report & Accounts 2024: Sustainability Performance Review Annual Report & Accounts 2024: Nomination Committee Report Sustainability Report 2024: Our people	49, 60 81 52
	405-2 Ratio of basic salary and remuneration of women to men	Sustainability Report 2024: Our people ESG Data Book	55-60
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Code of Conduct Anti-harassment, discrimination and bullying policy 2024 Wellbeing policy 2024	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Sustainability Report 2024 Code of Conduct Human Rights and Responsible Business Policy	62
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	Labour and Human Rights Standard Sustainability Report 2024: Biodiversity and ecosystems Sustainability Report 2024: People in our value chain Modern Slavery Statement 2024	31-37 62

GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Sustainability Report 2024: People in our value chain Modern Slavery Statement 2024 Labour and Human Rights Standard	62
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 2024: Sustainability at Reckitt	1-8
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GRI 414: Supplier Social Assessment 2016	413-2 Operations with significant actual and potential negative impacts on local communities	Sustainability Report 2024: People in our value chain Modern Slavery Statement 2024	62-63
	414-1 New suppliers that were screened using social criteria	Modern Slavery Statement 2024	
	414-2 Negative social impacts in the supply chain and actions taken	Modern Slavery Statement 2024	
GRI 415: Public Policy 2016	415-1 Political contributions	Annual Report & Accounts 2024: Report of the Directors	137
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Sustainability Report 2024: Product Stewardship Product Safety Policy	12-16
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Sustainability Report 2024: Product Stewardship	12-16
	GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labelling	Sustainability Report 2024: Product Stewardship Sustainability Report 2024: Plastics and Packaging
417-2 Incidents of non-compliance concerning product and service information and labelling		Sustainability Report 2024: Product Stewardship	12-16
417-3 Incidents of non-compliance concerning marketing communications		Not currently reported	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Not currently reported	

Document links:

- [Annual Report 2024 - https://reckitt.com/investors/latest-annual-report/](https://reckitt.com/investors/latest-annual-report/)
- [Sustainability Report 2024 - https://reckitt.com/our-impact/reporting-hub/](https://reckitt.com/our-impact/reporting-hub/)
- [Basis of Reporting 2024 - https://reckitt.com/our-impact/reporting-hub/](https://reckitt.com/our-impact/reporting-hub/)
- [ESG Data book 2024 - https://reckitt.com/our-impact/reporting-hub/](https://reckitt.com/our-impact/reporting-hub/)
- [Policies - https://www.reckitt.com/sustainability/policies-and-reports/](https://www.reckitt.com/sustainability/policies-and-reports/)
- [Reckitt Tax Strategy Report 2024](#)
- [Social Impact Report 2024](#)
- [Anti-harassment, discrimination and bullying policy](#)
- [Code of Conduct](#)
- [Modern Slavery Act Statement](#)
- [Product Safety Policy](#)
- [Responsible Marketing Policy](#)
- [Wellbeing policy](#)