



UN GLOBAL COMPACT COMMUNICATION ON PROGRESS 2021

March 2022



18th March 2022

H.E. António Guterres

Secretary-General,
United Nations,
New York,
NY 10017,
USA.

Dear Secretary-General,

Communication of Progress and Continued Support for the United Nations Global Compact

At Reckitt, our purpose, to protect, heal and nurture in the relentless pursuit of a cleaner healthier world is intrinsically connected to the goals of the United Nations Global Compact and its Ten Principles on human rights, labour, environment and anti-corruption. I am pleased to express our ongoing support for the United Nations Global Compact and those Ten Principles, and also to share with you some of the areas of progress we have been making.

In the past year we have made progress in delivering those principles across our global value chain. In March 2021, we launched our Sustainability Ambitions for 2030 and described our route to supporting a fairer society and healthier planet through our purpose-led brands, and by reaching half the world to support people in living cleaner, healthier lives. Our ambitions are embedded in our approach to day-to-day business and are backed by investment of over £1billion. Our environment, social and governance programmes identify the policies, standards and activities that are helping us progressively achieve those ambitions, and we report transparently on our progress at www.reckitt.com/sustainability.

In contributing to a Fairer Society, our commitment to protect and respect human rights is our foundation. Our work targets our salient human rights, assessing global value chains to prevent abuses and developing remediation to support people involved. Through our Human Rights Impact Assessments, we consider whole value chains within our key markets. Our reporting describes our work to prevent risks of modern slavery, forced and compulsory labour, and to support labour standards throughout our value chain. We work with suppliers in our global value chain to assess and improve standards, and to build capacity to further strengthen awareness, increase respect for human rights and improve labour standards. Through our value chain activity and our own Freedom to Succeed programme, we are committed to eliminating discrimination

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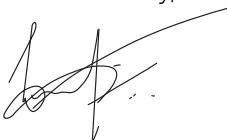
and to building a more inclusive society. This also extends to supporting livelihoods through our work with smallholder farmers providing one of our key materials in a joint partnership with our suppliers and NGOs that also supports agriculture and the local ecosystem.

We recognise the connection between the planet's health and everybody's health, something that is core to our whole business. During COP26, we drew attention to this, and the role we, as a business, can play in protecting both planetary and public health. In doing so we are supporting both the Global Compacts principles and the SDGs. Our ambition to achieve net zero throughout our value chain by 2040 has made progress during 2021, with significant reduction in absolute carbon from our operations and delivering against our science-based targets goals of 65% by 2030. We are also making progress in reducing our wider footprint by designing products with lower environmental footprints, working with suppliers to reduce their footprints, and connecting with people using our products to enable them to play a part too. Our approaches recognise the need to take a precautionary approach against environmental challenges and our progress has been enabled by new, green technology. We are equally developing activity to assess and strengthen ecosystems and biodiversity by working with expert partners in key locations where biodiversity is most prevalent and most at risk. Developing ways of better evaluating biodiversity will enable us to implement nature-based insetting solutions for carbon, biodiversity and social impacts.

Our governance processes continue to provide a strong foundation for all of our activity. Reckitt maintains the highest standards of corporate governance, with a commitment to prevent all forms of bribery and corruption. These standards are embedded across our global operations and, alongside our performance on our environmental and social goals, are regularly reviewed by our leadership and Board. This review and oversight help ensure these areas, underpinning our commitment to the United Nations Global Compact principles, continue to be a core part of our work.

In delivering against the Ten Principles, and against the Sustainable Development Goals, we believe that collaboration between and within sectors is key. We are keen to play our part in meeting some of the biggest challenges the world faces, both through our business and the way we engage with people all over the world, through our value chain and with people using millions of our products every day. This helps us enable communities to thrive while also thriving ourselves. In doing so, we aim to win our fight to ensure that access to the highest quality hygiene, wellness and nourishment is a right not a privilege.

Yours sincerely,

A handwritten signature in black ink, appearing to read "Laxman Narasimhan". The signature is fluid and stylized, with a long horizontal stroke extending to the right.

Laxman Narasimhan
Chief Executive Officer

At Reckitt, our purpose to protect, heal and nurture in the relentless pursuit of a cleaner, healthier world is intrinsically connected to the goals of the United Nations Global Compact and its Ten Principles on human rights, labour, environment and anti-corruption. Further details of our progress made during 2021 against these Ten Principles can be found in our Annual Report, Sustainability Insights and other relevant reports and policies available at www.reckitt.com/sustainability. The index below provides a guide and should be read alongside our GRI content index with which it is aligned.

Global Compact Principle	Where to find further details (2021 activities)	Relevant GRI Indicators
1. Businesses should support and respect the protection of international proclaimed human rights within their sphere of influence	Human rights across our value chain insight Modern Slavery Report	410-1 412-1 412-2
2. Businesses should make sure that they are not complicit in human rights abuses		
3. Businesses should uphold the freedom of association and the effective recognition to the right to collective bargaining	Protecting ecosystems in our value chain insight Human rights across our value chain insight	408-1 409-1
4. Businesses should uphold the elimination of all forms of forced and compulsory labour	Inclusion insight Modern Slavery Report	
5. Businesses should uphold the effective abolition of child labour	Our People insight	
6. Businesses should eliminate discrimination in respect of employment and occupation		
7. Businesses should support a precautionary approach to environmental challenges	Climate Change insight Plastics and packaging insight	302-4 302-5 303-1 303-2
8. Businesses should undertake initiatives to promote greater environmental responsibility	Product stewardship insight Protecting ecosystems in our value chain insight	304-1 304-2 304-3 305-5
9. Businesses should encourage the development and diffusion of environmentally friendly technologies	Reducing waste insight Sustainable product innovation insight Water insight	
10. Businesses should work against all forms of corruption, including extortion and bribery	Annual Report: Corporate governance report Code of Conduct Ethical behaviour insight Human rights across our value chain insight	205-1 205-2 205-3