

CORPORATE POLICY

Alternatives to Animal Testing Policy

v.2.0

Valid from: 16/04/2026

Next review: 16/04/2029

Policy Owner: SVP, Regulatory Affairs & Safety

Do's



Apply the principles of this policy throughout the product lifecycle and ensure all Reckitt products comply with this policy.



Support the investment and promote the use of alternatives as the default, not the exception.



Promptly escalate and report any emerging concerns related to Animal Testing.



Require transparency with applicable suppliers and third parties, with regards to our Alternatives to Animal Testing Policy.

Don'ts



Conduct any testing on behalf of Reckitt, on animals, for any purpose, without prior approval to do so.



Ignore, dismiss or suppress information related to non-compliance with this policy.



Do not ask a supplier or third party to conduct testing on our behalf without seeking the necessary approvals and oversight.



Take decisions on animal testing without the authority or knowledge to do so.

Purpose and Scope

Purpose

The purpose of the Alternatives to Animal Testing Policy is to define a globally consistent approach that reflects our corporate commitment to minimising animal testing through the use of alternatives. It defines the standards and approach to ensure the ethical treatment of animals and reduce the risk of reputational damage and public mistrust.

This Policy was developed using a range of expertise and was influenced by legislative requirements, industry best practice and consultation. Our current Policy aligns with major industry competitors to guarantee that our Policy remains competitive.

Scope

This Policy is applicable to all Reckitt employees, contractors, and sub-contractors globally – anyone who works for Reckitt Group (i.e. a company from the Group, or a company which subsequently joined the Group, or a legal entity under the Group) and specifically to the testing of ingredients and/or of Reckitt's products to validate their safety and efficacy.

To the extent there is a local law, policy or Standard Operating Procedure (SOP) that is stricter than the provisions of this policy, such local law, policy or SOP shall govern.

Policy Statement

At Reckitt, we are ethically and legally obliged to ensure the safety and efficacy of our innovative products which deliver health benefits.

Reckitt products must comply with the regulations in countries where they are marketed. Animal studies are on occasion mandated by law for the safety assessment and/or efficacy of novel ingredients and certain types of products to protect the safety of humans and the environment.

Our approach incorporates established science and safety-by-design principles throughout development and at every stage of the product lifecycle. We anticipate emerging risks, applying internal expertise as well as external connections and partnerships to continuously improve our products.

We are fully committed to applying alternative testing methods or existing data to demonstrate the safety of our products to replace all animal testing. It is our Policy not to conduct or commission animal tests, unless scientifically justified or required by government or scientific agencies. This same Policy is applied to our Third Parties.

In pursuit of our vision, we adopt integrated testing strategies and consider a multitude of inputs and data sources to evaluate the safety of our products. Our integrated testing strategy considers all available sources of data (i.e., the biological, structural, and chemical properties of an ingredient or product) to drive a robust safety assessment.

Our integrated testing strategy may include information from the following sources: chemical analysis, computer modelling, cell-based studies, read across data and a review of existing scientific and clinical data.

We are actively engaged with industry associations, the scientific community and government bodies to fund alternatives to animal testing and apply the industry's '3Rs' best practice (Reduce, Refine & Replace) towards our ingredients and product testing approaches. Through these collaborations we drive the development and use of alternative methodologies and promote the regulatory acceptance of alternatives to animal testing.

The health and safety of our consumers and the environment is an absolute priority for Reckitt. If animal testing is mandated and if no scientifically validated alternative test is available, we seek to minimise the number of animals used and ensure we only use accredited and certified facilities that fully comply with internationally accepted animal welfare guidelines and utilise state of the art procedures designed to improve both animal well-being and scientific data quality.

To ensure the governance of this Policy, any animal testing that is performed by or for the benefit of Reckitt must first be approved by an internal Ethical Review Committee. This a rigorous stepwise review process ensuring Executive Management level approval.

All Contract Research Organisations which conduct testing for Reckitt need auditing by our Reckitt quality audit team, before we utilise them. Please contact Regulatory & Safety should you have any questions regarding the Policy.

Monitoring and Reporting

All Reckitt employees are trained on Reckitt's Animal Testing standards as part of their Annual Compliance training. Employees who are directly involved in this type of testing receive specific procedural training to ensure full compliance and global consistency of approach.

All employees are responsible for applying this Policy throughout their Supply Chain and ensuring that suppliers, contractors, and subcontractors are aware of this Policy.

The Reckitt Compliance Committee (RCC) as part of its responsibilities, will receive and review annual reports related to this policy.

The SVP Global Regulatory Affairs & Safety and the Global Consumer Safety Director are accountable for ensuring that relevant processes are understood, maintained and followed, and that all product safety concerns are understood and appropriately managed.

Discipline for Non-Compliance

This Policy explains our individual responsibility to comply with appropriate laws around the world. The penalties for violating these laws can be severe, both for the Company and for the individuals involved. In some cases, we may have a legal or other obligation or may otherwise determine that we should report violations to the appropriate

enforcement authorities. We may take disciplinary action against our employees and contractors, up to and including termination or cancellation of contract, as applicable, for failure to comply with this Policy.

It is therefore extremely important that you familiarise yourself with this Policy and strictly adhere to it. If you suspect or identify an instance of wrongdoing, it's your duty to report it via the Speak Up channel.

Contact Information

If you are ever in doubt about the right course of action, or if you have questions about this Policy, please consult a member of the Regulatory & Safety team.

Revision & Approval History

Revisions

Issued / Revised	Version	Effective Date	Summary of Key Changes
Issued	1	Jan-2019	First publication of this Policy
Issued	2	Jan-2022	- Emphasises Reckitt's commitment to eliminating animal testing of our products as far as possible. - Explains Reckitt's integrated testing strategy to rely on insights other than animal-testing data. - Establishes stronger governance by instating a requirement for animal testing to be approved by an internal Ethical Review Committee, before being performed. - Establishes monitoring and oversight responsibilities across the organisation.
Issued	3	April-2026	- Updated to reflect new corporate structure, nomenclature, template. - Additional text in the purpose to define steps taken in the review process. - Inclusion of text related to alignment with major competitors to guarantee competitiveness. - Inclusion of text related to the rigor of the approval process and executive approval. - Use of accredited, certified facilities that fully comply with internationally accepted guidelines and state of the art procedures. - Facilities are fully audited by Reckitt prior to acceptance. - Inclusion of additional training of employees directly involved in any testing process.

Approval History

Role	Name	Title	Date of Approval
Author	Joanna Rowland	Global Consumer Safety Director	n/a
Owner	Jan Vindberg-Larsen	SVP Group Regulatory Affairs & Safety	n/a
Approver	Kris Licht	Chief Executive Officer	16.04
Approver	Cathy O'Rourke	Group Company Secretary	16.04
Approver	Ranjay Radhakrishnan	Chief HR Officer	16.04
Approver	Shannon Eisenhardt	Group CFO	16.04
Approver	Harald Emberger	Chief Supply Officer	16.04
Approver	Angela Naef	Chief R&D Officer	16.04
Approver	Ryan Dullea	Chief Category Growth Officer	16.04
Approver	Jérôme Lemaire	President North America	16.04
Approver	Susan Sholtis	President Head Johnson Nutrition	16.04
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Approver	Sheila Redzepi	Chief Communications and Corporate Affairs Officer	16.04