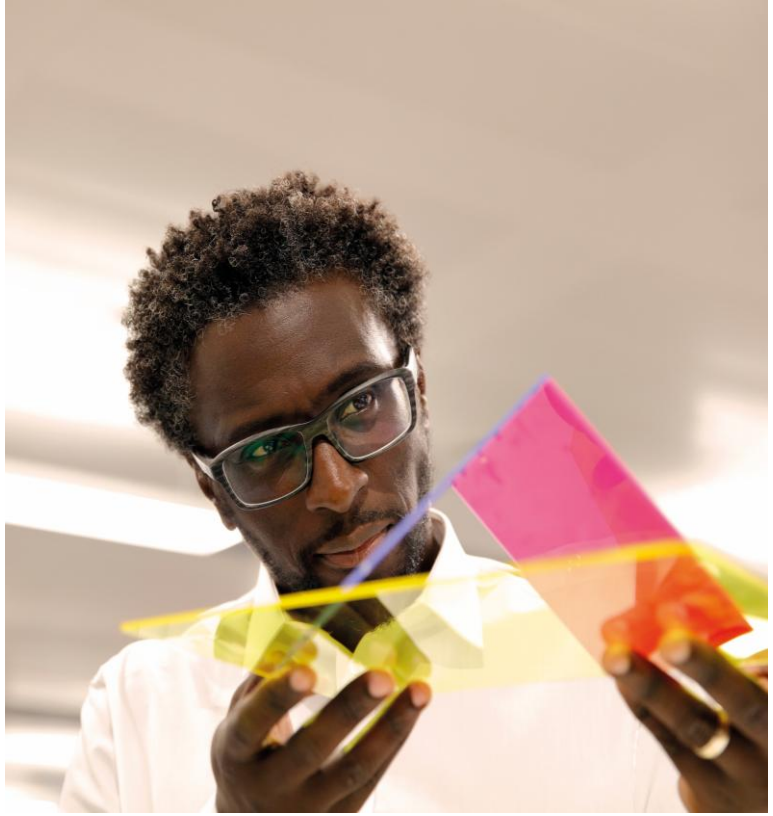

RECKITT
CODE OF CONDUCT



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Use the buttons to navigate the Code of Conduct!


BETTER HEALTH IN MORE HANDS
EVERYDAY

WELCOME TO OUR CODE

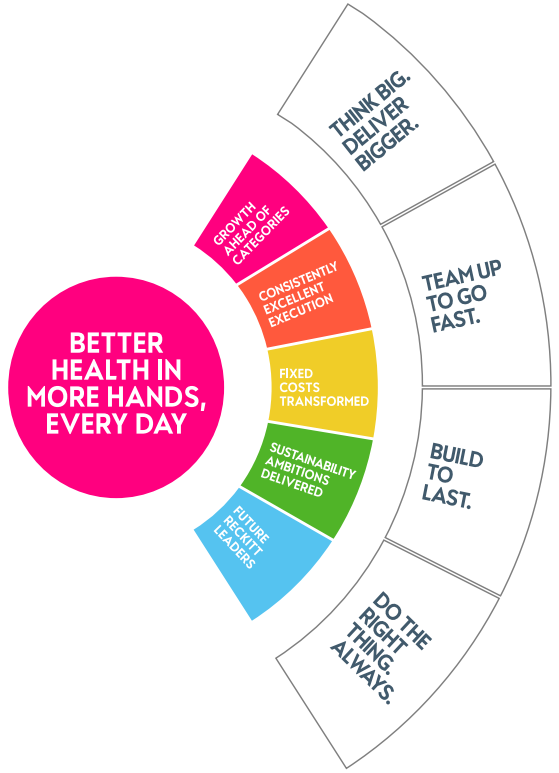


At Reckitt, a collective drive connects us across every role, team and market. As we work to put better health in more hands, Reckitt Energy helps us turn our ambition into impact.

Importantly, our success depends not only on what we achieve, but how we achieve it. Our Code of Conduct helps us make the right decisions, act with integrity and uphold the standards that define Reckitt.

Each of us is responsible for living this Code every day, using it as a guide and speaking up when something doesn't feel right. By doing so, we strengthen trust, protect our reputation and help bring better health to more people around the world.

Kris Licht
Chief Executive Officer



WHO IS OUR CODE OF CONDUCT FOR?

Our Code of Conduct is for **every**:

- **Employee**
- **Contractor** (including agents, consultants, outsourced personnel and other representatives)
- **Joint venture we participate in**
- **Board of Directors member**
- **Third Party**

Since our Code is a guide to turning our values into action everyday, it is something you should refer to time and time again.



WHAT'S EXPECTED OF YOU

It's everyone's responsibility to live by the Code.
Living by the Code means brining its values to life, in all of our actions and interactions.

As an employee, it is your responsibility to:

- **Familiarise yourself with the Code** to understand what is expected of you and what you can expect from your colleagues and Reckitt.
- **Use good judgement** and act with integrity and honesty.
- **Follow all Policies and laws** that apply to your job. Some roles come with additional responsibilities. You must always follow the requirements and complete all training assigned to you.
- **Ask for guidance** if you are ever unsure. Each section of the Code will point you to the right people who can help and support you.
- **Speak Up!** You are empowered to raise concerns. If you see or suspect any violations of our Code, Speak Up so the issue can be addressed.



As a Line Manager, you have additional responsibilities:

- **Lead by example**, including by creating an environment where people feel comfortable raising their concerns for the greater good of Reckitt.
- **Ensure your team understands our Code.** Offer guidance and support to your team when needed.
- **Create a safe culture to Speak Up.** Report if your team or anyone experiences or suspects any actions or behaviours that are not in line with the Code. Support anyone who reports their concerns.

HOW TO MAKE GOOD DECISIONS

Our Code of Conduct is full of guidance to help you make the right decisions, but it doesn't cover every situation you may face.
If you are ever faced with a complex situation, follow our three-step check:



Pause

Pause before you act. Hasty decisions often overlook critical information.

Reflect

- ✓ Does your planned action comply with applicable laws?
- ✓ Is it aligned with our Code of Conduct and Policies?
- ✓ Would it withstand public scrutiny?

Ask

If in doubt, ask for help! Talk to your Line Manager or a trusted leader such as a member of the HR, Legal or Ethics & Compliance Team.

HOW TO RAISE CONCERNS

Doing business the right way is essential.
It requires integrity, care and holding ourselves to high standards, every day. This includes speaking up when activity could cause harm.
Our Speak Up Programme empowers you to raise concerns promptly with confidence, so the right action can be taken to preserve what matters.

There are several ways to Speak Up:

1 YOUR LINE MANAGER

Generally, the first person to approach with any concern is your Line Manager. They may be able to address your concern or engage those who can.

2 A TRUSTED LEADER

There are several others you can talk to. A trusted leader, your HR Business Partner, or members of the Legal or Ethics & Compliance team can help.

Concerns reported to Line Managers and Trusted Leaders must be referred to the Ethics & Compliance team for assessment.

3 THE SPEAK UP! SERVICE

Confidentially submit a report detailing your concerns online or by phone.

This service is accessible to everyone, 24/7 in several languages.

You can trust that all reported concerns are taken seriously and assessed promptly by select members of our Ethics & Compliance Team who will determine the next steps.

This channel should not be used to report emergencies or employee grievances.

FIND OUT MORE

Speak Up Policy	CLICK HERE
Speak Up Procedure	CLICK HERE

What if?

Q I have a concern that I want to raise, but I am worried about how doing so could impact the relationship with my colleagues. What should I do?

A Raising concerns is the right thing to do! Steps will be taken to protect your identity, the confidentiality of what you share, and no retaliation will be tolerated. Always refer to Ethics & Compliance if unsure. Learn more about our Speak Up Programme via Rubi.

YOU ARE EMPOWERED TO RAISE CONCERNS - SPEAK UP!

Speak up in good faith – this means you genuinely believe there may be a concern that should be raised based on what you have seen, heard, or experienced. You do not need to have all the facts or be directly affected by the matter. You may simply be sharing information that you believe is important.

Speaking up in good faith is a demonstration of doing the right thing, always. It takes courage, requires trust and deserves respect.

Retaliation of any kind has no place at Reckitt. It will not be tolerated.

FIND OUT MORE

Speak Up! Rubi page CLICK HERE

A Speak Up matter arises when there is a concern about serious wrongdoing, business integrity issues, or activity that is – or could be - inconsistent with our Code of Conduct, policies, procedures, or the law, whether past, present or likely to occur. Examples include:

- Bribery, corruption fraud and other financial crime or misconduct
- Insider trading, sanctions breaches or competition law violations
- Falsification, manipulation or misuse of assets, information, records or systems
- Improperly managed conflicts of interest
- Improper engagement or interaction with third parties
- Dangers to health, safety, the environment or product safety
- Human rights violations
- Discrimination or harassment due to protected characteristics or sexual harassment
- Deliberate concealment of misconduct, such as that listed above
- Retaliation for speaking up in good faith or assisting in an investigation

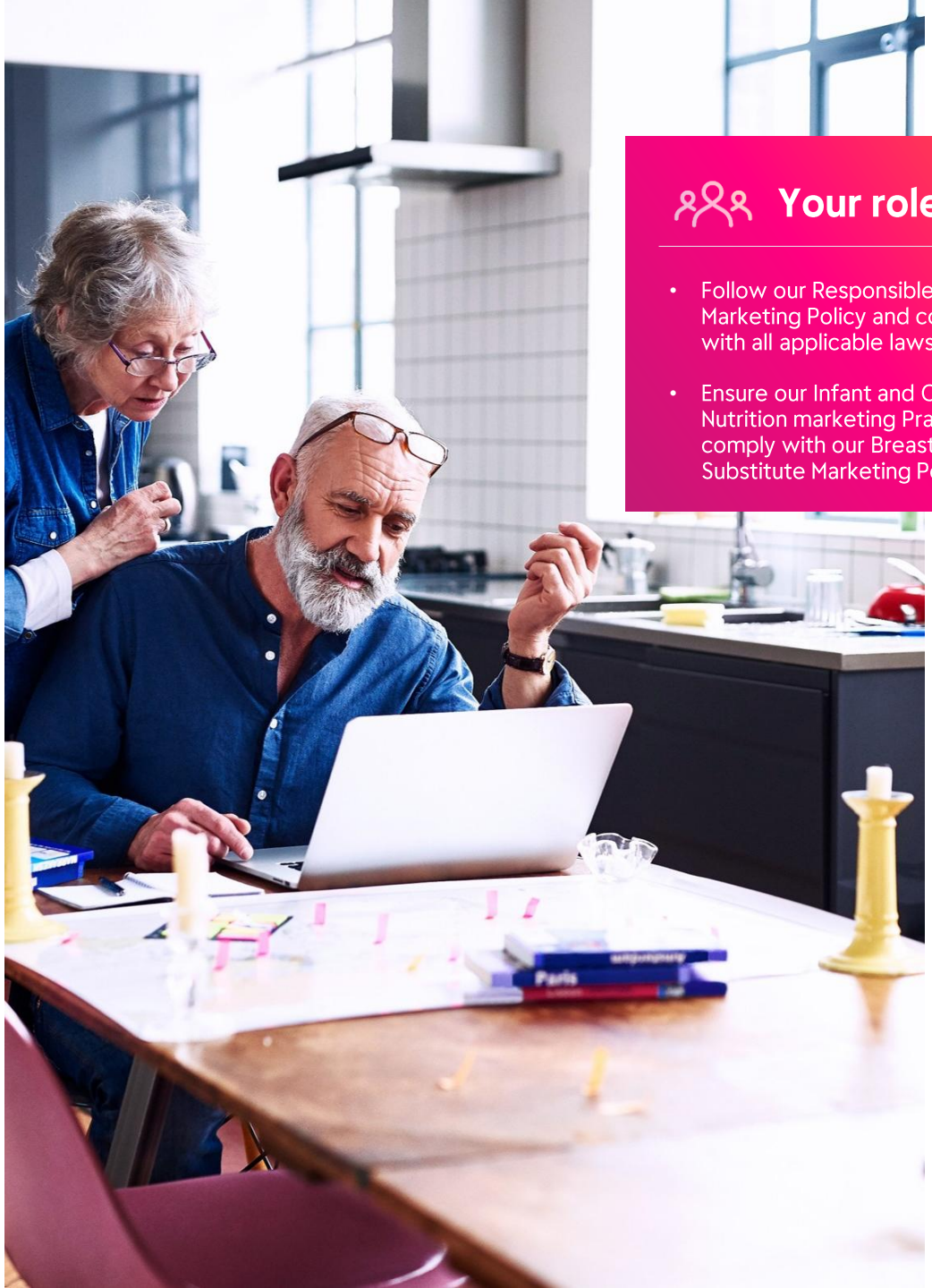

reckitt
THINK BIG DELIVER BIGGER

COMMUNICATE RESPONSIBLY WITH OUR CONSUMERS

We put people's lives and needs at the heart of our business: that's why we communicate our products' quality efficacy, safety and value for money to our consumers.

FIND OUT MORE

Responsible Marketing Policy	CLICK HERE
Reckitt Quality Manual	CLICK HERE
Breast-Milk Substitute Marketing Policy	CLICK HERE



Your role

- Follow our Responsible Marketing Policy and comply with all applicable laws.
- Ensure our Infant and Child Nutrition marketing Practices comply with our Breast Milk Substitute Marketing Policy.

COMMUNICATE RESPONSIBLY WITH EXTERNAL STAKEHOLDERS

Our success depends on whether our stakeholders' trust that we provide clear, accurate, complete and consistent information. Always communicate responsibly, taking care that your words don't have unintended consequences.

FIND OUT MORE

Communicating Responsibly with External Stakeholders Policy — CLICK HERE



Your role

- Only speak on Reckitt's behalf (including on social media) if you have been appointed as a Reckitt spokesperson.
- Ensure your communications are ethical and responsible: consider their content carefully and be mindful that your words could be taken out of context.
- Seek the Communications and Corporate Affairs Team's approval before accepting interviews or speaking engagements regarding our company.

What if?

Q I received an email from a journalist asking for a short statement on a story that casts Reckitt in a critical light. What should I do?

A Never communicate with journalists unless you are an authorised spokesperson or you have the explicit authorisation to do so. Forward the email to the Communications and Corporate Affairs Team and ask for their support.

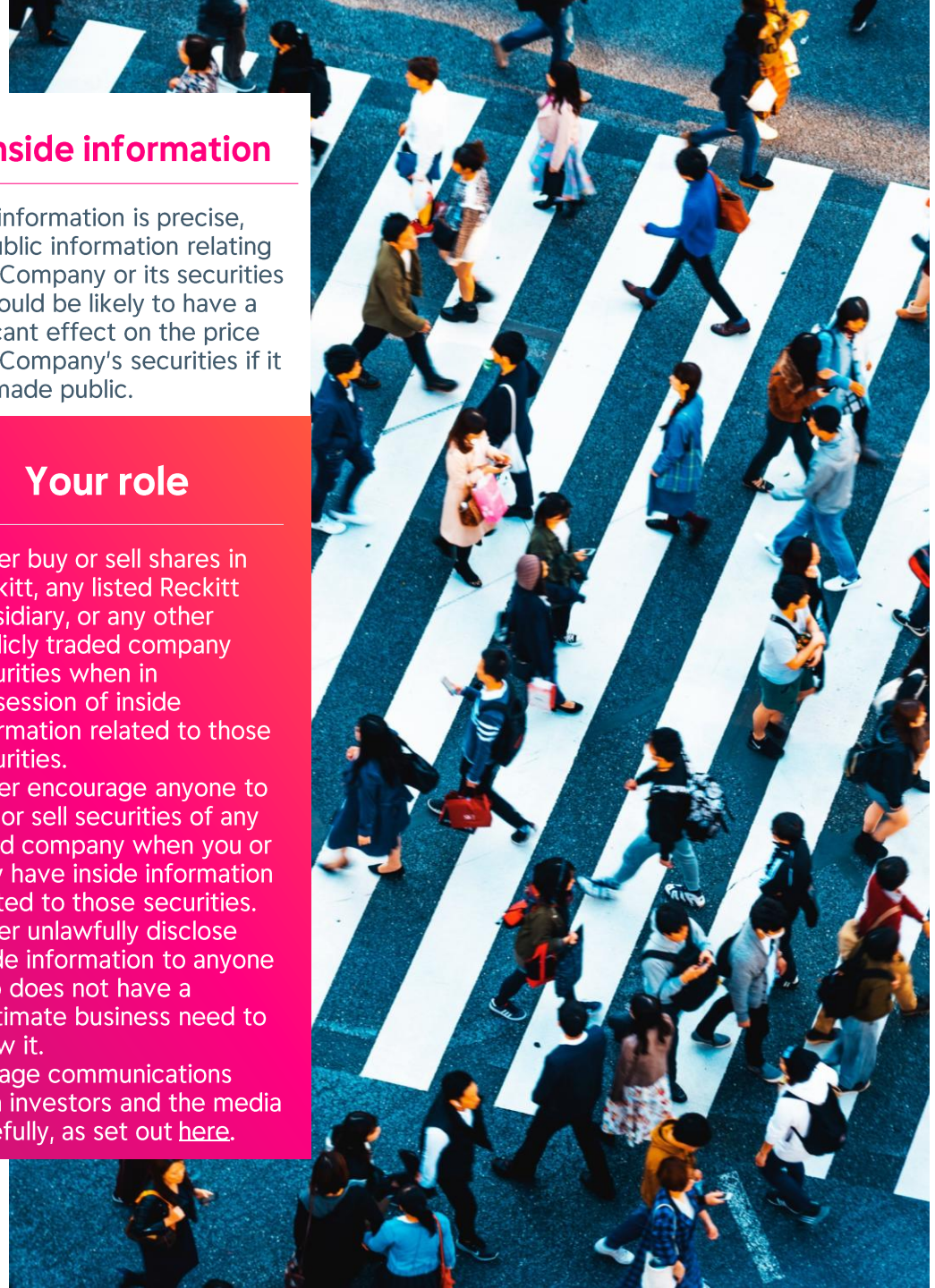
ACT RESPONSIBLY TOWARDS OUR SHAREHOLDERS AND THE PUBLIC

We must not illegally profit from information which we obtain through our roles at Reckitt.

Trading or encouraging others to trade on inside information or providing it to unauthorised persons is a criminal offence in many countries.

FIND OUT MORE

Share Dealing Policy	CLICK HERE
Share Dealing Code	CLICK HERE



Inside information

Inside information is precise, non-public information relating to the Company or its securities that would be likely to have a significant effect on the price of the Company's securities if it were made public.

Your role

- Never buy or sell shares in Reckitt, any listed Reckitt subsidiary, or any other publicly traded company securities when in possession of inside information related to those securities.
- Never encourage anyone to buy or sell securities of any listed company when you or they have inside information related to those securities.
- Never unlawfully disclose inside information to anyone who does not have a legitimate business need to know it.
- Manage communications with investors and the media carefully, as set out here.


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TEAM UP TO GO FAST

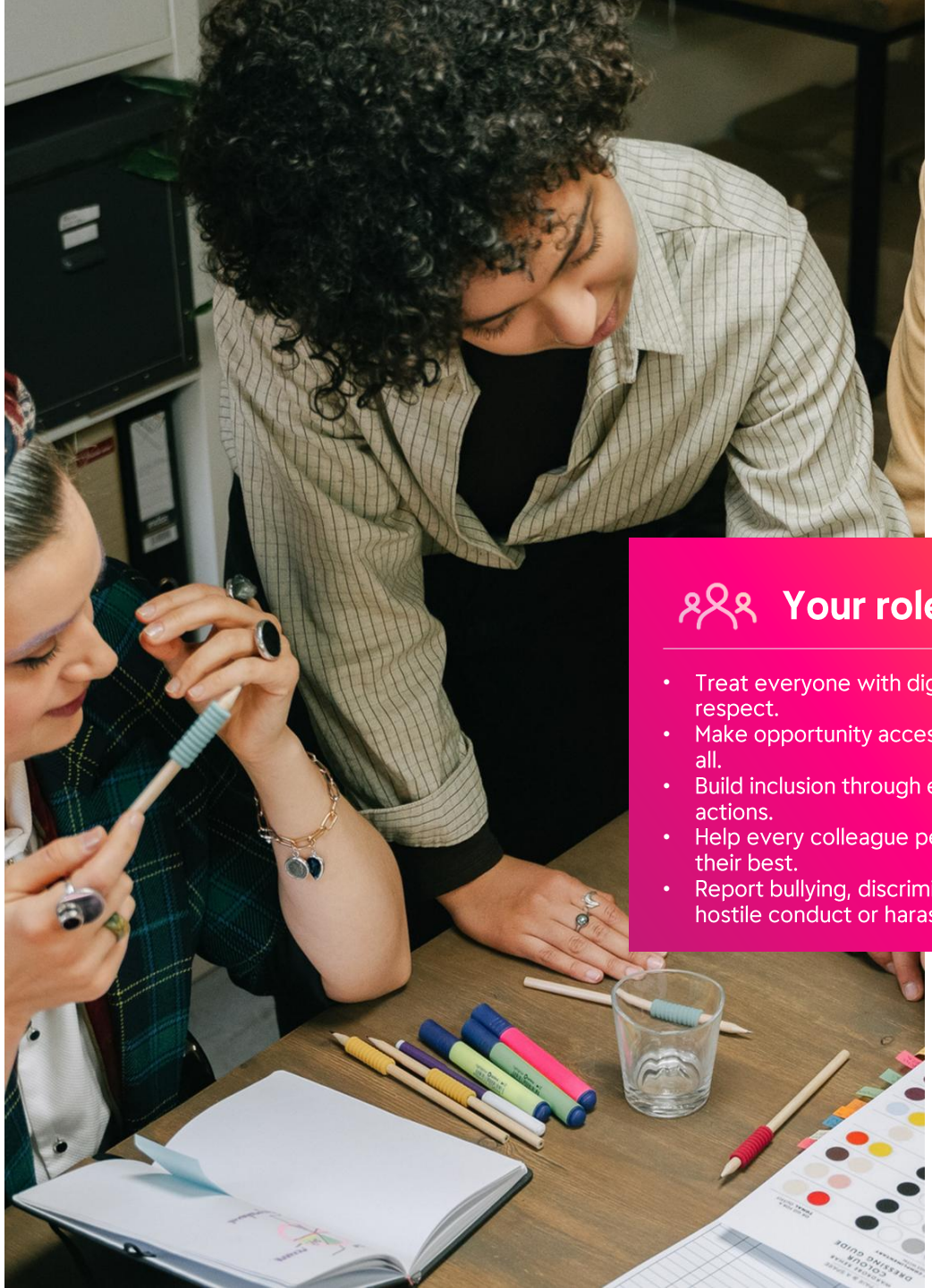
VALUE UNIQUENESS AND CONSCIOUSLY INCLUDE

The best outcomes happen when diverse perspectives are welcomed, valued and acted upon.

By practicing Conscious Inclusion, we create an environment where people can contribute fully, innovate boldly and deliver better outcomes for our consumers, customers and communities.

FIND OUT MORE

Respectful Workplace Policy	CLICK HERE
Grievance Policy	CLICK HERE



Your role

- Treat everyone with dignity and respect.
- Make opportunity accessible to all.
- Build inclusion through everyday actions.
- Help every colleague perform at their best.
- Report bullying, discrimination, hostile conduct or harassment.

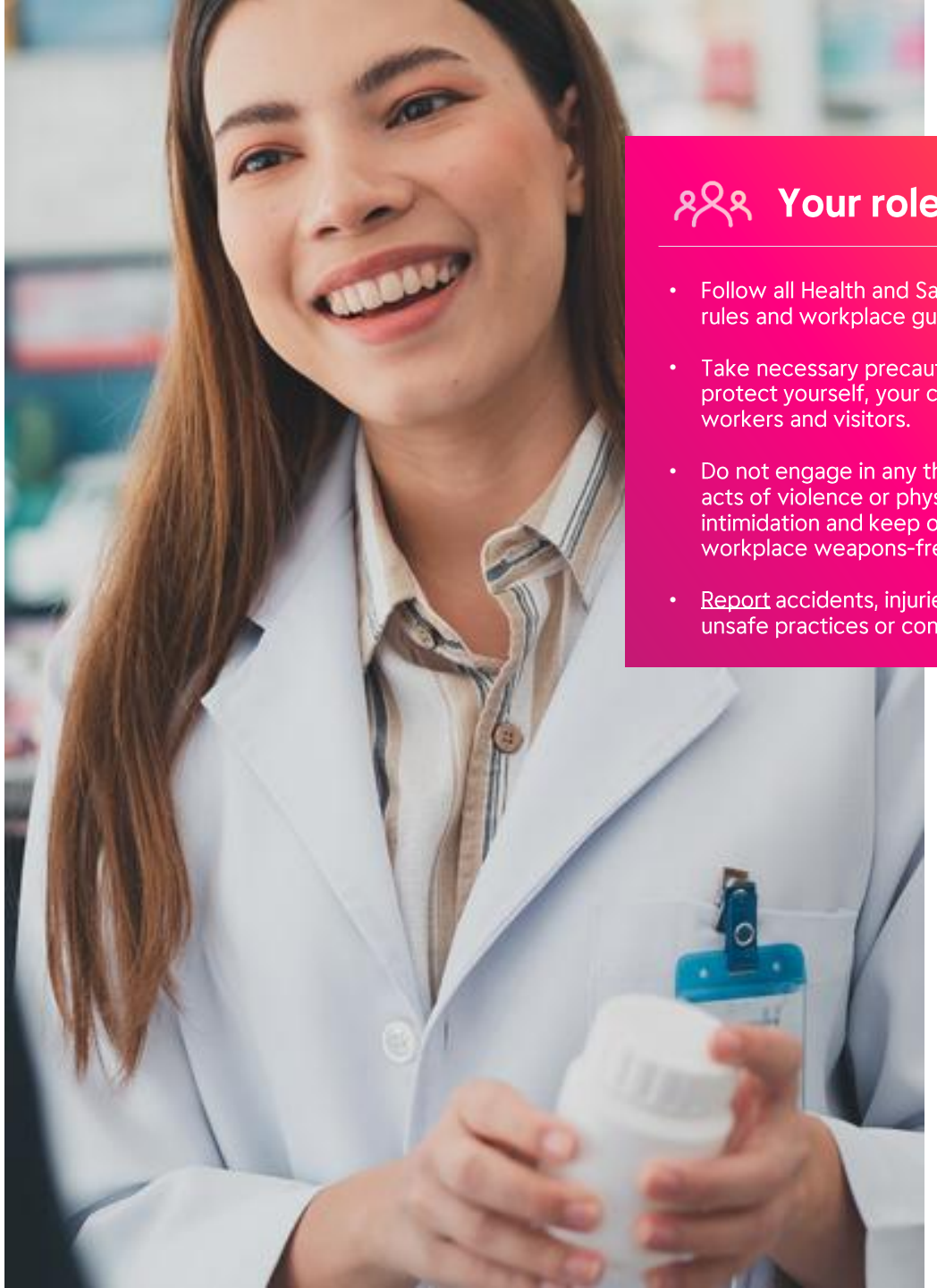
PROVIDE SAFE & HEALTHY WORKING CONDITIONS

Providing a safe and healthy workplace is essential for us to thrive. That's why we strive to comply with all applicable health, safety and environmental laws, as well as with our own Health and Safety requirements.

We expect employees to behave in a professional manner, making violent or threatening behaviour unacceptable at Reckitt.

FIND OUT MORE

Heath and Safety Policy	CLICK HERE
Violence in the Workplace Policy	CLICK HERE



Your role

- Follow all Health and Safety rules and workplace guidance.
- Take necessary precautions to protect yourself, your co-workers and visitors.
- Do not engage in any threats, acts of violence or physical intimidation and keep our workplace weapons-free.
- Report accidents, injuries and unsafe practices or conditions.

PROTECT PERSONAL INFORMATION

We respect the privacy of our consumers, co-workers and business partners and we are committed to handling their personal information responsibly and with care.

When things go wrong, we investigate them thoroughly and take timely action to address and remediate them.

FIND OUT MORE

Data Privacy Governance Policy CLICK HERE

Your role

- Follow our Data Privacy Governance Policy and the laws of the country you work in.
- Only collect, use and process personal information for legitimate purposes.
- Securely store personal information and dispose of it once no longer needed.
- Report any actual or suspected data breaches via Assist.

What if?

Q I am creating a targeted marketing campaign and have found an old contact list from a previous event. Can I upload the list and send promotional emails to everyone on it?

A Not without checking first. Marketing communications must only be sent to individuals where there is an appropriate lawful basis, and the contact information is up to date. Always follow correct procedures for marketing lists and obtain guidance if you are unsure whether contacts can be used.



SAFEGUARD OUR BUSINESS FROM CYBER THREATS

Cyber security is everyone's responsibility. Every colleague plays a role in protecting Reckitt's information, systems and business operations. By staying aware of cyber risks, following company policies and reporting concerns promptly, we help protect our customers, colleagues and brands.

We use approved AI tools responsibly, never share confidential information through unauthorised platforms, and remain accountable for the accuracy and appropriateness of AI-generated content.

FIND OUT MORE

Cyber Security Policy	CLICK HERE
Acceptable Use Policy	CLICK HERE
AI Tools Policy	CLICK HERE

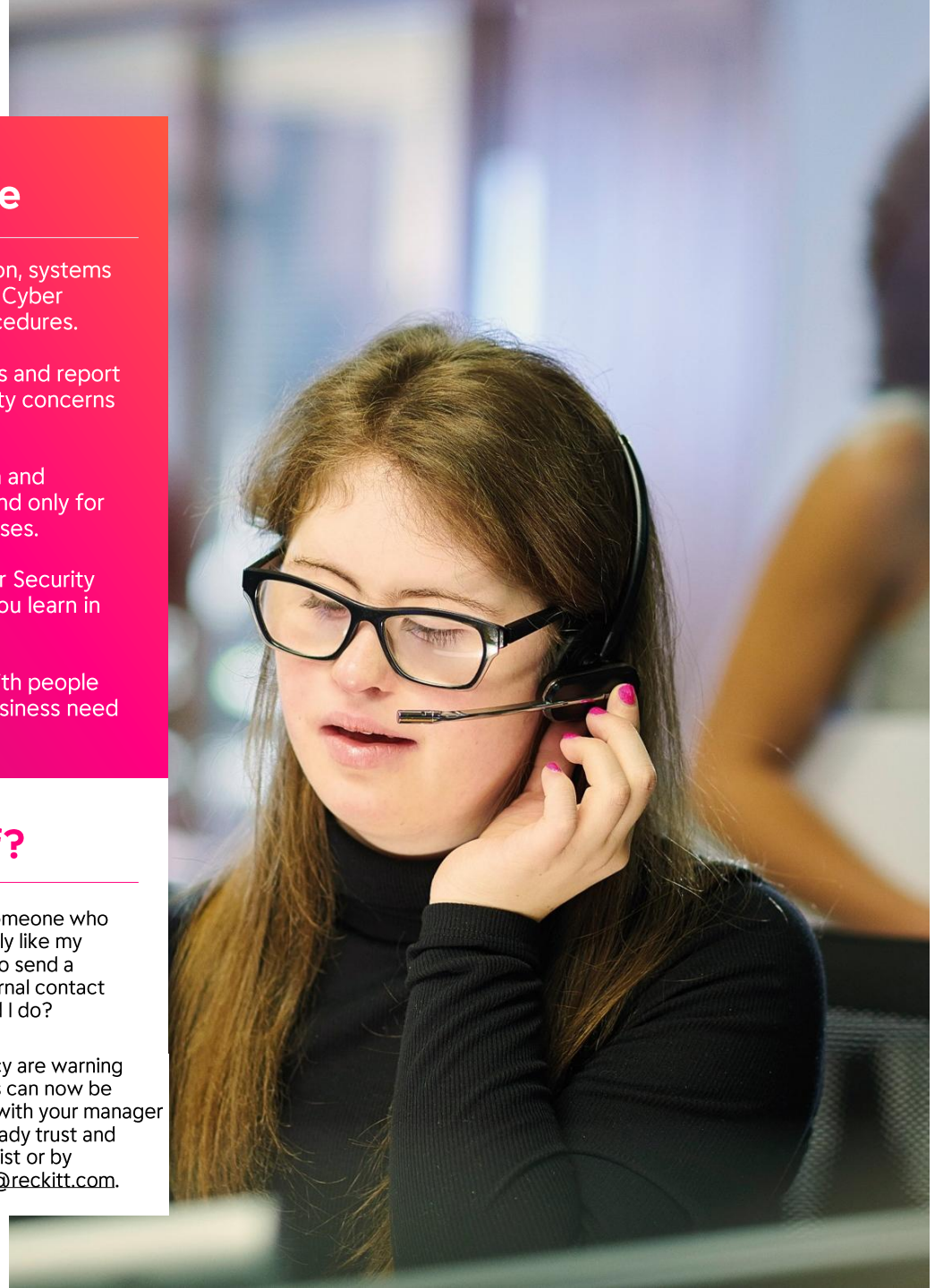
Your role

- Protect Reckitt information, systems and devices by following Cyber Security policies and procedures.
- Stay alert to cyber threats and report suspicious activity, security concerns or incidents promptly.
- Use company information and technology responsibly and only for approved business purposes.
- Complete assigned Cyber Security training and apply what you learn in your daily work.
- Only share information with people who have a legitimate business need to access it.

What if?

Q I got an urgent call from someone who looked and sounded exactly like my manager. They asked me to send a confidential file to an external contact straight away. What should I do?

A Pause. Urgency and secrecy are warning signs and faces and voices can now be faked. Check the request with your manager through a channel you already trust and report the call through Assist or by contacting CyberSecurity@reckitt.com.



RESPECT HUMAN RIGHTS

Respecting human rights is an absolute and universal requirement.

We are committed to respecting the fundamental human rights defined in the UN Universal Declaration of Human Rights and to uphold the principles of non-discrimination, elimination of child and forced labour, rights to collective bargaining and freedom of association laid down in the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.

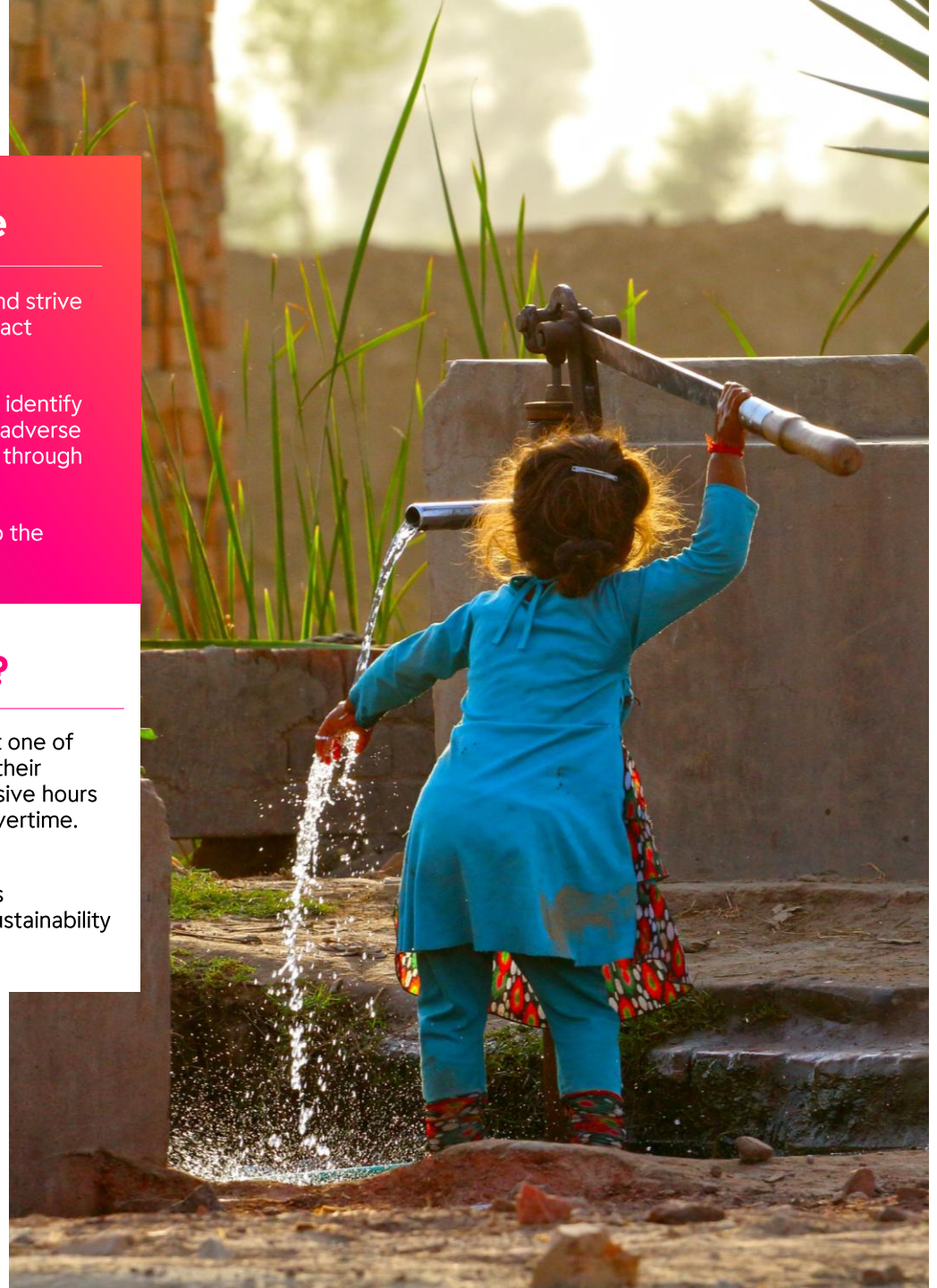
Your role

- Uphold human rights and strive to make a positive impact through our activities.
- Be alert to and seek to identify human rights risks and adverse impacts that may arise through our activities.
- Report any incidents to the Sustainability Team.

What if?

Q I've just discovered that one of our suppliers is making their employees work excessive hours and isn't paying them overtime. What should I do?

A Share your observations immediately with the Sustainability Team.



FIND OUT MORE

Human Rights Policy	CLICK HERE
Sourcing for Sustainable Growth Policy	CLICK HERE


BUILD TO LAST
reckitt
LAUNDRY SANITISER
24HR FRESHNESS
Lysol
AIR
3x CLEANING POWER
KILLS OVER 100
reckitt

DELIVER QUALITY

Quality underpins our commitment to excellence and guides our efforts to ensure every product is safe, effective, and built to the highest standards.

Quality is everyone's responsibility and requires partnership between all functions. We uphold these standards by applying the principles and requirements of the Reckitt Quality Policy and Quality Manual in everything we do.

FIND OUT MORE

Reckitt Quality Policy	CLICK HERE
Reckitt Quality Manual	CLICK HERE

Your role

ALWAYS:

DO WHAT'S RIGHT:

- ✓ Ensure that every product is safe, effective, and reliable.
- ✓ Promote a culture of integrity and ownership.

TAKE OWNERSHIP:

- ✓ Ensure quality is embedded in every decision, every stage, every role.
- ✓ Be fully compliant with all relevant national and international regulations.

CONTINUOUSLY IMPROVE:

- ✓ Ensure consistent and superior quality, driven by uncompromising focus on excellence in design and execution.
- ✓ Act on consumer feedback to improve products.

NEVER:

- ✓ Settle for minimum compliance; always aim to exceed standards.
- ✓ Wait for problems; always act early to maintain quality.

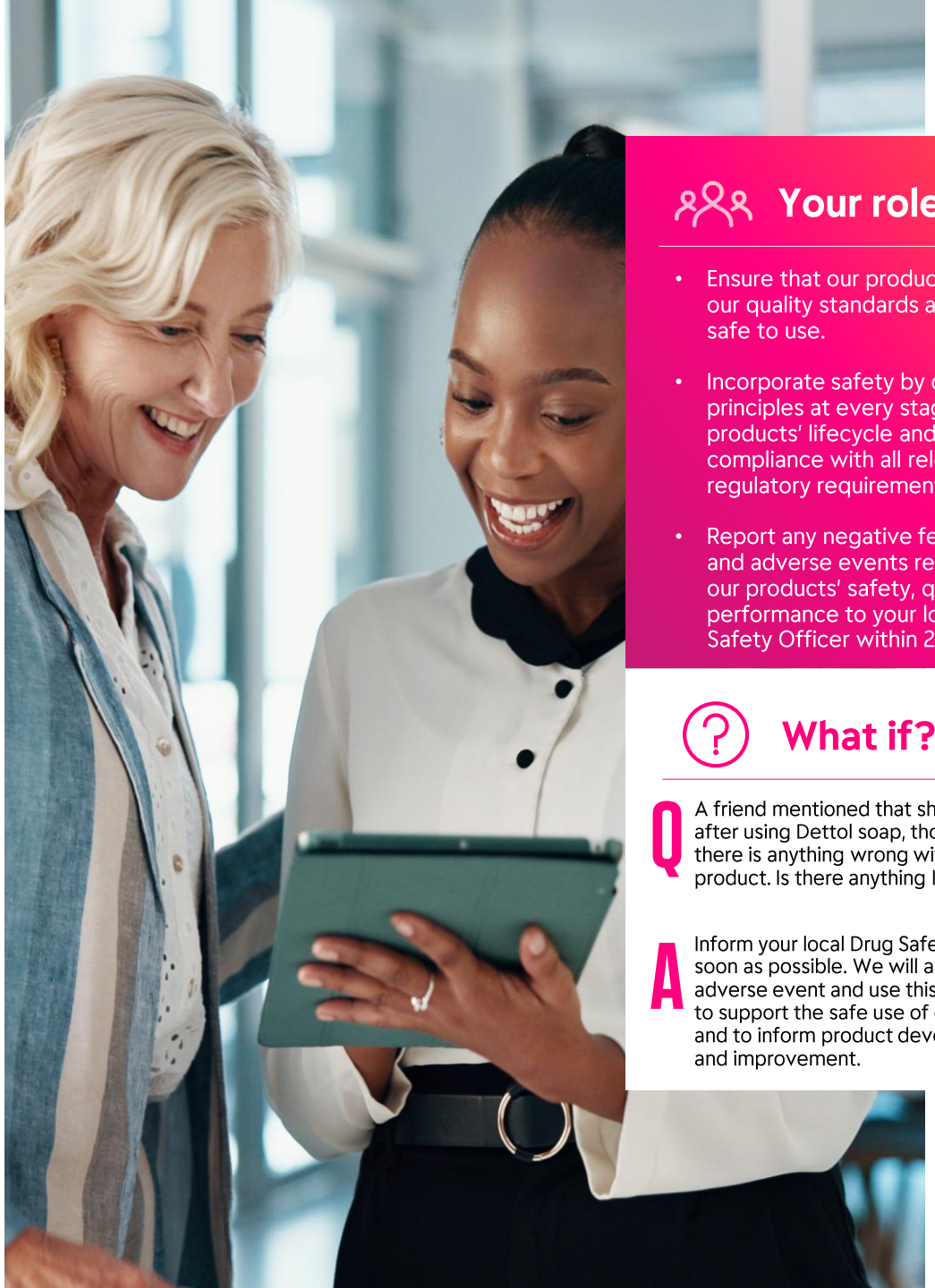
DELIVER SAFE, COMPLIANT & HIGH-QUALITY PRODUCTS

At Reckitt, our goal is to ensure the safe and proper use of our products and improve the lives of the people we serve, the communities in which we operate and the environment.

Our reputation is reflected in every product we sell: that's why our products must always meet the quality and safety standards and the relevant regulatory requirements.

FIND OUT MORE

Product Safety Policy — CLICK HERE



Your role

- Ensure that our products meet our quality standards and are safe to use.
- Incorporate safety by design principles at every stage of our products' lifecycle and ensure compliance with all relevant regulatory requirements.
- Report any negative feedback, and adverse events related to our products' safety, quality or performance to your local Drug Safety Officer within 24 hours.

What if?

Q A friend mentioned that she had a rash after using Dettol soap, though I doubt there is anything wrong with our product. Is there anything I should do?

A Inform your local Drug Safety Officer as soon as possible. We will analyse the adverse event and use this information to support the safe use of our products and to inform product development and improvement.

MANAGE ACCURATE RECORDS

Our success depends on how well we manage our business.

Our records provide a picture of our business's health, so we all have a responsibility to ensure their accuracy and the legitimacy of our transactions.

FIND OUT MORE

Finance Manual	CLICK HERE
Financial Crime Policy	CLICK HERE

Your role

ALWAYS:

ACT AS AN ACCOUNTABLE OWNER:

- ✓ Accurately record and maintain our company books and records.
- ✓ If your job requires you to disclose information to the authorities, ensure what you provide is complete, accurate, timely and understandable.
- ✓ Cooperate with auditors and Regulators on any review of our books and records.

SCRUTINISE OTHERS' ACTIONS:

- ✓ Know our business partners and their role, in an effort to prevent illegal activities.
- ✓ Be alert to unusual patterns in our business partners' activities: red flags such as attempts to avoid record-keeping requirements should be reported to the Internal Controls Team and Legal Team for review.

NEVER:

- × Falsify, misreport or mischaracterize information that relates to our business.
- × Mislead any shareholders, auditors, regulators or any other governing body.
- × Accelerate or defer costs in violation of accounting principles.
- × Manipulate or destroy information that may be needed for an investigation, an audit or a legal proceeding.

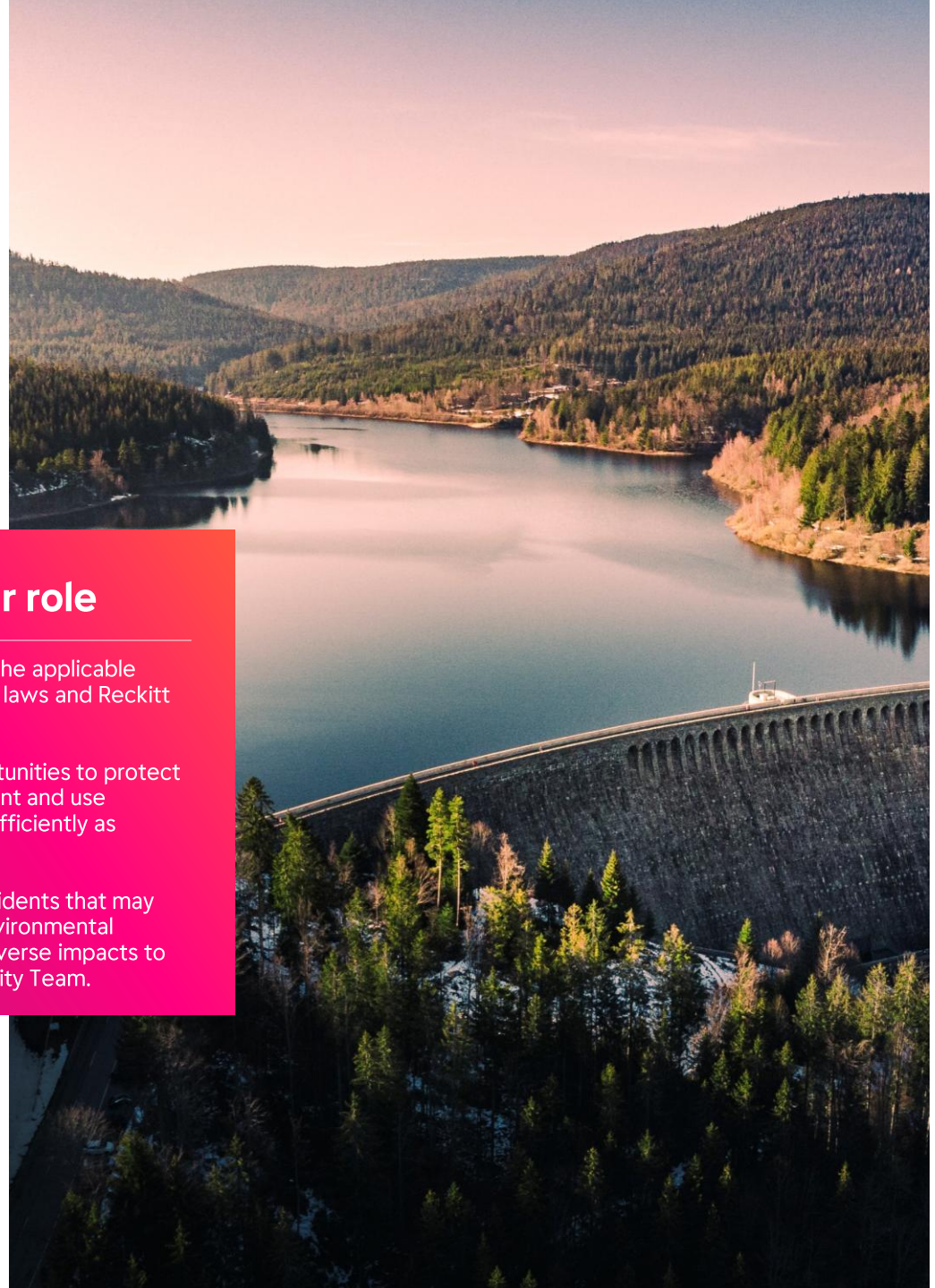
CARE FOR OUR PLANET

We conduct business in an environmentally responsible way.

We comply with the applicable environmental laws to minimise our environmental impact and address sustainability challenges.

Your role

- Comply with the applicable environmental laws and Reckitt policies.
- Identify opportunities to protect the environment and use resources as efficiently as possible.
- Report any incidents that may result in an environmental violation or adverse impacts to the Sustainability Team.



FIND OUT MORE

Sourcing for Sustainable Growth Policy	CLICK HERE
Environmental Manufacturing Policy	CLICK HERE


reckitt
DO THE RIGHT THING ALWAYS

ACT WITH INTEGRITY

We win business based on the quality of our products and services, not by unethical or unlawful means.

We do not tolerate bribery, corruption, improper influence, or conflicts of interest that could compromise objective decision-making.

We do not tolerate any attempt to improperly influence decisions, whether involving Third Parties, Healthcare Professionals, Government Officials or other business partners.

FIND OUT MORE

Business Integrity Policy CLICK HERE

Your role

ALWAYS:

Think about the intent of your actions and how others may perceive them.

Disclose any actual or potential conflicts of interest as soon as they arise.

Take additional care when interacting with Healthcare Professionals – never offer or provide anything of value to induce or influence them to purchase, use or prescribe Reckitt products.

Be completely accurate when recording payments and expenses.

NEVER:

Give or receive a gift or entertainment that is intended to affect or has the reasonable possibility of affecting a business decision or course of action.

Accept or request improper payments.

Use Reckitt's money for political donations.

Provide anything of value to any Third party though charitable contributions, donations, sponsorships, grants or otherwise without complying with the relevant Reckitt policies and procedures.

What if?

Q My favourite artist is performing in town! A supplier who is taking part in a tender invites me to the concert to "talk business". Can I go?

A No. The gift may be seen as an attempt from the supplier to gain business from you, to the disadvantage of other tender participants.

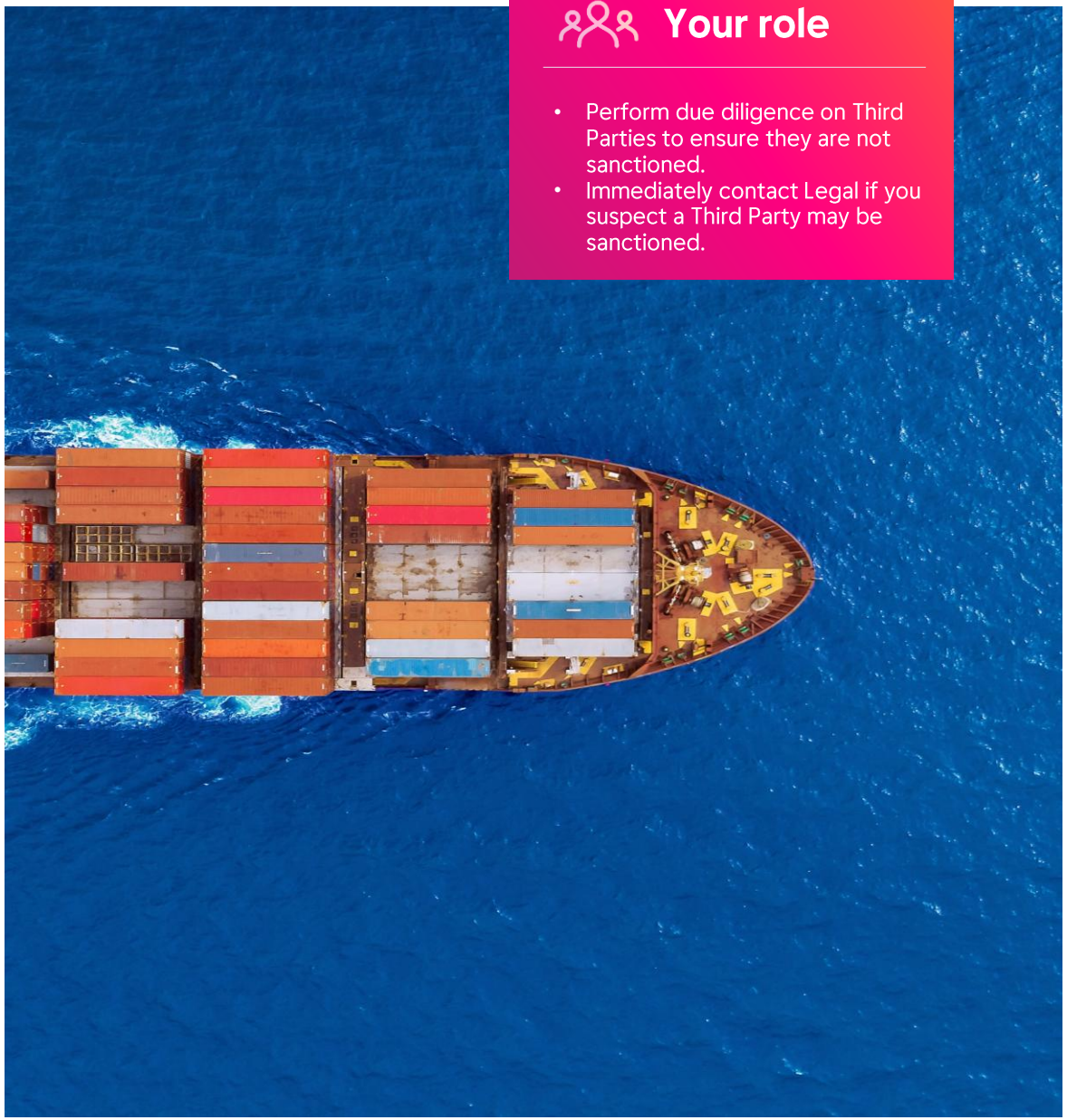
COMPLY WITH TRADE SANCTIONS

Sanctions are restrictions that apply to dealings with certain countries/territories, governments, groups, entities and individuals.

We comply with all applicable sanctions worldwide, including those regarding the import/export of our products.

FIND OUT MORE

Sanctions Policy	CLICK HERE
Third Party Compliance Risk Management Procedure	CLICK HERE



Your role

- Perform due diligence on Third Parties to ensure they are not sanctioned.
- Immediately contact Legal if you suspect a Third Party may be sanctioned.

PRACTICE FAIR COMPETITION

A free and competitive market serves us and our consumers best.

To compete fairly, we do not share non-public information regarding pricing, costs or other sensitive matters with competitors, nor do we use our market position to illegally get a competitive advantage or block a competitor's market access.

FIND OUT MORE

Competition Law Policy — CLICK HERE



Your role

- Be cautious when interacting with competitors: do not discuss matters such as prices, terms of sale, market shares, etc., and disengage if the discussion goes in this direction.
- Never enter into any agreement to:
  - Illegally fix or control prices
  - Offer anti-competitive rebates, or other illegal incentives
  - Not compete for certain business or bids
  - Boycott specific suppliers or customers
  - Divide or allocate markets or customers

What if?

Q A contractor working on site says: "I also work with one of your competitors. I can tell you what they're charging if that helps."

A You must turn down the offer and immediately report it to Legal.

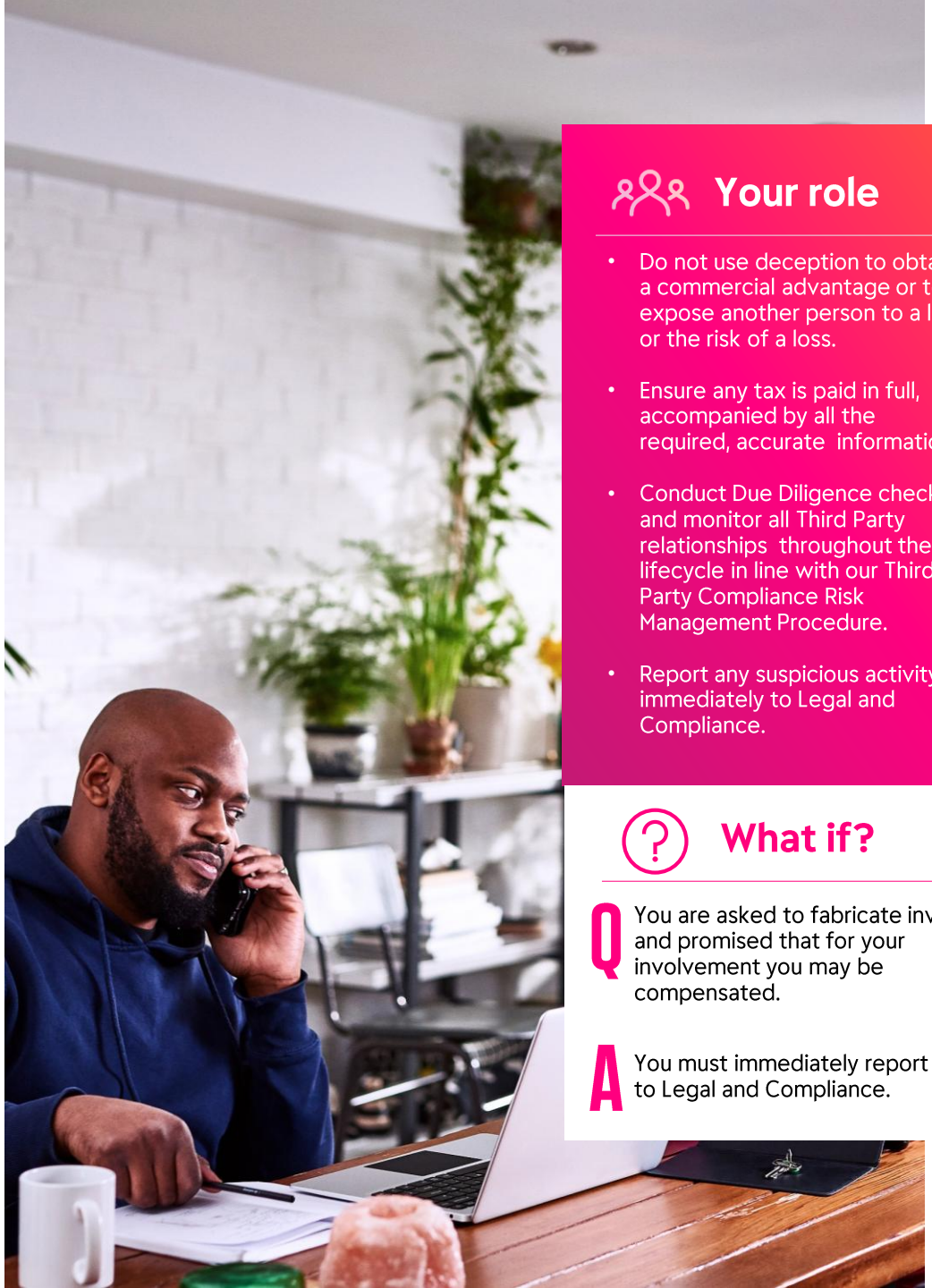
PREVENT FINANCIAL CRIME

Financial crime is any illegal activity involving financial systems or assets. This may include but it is not limited to fraud, tax evasion, money laundering, or terrorist financing.

Failure to comply with the laws and regulations governing financial crimes can lead to severe consequences.

FIND OUT MORE

Financial Crime Policy — CLICK HERE



Your role

- Do not use deception to obtain a commercial advantage or to expose another person to a loss or the risk of a loss.
- Ensure any tax is paid in full, accompanied by all the required, accurate information.
- Conduct Due Diligence checks and monitor all Third Party relationships throughout their lifecycle in line with our Third Party Compliance Risk Management Procedure.
- Report any suspicious activity immediately to Legal and Compliance.

What if?

Q You are asked to fabricate invoices and promised that for your involvement you may be compensated.

A You must immediately report this to Legal and Compliance.

The Code of Conduct is available in 24 languages on Reckitt.com.

Any waiver of our Code for Executive Officers or Directors may only be granted by the Board of Directors or a Committee of the Board and will be publicly disclosed when required by law.

We reserve the right to make unilateral changes to our Code or company policies at any time.