

Wellbeing @ Reckitt

Purpose of this document	To outline Reckitt's wellbeing offerings
Audience	All employees, HR and people leaders
Updated on	January 2026

Wellbeing @ Reckitt

At Reckitt, we strive to create an environment of sustained wellbeing. We want our people to be at their best more of the time at home and at work, and that's why our Wellbeing ambition is 'Better Life. Full Stop.'. This means having the mental & physical resources to not only conduct ourselves in a balanced & sustainable manner, but to thrive in the pursuit of excellence and in response to challenge. Through self-insight and self-regulation, we want to create capacity for change and enable our people to live, operate, behave & collaborate at their best.

Being well resourced individually, collectively & socially, is of benefit in every aspect of our lives, and work should be no exception. Wellbeing is not just a consideration, but the foundation of who we are; people free to be and express themselves fully, contributing to an equitable, inclusive & innovative culture that we can be proud of.

Practices

- An established foundation of health & wellbeing at our core, to ensure we have the sustained collective energy to deliver our goals.
- Personal self-knowledge and self-regulation of our health & wellbeing as the foundation of our leadership behaviours and to further reinforce our culture in a consistent & sustainable way.
- Provision of & access to up-to-date education and resources determined as priorities through feedback & engagement surveys, such as, but not exclusively: mindset, stress management, triggers, resilience, movement, nutrition, recovery etc.
- Access for all through an organisational-wide wellbeing programme to drive increased self-knowledge and self-regulation of individual health & wellbeing. Find out more about our broader wellbeing efforts on the Wellbeing Hub.

Mental Health Support

- Reckitt provides access to mental health training resources to all employees as part of a global mental health platform which includes eLearning, toolkits and other resources and reference materials such as articles and videos. This global provision complements local programmes which may also be provided in markets.

Ownership & responsibility

- At Reckitt, we are all responsible for doing the right thing always and enabling a

workplace where everyone feels able to bring their whole self to work.

- Senior managers are accountable, and all Reckitt employees are responsible for ensuring that our wellbeing policies and programmes are actively pursued and implemented. Everyone should be aware of their personal responsibility to each other, to consumers, customers, partners and suppliers as well as the communities in which we operate.
- Individuals should not engage in discussions they are not qualified to handle. For example, if someone shares a serious mental health concern with you, striving to signpost them to an appropriate person or resource is the appropriate action for you to take. If someone wishes to discuss a topic with you that you are uncomfortable or not equipped to discuss, you should politely communicate that to them.
- If an individual discloses to you what you deem as a serious risk of harm to themselves or others, it is your responsibility to inform their Line Manager or Business Leader (where appropriate) and the respective HR Director immediately. If you believe the individual, you or others may be in immediate danger, or if required by law, it is your responsibility to contact the authorities immediately. If there is not a risk of harm to themselves or others, but the individual has shared something personal with you, you should respect their privacy and keep this confidential.

Measuring our progress

- Through our engagement surveys and aggregated, anonymised themes from feedback, we collect information about the relative wellbeing of our organization. We strive to attract, enable & retain an engaged and motivated workforce, sustained from a wellbeing perspective. Our wellbeing data will only be disclosed in line with best practice as required by law

Reporting

- Any act that appears in misalignment to this philosophy should be reported to your local HR Manager or via the [Reckitt Speak Up! Line](#). You may also wish to view the Respectful Workplace Policy and our [Code of Conduct](#). For information related to Wellbeing, please contact your local HR Manager.