

CORPORATE POLICY

Product Safety Policy

v.2.0

Valid from: 16/04/2026

Next review: 16/04/2029

Policy Owner: SVP, Regulatory Affairs & Safety

Do's



Ensure all Reckitt products undergo robust safety assessment, and have accurate labelling, directions for use and safety warnings.



Apply safety by design principles throughout the product lifecycle. Ensure Reckitt products are compliant with all applicable regulations.



Promptly escalate and report any emerging product safety concerns



Complete corrective and preventative actions related to product safety in a timely manner to protect consumers safety and brand reputation.

Don'ts



Release any product to consumers that presents an unacceptable safety risk to consumers or the environment.



Ignore, dismiss or suppress information related to product safety



Use ingredients or products that are not approved by Consumer Safety or are not verified as compliant with safety regulations and standards.



Respond to stakeholders or take decisions about product safety without the authority or knowledge to do so.

Purpose and Scope

Purpose

The purpose of the Product Safety Policy is to protect our consumers who rely on our brands by ensuring every Reckitt product is safe, compliant and is developed using safety by design principles. It defines the standards and approach that guide our teams to make responsible decisions, act quickly on emerging risks related to product safety, and always puts the safety of our consumers first.

Reckitt is committed to providing leadership, governance and resources to enable an adaptable and

competent safety culture throughout the product lifecycle, ensuring continuous improvement is a way of life within the organisation.

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 to Third Parties acting on Reckitt's behalf whose work could affect product safety at any stage of the product lifecycle.

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

Reckitt assures the safety and suitability of all our products by applying a globally consistent approach to minimising the risk to our consumers.

All Reckitt's products are developed and manufactured in accordance with our global safety standards. Reckitt's products are only made available to consumers and professional users after a rigorous and favourable safety evaluation. Whilst considering each product's intended use in different cultural contexts, and foreseeable misuse we ensure all Reckitt products comply with internal, local and international regulations and safety standards.

Reckitt applies rigorous, science-based safety assessments throughout the entire product lifecycle to protect consumers and the environment. By embedding established safety science at every stage, the company works to minimise product safety risks. The application of safety-by-design principles in our safety assessment process is guided by a set of core elements:

- **Ingredient and product safety is paramount.** We use only approved ingredients, materials and suppliers with verified safety and quality credentials, and we continuously refine our specifications to meet our regulatory and scientific standards.
- **Hazard and risk assessment underpins all decisions.** Reckitt's Consumer Safety experts conduct comprehensive hazard identification and safety risk assessments on all ingredients, potential degradants and contaminants. Our experts monitor emerging risks to detect and assess developments that could impact product safety or regulatory compliance. This enables early intervention, regulatory readiness and responsible formulation choices.
- **Clear governance of controlled substances.** Substances of very high concern are prohibited, while other chemicals of concern are tightly managed through our global Restricted Substance List, guiding principles and ingredient specifications.
- **Continuous improvement drives our safety capability.** We invest in scientific expertise, digital tools and emerging technologies to strengthen our safety assessments, enhance our surveillance of new hazards, and enable consistent, decision making worldwide.
- **Post-market monitoring.** Reckitt undertakes post-market monitoring to evaluate product impact and gather market and user insights. This includes the timely reporting, analysis, and management of Adverse Events and other safety signals to ensure ongoing compliance with safety and performance requirements. Where products fail to meet Reckitt's standards or

market expectations, timely corrective actions will be taken, including product recall when necessary.

- **Regulatory compliance is non-negotiable.** All Reckitt products meet or exceed applicable product safety, regulatory and labelling requirements in every market where we operate. We apply consistent standards globally, wherever justified by consumer safety insights or emerging science.
- **Sustainable chemistry guides our innovation.** In line with Reckitt's sustainability commitments, we work across our value chain to adopt and scale safer, more sustainable chemistries and reduce our overall environmental footprint.

Monitoring and Reporting

Reckitt will strive to ensure that all aspects of the safety policy are implemented and carried out in an effective and timely manner through delivery of comprehensive training programmes based on adherence to all relevant internal SOPs and principles of Product Stewardship.

The Reckitt Safety Management systems, platforms and processes are reviewed and verified regularly to demonstrate that it is up-to-date and remains fit-for-purpose.

Training for our procedures related to product safety is mandatory for all Reckitt employees as part of our annual compliance training. Reckitt encourages employees to raise safety concerns openly and without fear.

We maintain strong post-market surveillance procedures and act rapidly on any emerging safety concerns in line with market regulations.

In cases where the safety of a product is of potential concern, Reckitt follows established procedures to investigate and implement corrective and preventative actions, including recalls, when required to protect consumers.

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 Reckitt and for the individuals involved. In some cases, we may have a legal obligation or otherwise determine that it is necessary to 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.

References

This policy must be read in conjunction with:

- Reckitt [Product Stewardship – Ingredients and Transparency](#)
- Reckitt Annual Sustainability Report

- Reckitt Quality Policy [Reckitt Quality Manual](#)
- [Reckitt Alternatives to Animal Testing](#) Policy

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	Oct-2020	First publication of this Policy
Issued	2	April-2026	Updated to reflect new corporate structure, nomenclature, template. Inclusion of text related to the role of product safety in product stewardship and more sustainable chemistries. Also, additional reference to the use of digital tools and emerging technologies; how safety-by-design principles are built into routine safety assessments.

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
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Approver	Ranjay Radhakrishnan	Chief HR Officer	16.04
Approver	Shannon Eisenhardt	Group CFO	16.04
Approver	Harald Emberger	Chief Supply Officer	16.04
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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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