Reckitt Benckiser Sustainability Report 2010

GRI Content Index and Application Level

GRI Content Index

We report in line with version 3.0 of the Sustainability Reporting Guidelines published by the Global Reporting Initiative (GRI), as well as other standards and guidelines (see page 31 of out Sustainability Report 2010).

We operate an integrated approach to reporting on the Company's overall financial and non-financial performance, as described on page 31 of our Sustainability Report 2010. This means that across our Sustainability Report 2010, our Annual Report & Financial Statements 2010 and our online reporting at www.rb.com we meet the requirements for the GRI Application Level A (see Application Level Table below).

In order to claim an A application level, the GRI requires us to provide information on:

- which indicators we have reported on and where
- which we have not reported on, and why
- our plans for future reporting on those core indicators which we have not reported on but which are not Not Material.

This information is provided as below in the GRI Content Index.

Status Stated	What this means
Reported	This indicator is reported.
Partially Reported	Some information is reported against this indicator, but not all, or not in the exact format recommended by GRI. For Core indicators, we indicate the timeframe within which we expect to report on the indicator in full: - Short term: within 2 years - Medium term: 3 - 5 years - Long term: more than 5 years
Not Reported	This indicator is considered to be material, but no information is currently reported. Specific reasons for this are given against each indicator. For Core indicators, and some other indicators where we are seeking to report in the future, we indicate the timeframe within which we expect to report on the indicator, as above.
Not Material	Our materiality assessment has not identified this issue as a currently significant sustainability aspect of our business.

For more information on the GRI and the current version (V3.0) of their sustainability guidelines, go to www.globalreporting.org

Requirement of G3 Guidelines	Status	Page (Sustainability Report 2010)	Comment
1. Strategy and Analysis			
1.1 Statement from the CEO	Reported	2	
1.2 Key sustainability impacts, risks and opportunities	Reported	29	
2. Organizational profile			
2.1 Name of the organisation	Reported	Contents, Back Cover	
2.2 Primary brands and products	Reported	Annual Report	See Annual Report & Financial Statements 2010 and Annual Report Highlights 2010 at www.rb.com
2.3 Operational structure of the organisation	Reported	28 & Annual Report	See Annual Report & Financial Statements 2010 and Annual Report Highlights 2010 at www.rb.com
2.4 Location of the organisation's headquarters	Reported	Back Cover	
2.5 Number of countries where the organisation operates	Reported	Annual Report	See Annual Report & Financial Statements 2010 and Annual Report Highlights 2010 at www.rb.com
2.6 Nature of ownership and legal form	Reported	Annual Report	See Annual Report & Financial Statements 2010 and Annual Report Highlights 2010 at www.rb.com
2.7 Markets served	Reported	Annual Report	
2.8 Scale of the reporting organisation	Reported	33 & Annual Report	See Annual Report & Financial Statements 2010 and Annual Report Highlights 2010 at www.rb.com
2.9 Significant changes during the reporting period	Reported	33	
2.10 Awards received in the reporting period	Reported	4,12, 19	
3. Report Parameter			
3.1 Reporting period for the information provided	Reported	33	
3.2 Date of most recent previous report	Reported	27	
3.3 Reporting cycle	Reported	31	
3.4 Contact point for questions regarding the report and its contents	Reported	Back Cover	
3.5 Process for defining report content	Reported	31	
3.6 Boundary of the report	Reported	33	
3.7 Specific limitations on the scope and boundary of the report.	Reported	33	

Requirement of G3 Guidelines	Status	Page (Sustainability Report 2010)	Comment
3.8 Basis for reporting on joint ventures, subsidiaries etc.	Reported	33	
3.9 Data measurement techniques and the basis of calculations	Reported	5,6,33 Reporting Criteria at www.reckittbenckiser.com/Our-responsibility/Our-policies-reports	
3.10 Explanation of the effect of any re-statements of information	Reported	6. 33	
3.11 Significant changes from previous reporting periods	Reported	33	
3.12 Table identifying the location of the Standard Disclosures	Reported	www.reckittbenckiser.com/Our-responsibility/Our-policies-reports	
3.13 Policy and current practice with regard to external assurance	Reported	27, 34	
4. Governance			
4.1 Governance structure of the organisation	Reported	28 and / or Annual report	See Annual Report & Financial Statements 2010 and Annual Report Highlights 2010 at www.rb.com
4.2 Is the Chairman also an executive officer?	Reported		
4.3 Independent and / or non-executive members of the Board	Reported		
4.4 Mechanisms for shareholders and employees to provide recommendations to the Board	Reported		
4.5 Linkage between Board and management compensation and company performance (including social & env. performance)	Reported		
4.6 Processes in place to avoid conflicts of interest	Reported		
4.7 Process for determining the qualifications and expertise of the Board in addressing economic, environmental, and social topics	Reported		
4.8 Internally developed statements of mission or values, codes of conduct, and principles	Reported		
4.9 Procedures for identification and management of economic, environmental, and social performance, including relevant risks and opportunities and internationally agreed standards	Reported		
4.10 Processes for evaluating the Board's performance, particularly with respect to economic, environmental and social performance	Reported		
4.11 Application of the precautionary approach	Reported		
4.12 Economic, environmental and social charters and	Reported	28	

Requirement of G3 Guidelines	Status	Page (Sustainability Report 2010)	Comment
principles to which we subscribe			
4.13 Memberships of associations	Reported	6, 13,15,30	
4.14 Stakeholder groups engaged by the organisation	Reported	30	
4.15 Basis for identification and selection of stakeholders	Reported	29, 30	
4.16 Approach to stakeholder engagement	Reported	29, 30	
4.17 Key topics and concerns raised through stakeholder engagement, and our response	Reported	29, 30	
Disclosures on Management Approach			
Economic	Reported	Annual Report	For all see also "We see 4 dimensions to business sustainability" inside front cover
Environmental	Reported	28, 29	
Labour	Reported	19 20, 21, 28, 29	
Human rights	Reported	19, 20, 21, 28, 29	
Society	Reported	23, 28, 29	
Product Responsibility	Reported	13, 14 16, 28, 29	
Economic Performance Indicators			
EC1 Direct economic value generated and distributed	Reported	Annual Report	See Annual Report & Financial Statements 2010 and Annual Report Highlights 2010 at www.rb.com
EC2 Financial implications of climate change	Reported	5, 6, 7, 8	For full disclosure, see our response to the latest Carbon Disclosure Project questionnaire at www.cdproject.net
EC3 Coverage of the organisation's defined benefit plan obligations	Reported	Annual Report	See Annual Report & Financial Statements 2010 and Annual Report Highlights 2010 at www.rb.com
EC4 Significant financial assistance received from government	Not Material	Indicator not currently considered a material sustainability aspect of RB's business.	
EC5 Ratio of wages to local minimum wage *(Additional Indicator)*	Not Material		
EC6 Policy and spending on locally-based suppliers	Not Material		
EC7 Procedures for local hiring	Not Material		
EC8 Development and impact of infrastructure investments	Not Material		
EC9 Significant indirect economic impacts *(Additional Indicator)*	Not Material		
Environmental Performance Indicators			

Requirement of G3 Guidelines	Status	Page (Sustainability Report 2010)	Comment
EN1 Materials used by weight or volume	Partially Reported	- Water Use Reported. - Top 5 raw materials identified by collated % of overall volume of those top 5 raw materials, derived from manufacturing facility-level data.	More detailed information re. raw materials volumes are considered commercially confidential.
EN2 Percentage of materials used that are recycled materials	Not Reported	Accurate information on this KPI is not presently available at Group-level (and with regard to certain raw materials is considered commercially confidential).	We aim to report on packaging materials in medium term; to report on some raw materials in long term.
EN3 Direct energy consumption by primary energy source.	Reported	7, 32	
EN4 Indirect energy consumption by primary source.	Not Material	This information is not considered to be of material value given the breath and depth of our reporting on energy use and climate change issues and performance, and the fact that <1% of our global products CO2e emissions is associated with RB's indirect energy consumption.	See: - our response to the latest Carbon Disclosure Project questionnaire at www.cdproject.net - www.Carbon20.com
EN5 Energy saved due to conservation and efficiency improvements.	Reported	7	
EN6 Initiatives to provide energy-efficient or renewable energy based products *(Additional Indicator)*	Reported	7	
EN7 Initiatives to reduce indirect energy consumption *(Additional Indicator)*	Reported	5, 6	
EN8 Total water withdrawal by source.	Reported	9, 32	
EN9 Water sources significantly affected by withdrawal of water. *(Additional Indicator)*	Not Reported	-	We aim to report on our 'water use in water-stressed areas' in the short term (even though this is an Additional, not Core GRI indicator).
EN10 Percentage and total volume of water recycled and reused. *(Additional Indicator)*	Reported	9, 32	
EN11 Location and size of land in, or adjacent to, protected areas and areas of high biodiversity value	Not Material	This issue is not currently identified as being a significant I sustainability aspect of our business	
EN12 Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value	Partially Reported	18	- See also the 2010 Forest Footprint Disclosure report to which we submitted a public domain response in 2010

Requirement of G3 Guidelines	Status	Page (Sustainability Report 2010)	Comment
			www.forestdisclosure.com - Reported on page 11 in relation to raw material supply chains, specifically regarding Palm Oil and Forest Derived Materials. -We have started to collect information on biodiversity and hope to report on this in the near future.
EN13 Habitats protected or stored. *(Additional Indicator)*	Not Material	This issue is not currently identified as being a significant sustainability aspect of our business	
EN14 Strategies for managing impacts on biodiversity *(Additional Indicator)*	Reported	18	Reported on page 11 in relation to raw material supply chains, specifically regarding Palm Oil and Forest Derived Materials.
EN15 Protected species with habitats in areas affected by operations *(Additional Indicator)*	Not Material	This issue is not currently identified as being a significant sustainability aspect of our business	
EN16 Total direct and indirect greenhouse gas emissions by weight	Reported	5, 6, 7, 8, 32	For further information, see: - our response to the latest Carbon Disclosure Project questionnaire at www.cdproject.net - www.carbon20.com
EN17 Other relevant indirect greenhouse gas emissions by weight	Reported		
EN18 Initiatives to reduce greenhouse gas emissions *(Additional Indicator)*	Reported		
EN19 Emissions of ozone-depleting substances	Not Reported	Indicator not currently considered a significant sustainability aspect of our business and additional work is ongoing to confirm this to be the case	
EN20 NO, SO, and other significant air emissions	Reported	7	Our significant direct air emissions (greenhouse gas emissions from energy use) are reported; we do not have significant NO or SO emissions
EN21 Total water discharge by quality and destination.	Partially Reported	9, 32	Discharge and destination reported; quality not currently reported; we aim to do so in the medium term.
EN22 Total weight of waste by type and disposal method.	Partially Reported	11, 32	We do not currently report on disposal method; we aim to do so in the medium term.
EN23 Total number and volume of significant spills.	Not Reported	-	We do not currently report on disposal method; we aim to do so in the short term.
EN24 Waste deemed hazardous under the terms of the Basel	Reported	11, 32	

Requirement of G3 Guidelines	Status	Page (Sustainability Report 2010)	Comment
Convention *(Additional Indicator)*			
EN25 Water bodies and related habitats significantly affected *(Additional Indicator)*	Not Material	This issue is not currently identified as being a significant sustainability aspect of our business	
EN26 Initiatives to mitigate environmental impacts of products	Reported	5, 6, 10	See also: - www.carbon20.com - www.ourhomeourplanet.com
EN27 Percentage of products sold and their packaging materials that are reclaimed	Not Reported	-	Accurate information on this KPI is not presently available at a Group- / global-level. We aim to report on this indicator in the long term.
EN28 Significant fines and non-monetary sanctions for non-compliance with environmental laws and regulations	Reported	32	
EN29 Environmental impacts of transporting products and other goods and materials, and the workforce *(Additional Indicator)*	Reported	18	
EN30 Total environmental protection expenditures and investments by type *(Additional Indicator)*	Not Material	This issue is not currently identified as being a significant sustainability aspect of our business.	
Social – Labour Practices and Decent Work Performance Indicators			
LA1 Total workforce by employment type, employment contract and region.	Partially Reported	3 & Annual Report	We aim to report this data fully in the medium term. See Annual Report & Financial Statements 2010 and Annual Report Highlights 2010 at www.rb.com
LA2 Total number and rate of employee turnover by age group, gender and region.	Partially Reported	Annual Report	We aim to report this data fully in the long term. See Annual Report & Financial Statements 2010 and Annual Report Highlights 2010 at www.rb.com
LA3 Benefits provided to full-time employed that are not provided to temporary or part time employees *(Additional Indicator)*	Partially Reported	20 & Annual Report	We aim to report this data fully in the long term. See Annual Report & Financial Statements 2010 and Annual Report Highlights 2010 at www.rb.com
LA4 Percentage of employees covered by collective bargaining agreements.	Not Reported	Information on this KPI is not presently available on a collated, Group basis and we consider improving other areas of our sustainability performance	We aim to report this data fully in the long term.

Requirement of G3 Guidelines	Status	Page (Sustainability Report 2010)	Comment
		measurement systems to be more important at this time.	
LA5 Minimum notice period(s) regarding operational changes	Not Material	This issue is not currently identified as being a significant sustainability aspect of our business	
LA6 Percentage of total workforce represented in formal joint management-worker health and safety committees *(Additional Indicator)*	Partially Reported	22	Information reported, but not as a %. Our reporting systems are not currently set up for the external reporting of this information as a %.
LA7 Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Partially Reported	22	We report data on rates of injury, lost days and number of work-related fatalities (i.e. 3 of the 5 items identified for this KPI).
LA8 Programs in place to assist workforce members, their families, or community members regarding serious diseases	Reported	22, 24-26	
LA9 Health and safety topics covered in formal agreements with trade unions. *(Additional Indicator)*	Partially Reported	22	We report that our global manufacturing, warehouse and R&D facilities all have H&S committees with employee and management representatives.
LA10 Average hours of training per year per employee by employee category.	Not Reported	We report on training provision across the Group and what this includes (e.g. that this does include H&S training). Our internal reporting systems are not currently set up for the external reporting of this information in terms of actual hours of training provided on specific subjects across our global facilities and we do not believe the benefit of doing so warrants diverting resources to do so, versus the other things we are instead doing with our resources in terms of actively improving the health, safety & welfare of employees at work.	
LA11 Programs for skills management and lifelong learning that support the continued employability of employees *(Additional Indicator)*	Partially Reported	21	

Requirement of G3 Guidelines	Status	Page (Sustainability Report 2010)	Comment
LA12 Percentage of employees receiving regular performance and career development reviews. *(Additional Indicator)*	Partially Reported	We do report (21) on the coverage of performance and career development reviews, but not as a %. Our reporting systems are not currently set up for the external reporting of this as a %	
LA13 Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	Partially Reported	20, 21 & Annual Report	We report on the composition governance bodies and the breakdown of employees by gender and nationality. We aim to report on age group and minority group membership in the long term.
LA14 Ratio of basic salary of men to women by employee category.	Not Reported	Our reporting systems are not currently set up for the external reporting of this information	We aim to report on this issue in the long term.
Social – Human Rights Performance Indicators			
HR1 Investment agreements that include human rights clauses or have undergone human rights screening.	Not Reported	Our reporting systems are not currently set up for the external reporting of this information	We aim to report on this issue in the long term.
HR2 Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken	Partially Reported	17, Control arrangements (our Global Manufacturing Standard) reported, but not in % terms. Our reporting systems are not currently set up for the external reporting of this information as a %	We aim to report on this issue in the short term.
HR3 Total hours of employee training on policies and procedures concerning aspects of human rights *(Additional Indicator)*	Not Reported	Our reporting systems are not currently set up for the external reporting of this information	
HR4 Total number of incidents of discrimination and actions taken.	Not Reported	Our reporting systems are not currently set up for the external reporting of this information	We aim to report on this issue in the medium term.
HR5 Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk	Partially Reported	17, Our Global Manufacturing Standard covers these issues and applies to our own facilities as well as our suppliers'. The Sustainability Report 2010 describes our risk-based approach and actions taken where issues are identified both internally and externally, but does not name high risk countries in which we operate.	
HR6 Operations identified as having significant risk for incidents of child labour	Partially Reported		
HR7 Operations identified as having significant risk for incidents of forced or compulsory labour	Partially Reported		

Requirement of G3 Guidelines	Status	Page (Sustainability Report 2010)	Comment
HR8 Percentage of security personnel trained in human rights policies or procedures	Not Material	This issue is not currently identified as being a significant sustainability aspect of our business	
HR9 Total number of incidents of violations involving rights of indigenous people *(Additional Indicator)*	Not Material	This issue is not currently identified as being a significant sustainability aspect of our business	
Social – Society Performance Indicators			
SO1 Nature, scope and effectiveness of programs that assess and manage our impacts on communities	Reported	23-26	Our community programmes address key health and hygiene issues in local/global communities; however, we have not reported on the impact of our actual operations themselves on communities because our reporting systems are not currently set up for the external reporting of this information which is not currently identified as being a significant sustainability aspect of our business. Health and hygiene is a significant issue for the company, and so impacts in this area should and are being reported. Other aspects are not currently identified as material.
SO2 Business units analysed for risks related to corruption.	Not Reported	Our reporting systems are not currently set up for the external reporting of this information	We aim to report on these issues in the short to medium term
SO3 Employees trained in anti-corruption policies and procedures.	Not Reported		
SO4 Actions in response to incidents of corruption.	Not Reported		
SO5 Public policy positions and participation in public policy development	Reported	14, 30	
SO6 Value of contributions to political parties, politicians, and related instruments *(Additional Indicator)*	Reported	Annual Report	See Annual Report & Financial Statements 2010 and Annual Report Highlights 2010 at www.rb.com
SO7 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices *(Additional Indicator)*	Not Material	This issue is not currently identified as being a significant sustainability aspect of our business	
SO8 Significant fines and non-monetary sanctions for non-compliance with laws and regulations.	Partially Reported	32 We currently report on this item for environmental and health and safety issues only.	We aim to report fully on this item in the short to medium term.
Social - Product Responsibility Performance Indicators			

Requirement of G3 Guidelines	Status	**Page** (Sustainability Report 2010)	Comment
PR1 Life cycle stages in which health and safety impacts of products and services are assessed	Reported	13-16	
PR2 Incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products *(Additional Indicator)*	Not Reported	Our reporting systems are not currently set up for the external reporting of this information	We aim to report on this issue in the medium term.
PR3 Product and service information required by procedures, and percentage of significant products and services covered.	Reported	14, 15	
PR4 Incidents of non-compliance with regulations and voluntary codes concerning product information and labelling *(Additional Indicator)*	Not Reported	We talk about our activities regarding this item on page 14/15 however our reporting systems are not currently set up for the external reporting of this information	
PR5 Practices related to customer satisfaction, including results *(Additional Indicator)*	Not Reported	We talk about consumer satisfaction on page 16 however our reporting systems are not currently set up for the external reporting of this information.	
PR6 Programs for adherence to laws, standards, and voluntary codes related to marketing communications	Not Material	This issue is not currently identified as being a significant sustainability aspect of our business	
PR7 Incidents of non-compliance with regulations and voluntary codes concerning marketing communications *(Additional Indicator)*	Not Material	This issue is not currently identified as being a significant sustainability aspect of our business	
PR8 Total number of substantiated complaints regarding breaches of customer privacy *(Additional Indicator)*	Not Material	This issue is not currently identified as being a significant sustainability aspect of our business	
PR9 Significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Not Reported	Our reporting systems are not currently set up for the external reporting of this information	We aim to report on this issue in the medium term.

GRI Application Level Table

Report Application Level	C	C+	B	B+	A	A+
Standard Disclosures: G3 Profile Disclosures (OUTPUT)	Report on: 1.1 2.1 - 2.10 3.1 - 3.8, 3.10 - 3.12 4.1 - 4.4, 4.14 - 4.15	Report Externally Assured	Report on all criteria listed for Level C plus: 1.2 3.9, 3.13 4.5 - 4.13, 4.16 - 4.17	Report Externally Assured	Same as requirement for Level B	Report Externally Assured
G3 Management Approach Disclosures (OUTPUT)	Not Required		Management Approach Disclosures for each Indicator Category		Management Approach Disclosures for each Indicator Category	
G3 Performance Indicators & Sector Supplement Performance Indicators (OUTPUT)	Report on a minimum of 10 Performance Indicators, including at least one from each of: Economic, Social and Environmental.		Report on a minimum of 20 Performance Indicators, at least one from each of Economic, Environmental, Human rights, Labor, Society, Product Reponsibility.		Report on each core G3 and Sector Supplement* Indicator with due regard to the Materiality Principle by either: a) reporting on the Indicator or b) explaining the reason for its omission.	

*Sector supplement in final version

- ends -