



GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

2021



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We have prepared our 2021 sustainability reporting with reference to the GRI Standards 2021. Our GRI content index is provided to help those looking for information on specific indicators.

Our sustainability insights report progress for the calendar year to 31 December 2021, unless other timescales are specifically noted.

Disclosure	Requirement	Location	
GRI 2	General Disclosures 2021		
	The organization and its reporting practices		
2-1	Organizational details	Annual Report and Accounts: Front and back covers Annual Report and Accounts: Subsidiary undertakings	Page 259-267
2-2	Entities included in the organization's sustainability reporting	Annual Report and Accounts: Subsidiary undertakings Reporting criteria and basis for preparation	Page 259-267
2-3	Reporting period, frequency and contact point	Sustainability governance, reporting and assurance insight	
2-4	Restatements of information	Sustainability governance, reporting and assurance insight Reporting criteria and basis for preparation	
2-5	External assurance	Sustainability governance, reporting and assurance insight	
	Activities and workers		
2-6	Activities, value chain and other business relationships	Annual Report and Accounts: Our business model A responsible approach across our global value chain	Pages 14-15
2-7	Employees	Our people insight	
2-8	Workers who are not employees	Our people insight	
	Governance		
2-9	Governance structure and composition	Annual Report and Accounts: Board of Directors, Corporate Governance Report	Pages 104-108
2-10	Nomination and selection of the highest governance body	Annual Report and Accounts: Nomination Committee report	Pages 128-132
2-11	Chair of the highest governance body	Annual Report and Accounts: Governance section	Pages 104-192
2-12	Role of the highest governance body in overseeing the management of impacts	Annual Report and Accounts: Governance section Sustainability governance, reporting and assurance insight	Pages 104-192
2-13	Delegation of responsibility for managing impacts	Annual Report and Accounts: Governance section Sustainability governance, reporting and assurance insight	Pages 104-192
2-14	Role of the highest governance body in sustainability reporting	Sustainability governance, reporting and assurance insight	
2-15	Conflicts of interest	Annual Report and Accounts: Governance section Code of Conduct	Pages 104-192
2-16	Communication of critical concerns	Annual Report and Accounts: Corporate Governance Report Annual Report and Accounts: CRSEC Committee report	Pages 104-107 Pages 141-147

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2-17	Collective knowledge of the highest governance body	Annual Report and Accounts: CRSEC Committee report Climate change insight	Page 141
2-18	Evaluation of the performance of the highest governance body	Annual Report and Accounts: CRSEC Committee report Sustainability governance, reporting and assurance insight	Page 141
2-19	Remuneration policies	Annual Report and Accounts: Directors' Remuneration Report	Page 148
2-20	Process to determine remuneration	Annual Report and Accounts: Directors' Remuneration Report	Page 148
2-21	Annual total compensation ratio	Annual Report and Accounts: Directors' Remuneration Report	Page 148
Strategy, policies and practices			
2-22	Statement on sustainable development strategy	Annual Report and Accounts: CRSEC Committee report Sustainability governance, reporting and assurance insight Human rights across our value chain insight	Page 141
2-23	Policy commitments	Code of Conduct Human rights across our value chain insight Sourcing for sustainable growth policy	
2-24	Embedding policy commitments	Code of Conduct Human rights across our value chain insight Sourcing for sustainable growth policy	
2-25	Processes to remediate negative impacts	Code of Conduct Ethical behaviour insight Human rights across our value chain insight Sourcing for sustainable growth policy	
2-26	Mechanisms for seeking advice and raising concerns	Code of Conduct Ethical behaviour insight Human rights across our value chain insight	
2-27	Compliance with laws and regulations	Ethical behaviour insight Human rights across our value chain insight	
2-28	Membership associations	Reckitt Trade Association Membership and spend	
Stakeholder engagement			
2-29	Approach to stakeholder engagement	Annual Report and Accounts: Stakeholder engagement Focusing on what matters insight	Page 50
2-30	Collective bargaining agreements	Our people insight	

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Disclosure	Requirement	Location	
GRI 3	Material Topics 2021 – Disclosures on material topics		
3-1	Process to determine material topics	Focusing on what matters insight	
3-2	List of material topics	Focusing on what matters insight	
3-3	Management of material topics	Sustainability insights	
GRI 201	Economic performance		
201-1	Direct economic value generated and distributed	Economic impact in the US report	
201-2	Financial implications and other risks and opportunities due to climate change	Climate Change insight (including TCFD statement) Annual Report and Accounts: TCFD Summary; Risk Management	Pages 66-67 and 88-102
201-3	Defined benefit plan obligations and other retirement plans	Annual Report and Accounts: Focus on: Culture & inclusion Our people insight	Pages 46-49
201-4	Financial assistance received from government	Not currently reported	
GRI 202	Market Presence		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Gender Pay Report	
202-2	Proportion of senior management hired from the local community	Our people insight Inclusion insight	
GRI 203	Indirect economic impacts		
203-1	Infrastructure investments and services supported	Social impact investment report Partnering for social impact insight	
203-2	Significant indirect economic impacts	Social impact investment report Partnering for social impact insight Human rights across our value chain insight Protecting ecosystems in our value chain insight	
GRI 204	Procurement practices		
204-1	Proportion of spending on local suppliers	Not currently reported	
GRI 205	Anti-corruption		
205-1	Operations assessed for risks related to corruption	Code of Conduct Ethical behaviour insight Human rights across our value chain insight	

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Disclosure	Requirement	Location	
205-2	Communication and training about anti-corruption policies and procedures	Annual Report and Accounts: Corporate governance report Code of Conduct Ethical behaviour insight	Page 104-107
205-3	Confirmed incidents of corruption and actions taken	Annual Report and Accounts: Corporate governance report Code of Conduct Ethical behaviour insight	Page 104-107
GRI 206	Anti-competitive behavior		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Annual Report and Accounts: Corporate governance report Code of Conduct Ethical behaviour insight	Page 104-107
GRI 207	Tax		
207-1	Approach to tax	Reckitt Tax Strategy	
207-2	Tax governance, control, and risk management	Reckitt Tax Strategy	
207-3	Stakeholder engagement and management of concerns related to tax	Reckitt Tax Strategy	
207-4	Country-by-country reporting	Not currently reported	
GRI 301	Materials		
301-1	Materials used by weight or volume	Plastics and packaging insight Protecting ecosystems in our value chain	
301-2	Recycled input materials used	Plastics and packaging insight Protecting ecosystems in our value chain insight	
301-3	Reclaimed products and their packaging materials	Plastics and packaging insight	
GRI 302	Energy		
302-1	Energy consumption within the organization	Climate change insight Reporting criteria and basis of preparation	
302-2	Energy consumption outside of the organization	Climate change insight Reporting criteria and basis of preparation	
302-3	Energy intensity	Climate change insight	
302-4	Reduction of energy consumption	Climate change insight Reporting criteria and basis of preparation	
302-5	Reductions in energy requirements of products and services	Climate change insight Reporting criteria and basis of preparation	

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Disclosure	Requirement	Location
GRI 303	Water and effluents	
303-1	Interactions with water as a shared resource	Water insight
303-2	Management of water discharge related impacts	Water insight
303-3	Water withdrawal	Water insight
303-4	Water discharge	Water insight
303-5	Water consumption	Water insight
GRI 304	Biodiversity	
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not currently reported
304-2	Significant impacts of activities, products and services on biodiversity	Protecting ecosystems in our value chain insight
304-3	Habitats protected or restored	Protecting ecosystems in our value chain insight
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not currently reported
GRI 305	Emissions	
305-1	Direct (Scope 1) GHG emissions	Climate change insight Reporting criteria and basis of preparation
305-2	Energy indirect (Scope 2) GHG emissions	Climate change insight Reporting criteria and basis of preparation
305-3	Other indirect (Scope 3) GHG emissions	Climate change insight Reporting criteria
305-4	GHG emissions intensity	Climate change insight
305-5	Reduction of GHG emissions	Climate change insight Reporting criteria
305-6	Emissions of ozone-depleting substances (ODS)	Not currently reported
305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	Not currently reported
GRI 306	Effluents and waste	
306-1	Waste generation and significant waste-related impacts	Reducing waste insight
306-2	Management of significant waste related impacts	Reducing waste insight
306-3	Waste generated	Reducing waste insight

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Disclosure	Requirement	Location
306-4	Waste diverted from disposal	Reducing waste insight
306-5	Waste directed to disposal	Reducing waste insight
GRI 308	Supplier environmental assessment	
308-1	New suppliers that were screened using environmental criteria	Climate change insight Protecting ecosystems in our value chain insight Human rights across our value chain insight
308-2	Negative environmental impacts in the supply chain and actions taken	Human rights across our value chain insight Product stewardship insight
GRI 401	Employment	
401-1	New employee hires and employee turnover	Our people insight
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our people insight
401-3	Parental leave	Our people insight Inclusion insight
GRI 402	Labor/management relations	
402-1	Minimum notice periods regarding operational changes	Our people insight
GRI 403	Occupational health and safety	
403-1	Occupational health and safety management system	Health, safety and wellbeing insight
403-2	Hazard identification, risk assessment, and incident investigation	Health, safety and wellbeing insight
403-3	Occupational health services	Health, safety and wellbeing insight
403-4	Worker participation, consultation, and communication on occupational health and safety	Health, safety and wellbeing insight
403-5	Worker training on occupational health and safety	Health, safety and wellbeing insight
403-6	Promotion of worker health	Health, safety and wellbeing insight
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Product safety and quality insight Product stewardship insight
403-8	Workers covered by an occupational health and safety management system	Health, safety and wellbeing insight
403-9	Work-related injuries	Health, safety and wellbeing insight
403-10	Work-related ill health	Health, safety and wellbeing insight

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Disclosure	Requirement	Location
GRI 404	Training and education	
404-1	Average hours of training per year per employee	Our people insight
404-2	Programs for upgrading employee skills and transition assistance programs	Our people insight
404-3	Percentage of employees receiving regular performance and career development reviews	Our people insight
GRI 405	Diversity and equal opportunity	
405-1	Diversity of governance bodies and employees	Our people insight Inclusion insight
405-2	Ratio of basic salary and remuneration of women to men	Our people insight Inclusion insight Gender Pay Report
GRI 406	Non-discrimination	
406-1	Incidents of discrimination and corrective actions taken	Inclusion insight Ethical behaviour insight Human rights across our value chain insight Modern Slavery Report
GRI 407	Freedom of association and collective bargaining	
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human rights across our value chain insight Modern Slavery Report
GRI 408	Child labor	
408-1	Operations and suppliers at significant risk for incidents of child labour	Protecting ecosystems in our value chain insight Human rights across our value chain insight Modern Slavery Report
GRI 409	Forced or compulsory labor	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Protecting ecosystems in our value chain insight Human rights across our value chain insight Modern Slavery Report
GRI 410	Security practices	
410-1	Security personnel trained in human rights policies or procedures	Human rights across our value chain insight Modern Slavery Report

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Disclosure	Requirement	Location
GRI 411	Rights of Indigenous Peoples	
411-1	Incidents of violations involving rights of indigenous peoples	Human rights across our value chain insight Modern Slavery Report
GRI 413	Local communities	
413-1	Operations with local community engagement, impact assessments, and development programs	Social impact investment report Partnering for social impact insight
413-2	Operations with significant actual and potential negative impacts on local communities	Social Impact Investment Report Partnering for social impact insight
GRI 414	Supplier social assessment	
414-1	New suppliers that were screened using social criteria	Human rights across our value chain insight Modern Slavery Report Ethical behaviour insight
414-2	Negative social impacts in the supply chain and actions taken	Human rights across our value chain insight Modern Slavery Report
GRI 415	Public policy	
415-1	Political contributions	https://www.reckitt.com/sustainability/policies-and-reports/
GRI 416	Customer health and safety	
416-1	Assessment of the health and safety impacts of product and service categories	Product stewardship insight Product safety and quality insight
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Product stewardship insight Product safety and quality insight
GRI 417	Marketing and labeling	
417-1	Requirements for product and service information and labelling	Product stewardship insight Product safety and quality insight
417-2	Incidents of non-compliance concerning product and service information and labelling	Product stewardship insight Product safety and quality insight
417-3	Incidents of non-compliance concerning marketing communications	Not currently reported
GRI 418	Customer privacy	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Ethical behaviour insight