



**SUSTAINABILITY
GOVERNANCE,
REPORTING AND
ASSURANCE**

High standards of corporate governance, combined with a rigorous, open approach to reporting, are central to maintaining the trust of our stakeholders.

SUSTAINABILITY GOVERNANCE, REPORTING AND ASSURANCE CONTINUED

Governance

Our Annual Report and our Corporate Governance Report provide information about our approach to governance. Additionally, information on how sustainability is governed at Reckitt and the principles that lie behind it are published on our website.

Our governance framework remains broadly unchanged in 2022, with effective forums across the business responsible for overseeing progress and ensuring sustainability considerations are embedded into our decision-making.

At Board level

Our Board of Directors is collectively responsible for the overall leadership of the Group and for promoting its long-term sustainable success while focusing on its strategic direction, Purpose, values and governance. The Board has regular discussions about the risks and opportunities for the Company and conduct a formal review of the Group's principal risks at least once a year. Sustainability itself, including the key issue of climate change, is considered one of the Company's principal risks. This reflects the continued growth in importance of sustainability and its central role in the Company's growth strategy.

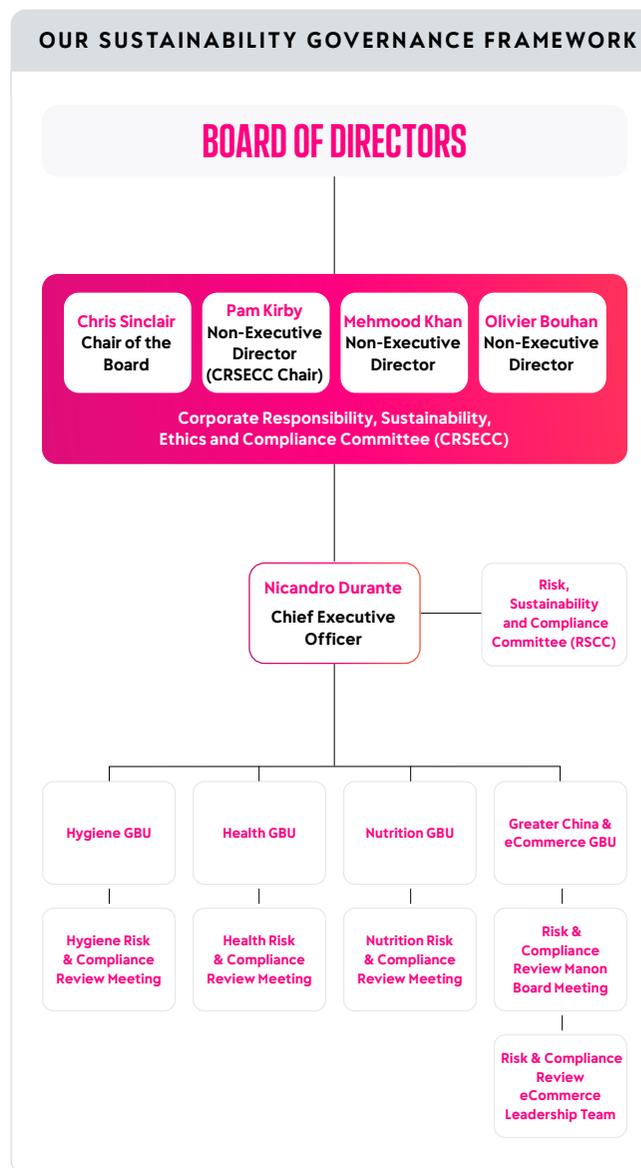
The Board delegates regular management of sustainability related matters to a sub-committee, the Corporate Responsibility, Sustainability, Ethics and Compliance Committee (CRSECC). The Committee meets quarterly to review our progress against our sustainability strategy, and performance against our targets. Meetings are attended by the CEO, who has accountability for sustainability performance at executive level. He is joined at the meetings by various members of the Group Executive Committee, including the Chief Marketing, Sustainability & Corporate Affairs Officer and other senior executives. A summary of the matters discussed by the CRSECC during 2022 is available in the CRSECC Report within the 2022 Annual Report and Accounts (pages 120-125).

At managerial level

Our managerial oversight of sustainability reflects the structure of our business as one Group with three business units. We have a single committee for the Group as a whole, the Risk, Sustainability and Compliance Committee (RSCC), chaired by our CEO. This is supported by business unit-level committees, which report up to the RSCC and share information with the CRSECC. These committees all meet and report quarterly on sustainability issues and risks, including performance against targets to enable their ongoing oversight of activity.

The RSCC reviews risks and our progress in managing them, and covers all of our environmental, social and governance (ESG) activity. This includes, for example, reviewing the management of, and responses to, issues flagged through our Speak Up whistle-blowing systems, alongside our social impact programme and progress towards our climate ambitions.

Within the business, our Corporate Affairs & Sustainability function leads strategy development and compliance, while programmes are implemented by our Brands, Supply Chain, R&D, and Safety, Quality and Regulatory Compliance teams. All functions are represented at, and are overseen by, the Executive Committee. With the creation of the new role of Chief Marketing, Sustainability & Corporate Affairs Officer in 2022, the connection between brand purpose, consumer-facing activity and the delivery of our sustainability programmes is consolidated within a single function. This strengthens our ability to deliver impact through our purpose-led brands, while also demonstrating sustainability to consumers who wish to support more sustainable brands.



SUSTAINABILITY GOVERNANCE, REPORTING AND ASSURANCE CONTINUED

Reporting

We are committed to being transparent and believe that publicly reporting on sustainability is fundamental to our ability to deliver our strategy. After all, sustainability is at the heart of our purpose-led growth strategy and so comprehensively reporting on it within our Insights, as well as our Annual Report, simply reflects this truth.

We therefore welcome the increasing focus of investors on ESG issues, and the response from reporting regulators and standard setters to emphasise the relationship between ESG issues and financial performance and to create a consistent set of sustainability standards for reporting.

We support moves by the International Sustainability Standards Board (ISSB) to develop comprehensive global sustainability disclosure standards suitable for capital markets. We are also monitoring the development of the UK's Sustainability Disclosure Requirements (SDRs) and the UK Green Taxonomy.

Beyond the UK, we are strengthening our understanding of the EU Taxonomy and pending requirements linked to the Corporate Sustainability Reporting Directive.

This year, we continued to develop our understanding and disclosure of our climate-related risks and opportunities in line with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

We also continued our work on mapping ecosystems and biodiversity impact in key supply chains, through our partnership with Nature-based Insetting, a spin-off from the University of Oxford. The outcomes will enable us to contribute to and deliver against the emerging work of the Taskforce on Nature-Related Financial Disclosures (TNFD). Reckitt is a member of the TNFD Taskforce and, during 2022, committed to supporting the development and testing of the beta version of the framework and will participate in a pilot of the emerging scenario modelling guidance in 2023.

Reporting and performance approach

Our data is reported for the year 1 January to 31 December 2022 unless noted otherwise. We use key performance indicators (KPIs) to help measure the impact of our operations in line with our materiality assessment. In many cases, independent external guidance, such as the Global Reporting Initiative (GRI) Standards or specific standards on environmental reporting, inform our approach. These enable comparison with other companies. We also adopt KPIs that are most practical and add most value across our business and supply chain.

Our 2030 Sustainability Ambitions are based on a 2015 baseline year unless otherwise indicated.

The principles and methodologies we have used in reporting our sustainability performance data for 2022, along with our statement of directors' responsibilities in preparing the information, can be found in our Reporting Criteria and Basis of Preparation.

Frameworks and standards

While we wait for a consistent set of sustainability standards for reporting to emerge, we continue to reference the frameworks that will meet the varying needs of investors, key ratings agencies and indices such as Dow Jones Sustainability Index (DJSI). These include:

- **Sustainable Development Goals (SDGs):** Our Purpose is to protect, heal and nurture in the relentless pursuit of a cleaner, healthier world and, in this context, we fully support delivery of all the SDGs by 2030. We believe we can make the biggest impact on five of the goals: SDG 2 Zero Hunger; SDG 3 Good Health and Wellbeing; SDG 5 Gender Equality; SDG 6 Clean Water and Sanitation; and SDG 13 Climate Action. These are closely connected to our brands and our social impact partnerships. We also contribute to other relevant goals and refer to the SDGs throughout our sustainability reporting
- **Task Force on Climate-related Financial Disclosures:** Our TCFD statement provides climate-related information and insights into how we are mitigating and adapting to climate-related risks and opportunities. More information can be found in our Climate change Insight and 2022 Annual Report and Accounts

- **GRI Standards:** We have prepared our 2022 sustainability reporting with reference to the GRI Standards
- **Value Reporting Foundation SASB Standards:** We continue to report against certain disclosures from SASB's Household and Personal Products Standard
- **United Nations Global Compact:** Our annual Communication on Progress (CoP) demonstrates our commitment to the Ten Principles of the UN Global Compact and the SDGs

Our full suite of sustainability reporting, including our GRI and SASB indexes, can be found at reckitt.com/our-company/policies-reports

Audiences

Many stakeholders — employees, customers, shareholders/investors, consumers of our products, and advocacy and campaigning organisations — have an interest in one or more aspects of our sustainability reporting. Our aim is to provide all our stakeholders with the information they're looking for, while telling an accurate and consistent story about our work during the year.

For more information on **our stakeholders** and **how we engage** with them, see reckitt.com/our-impact/our-approach/materiality-and-stakeholder-engagement

Assurance

Third-party assurance is a key part of our approach to reporting. External scrutiny helps us improve, while reassuring our stakeholders that the data we publish is accurate. This year, we again engaged ERM CVS to provide independent limited assurance over certain sustainability disclosures.

SUSTAINABILITY GOVERNANCE, REPORTING AND ASSURANCE CONTINUED

Independent Limited Assurance Statement to Reckitt Benckiser Group plc

ERM Certification and Verification Services Limited ("ERM CVS") was engaged by Reckitt Benckiser Group plc ("Reckitt") to provide limited assurance in relation to the selected information set out below and presented in the Reckitt Sustainability Insights 2022 Report (the "Report").

Engagement summary

Scope of our assurance engagement

Whether the 2022 data for the following selected disclosures are fairly presented in the Report, in all material respects, in accordance with the reporting criteria. Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Report.

Sustainable product innovation

- Total net revenue from more sustainable products (£ million)
- Net revenue from more sustainable products (%)

Climate change

- Total product carbon footprint (million tonnes CO₂e) (with indirect consumer phase)
- Total product carbon footprint (million tonnes CO₂e) (without indirect consumer phase)
- Reduction in product carbon footprint vs 2015 (%)
- Scope 1 GHG emissions (tonnes CO₂e)
- Scope 2 GHG emissions (location-based) (tonnes CO₂e)
- Scope 2 GHG emissions (market-based) (tonnes CO₂e)
- Reduction in GHG emissions Scope 1 & 2 vs 2015 (%)
- Energy use (GJ) (manufacturing and warehouses only)
- Energy use per unit of production (GJ per tonne of product)
- Reduction in energy use in manufacturing & warehousing per unit of production vs 2015 (%)
- Renewable electricity across operations (%)

Water

- Total product water footprint (million l) (with indirect consumer phase)
- Total product water footprint (million l) (without indirect consumer phase)
- Reduction in product water footprint vs 2015 (%)
- Water withdrawal (m³)
- Wastewater discharge (m³)
- Water discharge per unit of production (m³ per tonne of product)
- Water use per unit of production (m³ per tonne of product)
- Reduction in water use in manufacturing and warehousing per unit of production vs 2015 (%)

Waste

- Total waste (tonnes)
- Waste per unit of production (tonnes per tonne of product)
- Hazardous waste per unit of production (tonnes per tonne of product)
- Reduction in waste from our operations per unit of production vs 2015 (%)
- Zero waste to landfill (% factories)

Health, safety and wellbeing

- Lost Work Day Accidents (no.)
- Lost Work Day Accident Rate (LWDAR) (per 100,000 hours)
- Reduction of Lost Work Day Accident Rate (LWDAR) vs 2021 (%)
- Reduction of Lost Work Day Accident Rate (LWDAR) since 2018 (%)
- Recordable accidents (no.)
- Employee fatalities (no.)
- Contractor fatalities (no.)
- Severe accidents (no.)
- Total Recordable Frequency Rate (TRFR) (per 100,000 hours)
- Reduction of Total Recordable Frequency Rate (TRFR) vs 2021 (%)
- Reduction of Total Recordable Frequency Rate (TRFR) since 2018 (%)
- Occupational illness cases (no.)
- Occupational illness frequency rate (per 100,000 hours)

Inclusion

- Women employed – Group Board (% at 31 December 2022)
- Women employed – Executive Committee (% at 31 December 2022)
- Women employed – Group leadership team (% at 31 December 2022)
- Women employed – senior management (% at 31 December 2022)
- Women employed – global employees (% at 31 December 2022)

Partnering for social impact

- People engaged with purpose-led partnerships, programmes and campaigns to promote awareness for a cleaner, healthier world (no.)
- People engaged with purpose-led partnerships, programmes and campaigns to promote awareness for a cleaner, healthier world (no.) (cumulative no. since 2020)

Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Report.

SUSTAINABILITY GOVERNANCE, REPORTING AND ASSURANCE CONTINUED

Reporting period

Covers 1 January 2022 - 31 December 2022

Reporting criteria

Reckitt's reporting criteria and definitions

Assurance standard and level of assurance

We performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) 'Assurance Engagements other than Audits or Reviews of Historical Financial Information' and in accordance with ISAE 3410 for Greenhouse Gas data issued by the International Auditing and Standards Board.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement and 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.

Respective responsibilities

Reckitt is responsible for preparing the Report and for the collection and presentation of the information within it, and for the designing, implementing and maintaining of internal controls relevant to the preparation and presentation of the selected information.

ERM CVS' responsibility is to provide conclusions to Reckitt on the agreed scope based on our engagement terms with Reckitt, the assurance activities performed, and exercising our professional judgement. We accept no responsibility, and deny any liability, to any party other than Reckitt for the conclusions we have reached.

Our conclusion

Based on our activities, as described below, nothing has come to our attention to indicate that the 2022 data for the disclosures listed under 'Scope' above are not fairly presented in the Report, in all material respects, in accordance with the reporting criteria.

Our assurance activities

Considering the level of assurance and our assessment of the risk of material misstatement of the selected information, a multidisciplinary team of sustainability and assurance specialists performed a range of procedures that included, but was not restricted to, the following:

An assessment of the appropriateness of the reporting criteria for the selected information

- A review of external media reporting relating to Reckitt to identify sustainability issues in the reporting period that may be relevant to the assurance scope
- Interviews with representatives responsible for managing the selected issues
- Interviews with relevant staff to understand and evaluate the relevant management systems and processes (including internal review and control processes) used for collecting and reporting the selected disclosures
- A review at corporate level of a sample of qualitative and quantitative evidence supporting the reported information
- An analytical review of the year-end data submitted by all locations included in the consolidated 2022 Group data for the selected disclosures which included testing the completeness and mathematical accuracy of conversions and calculations, and consolidation in line with the stated reporting boundary
- Visits to three Reckitt production sites in UK, Poland and India to review source data and local reporting systems and controls
- A further virtual visit to one Reckitt production site in Brazil to review source data and local reporting systems and controls
- Confirmation of conversion and emission factors and assumptions used
- A review of the presentation of information relevant to the scope of our work in the Report to ensure consistency with our findings

The limitations of our engagement

The reliability of the assured information is subject to inherent uncertainties, given the available methods for determining, calculating or estimating the underlying information. It is important to understand our assurance conclusions in this context.

Our independence, integrity and quality control

ERM CVS is an independent certification and verification body accredited by UKAS to ISO 17021:2015. 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. Our quality management system is at least as demanding as the relevant sections of ISQM-1 and ISQM-2 (2022). ERM CVS applies a Code of Conduct and related policies to ensure that its employees maintain integrity, objectivity, professional competence and high ethical standards in their work. Our processes are designed and implemented to ensure that the work we undertake is objective, impartial and free from bias and conflict of interest. Our certified management system covers independence and ethical requirements that are at least as demanding as the relevant sections of Parts A & B of the IESBA Code relating to assurance engagements.

The team that has undertaken this assurance engagement has extensive experience in conducting assurance on environmental, social, ethical, and health and safety information, systems and processes, and provides no consultancy related services to Reckitt in any respect.

Other matters

We have provided Reckitt with a separate management report with our detailed (non-material) findings and recommendations.

Gareth Manning

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22 March 2023



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