

Reckitt Benckiser Group plc

**GLOBAL REPORTING INITIATIVE (GRI)  
CONTENT INDEX 2025**

## GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

We have prepared our 2025 sustainability reporting with reference to the latest set of GRI Standards as of March 2025. 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 2025, unless other timescales are specifically noted. References to the Annual Report and Accounts and Sustainability Report refer to 2025, unless otherwise stated.

GRI Standard	Disclosure	Location	Page
GRI 2: General Disclosures 2021	2-1	Organizational details	Annual Report and Accounts 2025: Shareholder information
	2-2	Entities included in the organization's sustainability reporting	Annual Report and Accounts 2025
			Basis of Reporting 2025
			Annual Report and Accounts 2025
	2-3	Reporting period, frequency and contact point	Sustainability Report 2025: About this report
			Basis of Reporting 2025
	2-4	Restatements of information	Basis of Reporting 2025
			ESG Data Book 2025
	2-5	External assurance	Sustainability Report 2025: Introduction
			Annual Report and Accounts 2025
			Basis of Reporting 2025
	2-6	Activities, value chain and other business relationships	Annual Report and Accounts 2025
			Annual Report and Accounts 2025: People and Culture
	2-7	Employees	Sustainability Report 2025: Fairer Society
			Annual Report & Accounts 2025: Sustainability Performance Review
			ESG Data Book 2025
	2-8	Workers who are not employees	Sustainability Report 2025
	2-9	Governance structure and composition	Annual Report and Accounts 2025: Governance
	2-10	Nomination and selection of the highest governance body	Annual Report and Accounts 2025: Governance
	2-11	Chair of the highest governance body	Annual Report and Accounts 2025: Governance
	2-12	Role of the highest governance body in overseeing the management of impacts	Annual Report and Accounts 2025: Governance
			Sustainability Report 2025: Governance
	2-13	Delegation of responsibility for managing impacts	Annual Report and Accounts 2025: Governance
			Sustainability Report 2025: Governance
	2-14	Role of the highest governance body in sustainability reporting	Annual Report and Accounts 2025: Governance
			Sustainability Report 2025: Governance
	2-15	Conflicts of interest	Annual Report and Accounts 2025: Governance
			Code of Conduct
			Conflicts of interest Policy
2-16	Communication of critical concerns	Annual Report and Accounts 2025: Governance	
2-17	Collective knowledge of the highest governance body	Annual Report and Accounts 2025: Governance	
2-18	Evaluation of the performance of the highest governance body	Annual Report and Accounts 2025: Governance	
2-19	Remuneration policies	Annual Report and Accounts 2025: Director's remuneration report	
2-20	Process to determine remuneration	Annual Report and Accounts 2025: Director's remuneration report	
2-21	Annual total compensation ratio	Annual Report and Accounts 2025: Director's remuneration report	
2-22	Statement on sustainable development strategy	Annual Report and Accounts 2025: Sustainability Performance Review	
		Annual Report and Accounts 2025	
		Code of Conduct	
2-23	Policy commitments	Code of Conduct	
		Modern Slavery Statement 2025	
		Policy on Human Rights and Responsible Business	
		Labour and Human Rights Standard	
2-24	Embedding policy commitments	Annual Report and Accounts 2025: Sustainability Performance Review	
		Annual Report and Accounts 2025: Foundation	
2-25	Processes to remediate negative impacts	Sustainability Report 2025	
		Code of Conduct	
		Modern Slavery Statement 2025	
2-26	Mechanisms for seeking advice and raising concerns	Code of Conduct	
		Sustainability Report 2025	
2-27	Compliance with laws and regulations	Annual Report and Accounts 2025: Non-Financial and Sustainability Information Statement; Risk Management	
		Code of Conduct	
2-28	Membership associations	Trade association membership 2022	
		Annual Report and Accounts 2025: Sustainability Performance Review	
2-29	Approach to stakeholder engagement	Annual Report and Accounts 2025: Engagement with stakeholders	
		Sustainability Report 2025	

	2-30	Collective bargaining agreements	Labour and Human Rights Standard Code of Conduct	8 27
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Sustainability Report 2025: Sustainability strategy and performance	42-47
	3-2	List of material topics	Sustainability Report 2025: Sustainability strategy and performance	42-47
	3-3	Management of material topics	Sustainability Report 2025	42-51
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Annual Report and Accounts 2025: Group Income Statement; Financial Performance Social Impact Report 2025	34-41, 133-134 3
	201-2	Financial implications and other risks and opportunities due to climate change	Annual Report and Accounts 2025: Climate-Related Financial Disclosures Sustainability Report 2025: Climate change	198-202 13-16
	201-3	Defined benefit plan obligations and other retirement plans	Annual Report and Accounts 2025: Notes to Financial Statements (Note 23)	172-173
	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	
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Social Impact Report 2025 Sustainability Report 2025: Sustainability strategy and performance	All 42-47
		Significant indirect economic impacts	Social Impact Report 2025 Annual Report and Accounts 2025: Sustainability Performance; Business Model Sustainability Report 2025: People in the value chain Sustainability Report 2025: Ecosystems and biodiversity	All 7, 42-47 24 17-19
	203-2			
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 2025: Non-Financial Information Statement; Compliance Committee Report	47, 81-83
	205-2	Communication and training about anti-corruption policies and procedures	Annual Report and Accounts 2025: Non-Financial Information Statement; Compliance Committee Report Code of Conduct	47, 81-83 5-6, 19
GRI 207: Tax 2019	207-1	Approach to tax	Reckitt Tax Strategy 2025	
	207-2	Tax governance, control, and risk management	Reckitt Tax Strategy 2025	
	207-3	Stakeholder engagement and management of concerns related to tax	Reckitt Tax Strategy 2025	
	207-4	Country-by-country reporting	Not currently reported	
GRI 301: Materials 2016	301-1	Materials used by weight or volume	Sustainability Report 2025: Plastics and packaging ESG Data Book 2025	6 -7, 11-12
	301-2	Recycled input materials used	Sustainability Report 2025 ESG Data Book 2025	6-7, 11-12, 17-19
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Annual Report and Accounts 2025: Sustainability Performance Review Sustainability Report 2025: Climate change ESG Data Book 2025	44 13-16
	302-2	Energy consumption outside of the organization	Not currently reported	
	302-3	Energy intensity	ESG Data Book 2025	
	302-4	Reduction of energy consumption	Sustainability Report 2025: Climate change ESG Data Book 2025	13-16
	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 2025: Water stewardship	20-22
	303-2	Management of water discharge-related impacts	Sustainability Report 2025: Water stewardship	20-22
	303-3	Water withdrawal	Sustainability Report 2025: Water stewardship ESG Data Book 2025	20-22
	303-4	Water discharge	Sustainability Report 2025: Water stewardship ESG Data Book 2025	20-22
	303-5	Water consumption	Sustainability Report 2025: Water stewardship ESG Data Book 2025	20-22
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 2025: Ecosystems and biodiversity	17
	304-2	Significant impacts of activities, products and services on biodiversity	Sustainability Report 2025: Ecosystems and biodiversity	17-19
	304-3	Habitats protected or restored	Sustainability Report 2025: Ecosystems and biodiversity Annual Report and Accounts 2025: Sustainability Performance Review	17-19 45
	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 2025: Sustainability Performance Review Sustainability Report 2025: Climate change ESG Data Book 2025	44 14-16
	305-2	Energy indirect (Scope 2) GHG emissions	Annual Report and Accounts 2025: Sustainability Performance Review Sustainability Report 2025: Climate change ESG Data Book 2025	44 14-17

GRI 306: Waste 2020	305-3	Other indirect (Scope 3) GHG emissions	Annual Report and Accounts 2025: Sustainability Performance Review Sustainability Report 2025: Climate change ESG Data Book 2025	44 14-16	
	305-4	GHG emissions intensity	Annual Report and Accounts 2025: Sustainability Performance Review Sustainability Report 2025: Climate change ESG Data Book 2025	44 14-16	
	305-5	Reduction of GHG emissions	ESG Data Book 2025 Sustainability Report 2025: Climate change Annual Report and Accounts 2025: Sustainability Performance Review	14-16 42	
	306-1	Waste generation and significant waste-related impacts	Sustainability Report 2025: Product stewardship	8, 9, 10, 11, 12	
	306-2	Management of significant waste-related impacts	Sustainability Report 2025: Product stewardship	8, 9	
	306-3	Waste generated	Sustainability Report 2025: Product stewardship ESG Data Book 2025	8, 11	
	306-4	Waste diverted from disposal	Annual Report and Accounts 2025: Sustainability Performance Review Sustainability Report 2025: Plastic and packaging ESG Data Book 2025	44 11, 12	
	306-5	Waste directed to disposal	Sustainability Report 2025: Plastic and packaging ESG Data Book 2025	11	
	GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Modern Slavery Statement 2025	7, 14
		308-2	Negative environmental impacts in the supply chain and actions taken	Sustainability Report 2025: Climate change ESG Data Book 2025	15-16
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	ESG Data Book 2025		
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Not currently reported		
GRI 402: Labor/Management Relations 2016	403-1	Occupational health and safety management system	Annual Report & Accounts 2025: Sustainability Performance Review	47	
	403-2	Hazard identification, risk assessment, and incident investigation	Annual Report & Accounts 2025: Sustainability Performance Review	47, 48-51, 83	
	403-3	Occupational health services	Annual Report & Accounts 2025: Sustainability Performance Review	47	
	403-4	Worker participation, consultation, and communication on occupational health and safety	Annual Report & Accounts 2025: Sustainability Performance Review	3, 9, 47	
	403-5	Worker training on occupational health and safety	Annual Report & Accounts 2025: Sustainability Performance Review	47	
	403-6	Promotion of worker health	Annual Report & Accounts 2025: Sustainability Performance Review	47	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Annual Report & Accounts 2025: Sustainability Performance Review	47	
	403-8	Workers covered by an occupational health and safety management system	Annual Report & Accounts 2025: Sustainability Performance Review	47	
	403-9	Work-related injuries	Annual Report & Accounts 2025 ESG Data Book 2025	47, 83	
	403-10	Work-related ill health	Annual Report & Accounts 2025 ESG Data Book 2025	47, 83	
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	Annual Report & Accounts 2025: People and Culture	8, 9	
	404-3	Percentage of employees receiving regular performance and career development reviews	Annual Report & Accounts 2025: People and Culture	8, 9	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Annual Report and Accounts 2025: Nomination Committee Report; Sustainability Performance; Directors' Remuneration Report Sustainability Report 2025: People in the value chain	46, 69-73, 101 24	
	405-2	Ratio of basic salary and remuneration of women to men	Annual Report and Accounts 2025: Directors' Remuneration Report ESG Data Book 2025	101	
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	4, 5	
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	Annual Report & Accounts 2025: Sustainability Performance Review Code of Conduct Human Rights and Responsible Business Policy	47 12, 27 2, 3	
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labour	Labour and Human Rights Standard Modern Slavery Statement 2025	3, 4, 12 6, 7, 11, 13	
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Modern Slavery Statement 2025 Labour and Human Rights Standard	3-4, 6-8, 10-13 5, 6, 12	
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	Labour and Human Rights Standard	14	
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Sustainability Report 2025: Sustainability at Reckitt Sustainability Report 2025: Ecosystems and biodiversity Sustainability Report 2025: Water stewardship	2, 3 18, 19 20-22	

		Sustainability Report 2025: People in the value chain	23-25
		Social Impact Report 2025	4-8, 9-14, 15-18
		Annual Report & Accounts 2025: Sustainability Performance Review	46
	413-2	Operations with significant actual and potential negative impacts on local communities	Sustainability Report 2025: Water stewardship Modern Slavery Statement 2025
	414-1	New suppliers that were screened using social criteria	21- 22 3, 8, 9, 11
GRI 414: Supplier Social Assessment 2016	414-2	Negative social impacts in the supply chain and actions taken	7
GRI 415: Public Policy 2016	415-1	Political contributions	7, 10 to 14
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	Annual Report and Accounts 2025: Report of the Directors Sustainability Report 2025: Product stewardship Product Safety Policy
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	112-115 9, 10, 11 1,2
	417-1	Requirements for product and service information and labelling	Annual Report & Accounts 2025: Sustainability Performance Review
GRI 417: Marketing and Labeling 2016	417-2	Incidents of non-compliance concerning product and service information and labelling	42, 43, 47 11, 12 47

Document links:

- Annual Report 2025 - <https://reckitt.com/investors/latest-annual-report/>
- Sustainability Report 2025 - <https://www.reckitt.com/our-impact/reporting-hub/>
- Basis of Reporting 2025 - <https://reckitt.com/our-impact/reporting-hub/>
- ESG Data book 2025 - <https://reckitt.com/our-impact/reporting-hub/>
- Policies - <https://www.reckitt.com/sustainability/policies-and-reports/>
- Tax Strategy 2025 - <https://www.reckitt.com/investors/our-tax-strategy/>
- Social Impact Report 2025- <https://socialimpact-report.reckitt.com/>
- [Anti-harassment, discrimination and bullying policy](#)
- [Code of Conduct](#)
- [Modern Slavery Act Statement 2025](#)
- [Product Safety Policy](#)
- [Responsible Marketing Policy](#)
- [Wellbeing policy](#)