GRI Content Index and Application Level Table – Reckitt Benckiser Sustainability Report 2008

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 21 of our Sustainability Report 2008).

This GRI Content Index indicates:

- which of the GRI's indicators we report on, where they can be found and to what extent they are reported on; overall we operate an 'integrated approach' to reporting the Company's total financial and non-financial performance, as described on page 21 of our Sustainability Report 2008
- for those indicators which we do not currently report on, why we do not currently report on them.

Our Sustainability Report 2008 applies a GRI Application Level of A+ (see Application Level Table on page 9 below).

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	Comment
1. Strategy and Analysis			
1.1 Statement from the CEO	Reported	1	
1.2 Key sustainability impacts, risks and opportunities	Reported	19	
2. Organizational profile			
2.1 Name of the organisation	Reported	Contents, Back cover	
2.2 Primary brands and products	Reported	3	
2.3 Operational structure of the organisation	Reported	3, 18	
2.4 Location of the organisation's headquarters	Reported	Back cover	
2.5 Number of countries where the organisation operates	Reported	3	
2.6 Nature of ownership and legal form	Reported	Annual Report	See Annual Report & Financial Statements 2008
2.7 Markets served	Reported	3	
2.8 Scale of the reporting organisation	Reported	3, 24	
2.9 Significant changes during the reporting period	Reported	24	
2.10 Awards received in the reporting period	Reported	20	
3. Report Parameter			
3.1 Reporting period for the information provided	Reported	Contents, 24	
3.2 Date of most recent previous report	Reported	24	
3.3 Reporting cycle	Reported	24	
3.4 Contact point for questions regarding the report and its contents	Reported	Contents page	

Requirement of G3 Guidelines	Status	Page	Comment
3.5 Process for defining report content	Reported	Contents, 21	
3.6 Boundary of the report	Reported	24	
3.7 Specific limitations on the scope and boundary of the report.	Reported	24	
3.8 Basis for reporting on joint ventures, subsidiaries etc.	Reported	24	
3.9 Data measurement techniques and the basis of calculations	Partially Reported	24 & online	For Carbon20, see Basis of Reporting Carbon 20 Methodology 2008, at: www.carbon20.info
3.10 Explanation of the effect of any re-statements of information	Reported	8	
3.11 Significant changes from previous reporting periods	Reported	24	
3.12 Table identifying the location of the Standard Disclosures	Reported	online	www.reckittbenckiser.com/Our-responsibility/Our-policies-reports
3.13 Policy and current practice with regard to external assurance	Reported	21, 25	
4. Governance			
4.1 Governance structure of the organisation	Reported	18, 19 Annual Report	For information on Governance Issues, see: - Annual Report & Financial Statements 2008, pages 24 -35 - pages 18 - 19 of the Sustainability Report 2008
4.2 Is the Chairman also an executive officer?	Reported	Annual Report	
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	18, 19	
4.9 Procedures for identification and management of economic, environmental, and social performance, including relevant risks and opportunities and internationally agreed standards	Reported	18, 19 Annual Report	
4.10 Processes for evaluating the Board's performance, particularly with respect to economic, environmental and social performance	Reported	Annual Report	
4.11 Application of the precautionary approach	Reported	Annual Report	
4.12 Economic, environmental and social charters and principles to which we subscribe	Reported	18, 20	
4.13 Memberships of associations	Reported	20, 12, 13	
4.14 Stakeholder groups engaged by the organisation	Reported	20	

Requirement of G3 Guidelines	Status	Page	Comment
4.15 Basis for identification and selection of stakeholders	Partially Reported	19, 20	
4.16 Approach to stakeholder engagement	Reported	19, 20	
4.17 Key topics and concerns raised through stakeholder engagement, and our response	Partially Reported	19, 20	
Disclosures on Management Approach			
Economic	Reported	4, 16 Annual Report	See Annual Report & Financial Statements 2008, pages 24-35
Environmental	Reported	5-7, 8-9, 10, 19	
Labour	Reported	14-15, 19	
Human rights	Reported	11, 14-15, 19	
Society	Reported	15, 18-19	
Product Responsibility	Reported	12-13, 19	
Economic Performance Indicators			
EC1 Direct economic value generated and distributed	Reported	3, 4, 16	
EC2 Financial implications of climate change	Reported	5, 6, 7	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 2008, pages 48 & 53
EC4 Significant financial assistance received from government	Not Reported		Our reporting systems are not currently set up for the external reporting of this information; and, these issues are overall not currently identified as being a significant sustainability aspect of our business (see 'Our significant sustainability aspects', page 19, and 'Key Performance Indicators' page 21, Sustainability Report 2008)
EC5 Ratio of wages to local minimum wage *(Additional Indicator)*	Not Reported		
EC6 Policy and spending on locally-based suppliers	Not Reported		
EC7 Procedures for local hiring	Not Reported		
EC8 Development and impact of infrastructure investments	Not Reported		
EC9 Significant indirect economic impacts *(Additional Indicator)*	Not Reported		Accurate information on this KPI is not presently available across the Group.
Environmental Performance Indicators			
EN1 Materials used by weight or volume	Partially Reported	8	Top 5 raw materials identified by collated % of overall volume of those top 5 raw materials, derived from manufacturing facility-level data
EN2 Percentage of materials used that are recycled materials	Not Reported		Accurate information on this KPI is not presently available across the Group.
EN3 Direct energy consumption by primary energy source.	Reported	8	
EN4 Indirect energy consumption by primary source.	Not Reported		This information is not considered to be of material

Requirement of G3 Guidelines	Status	Page	Comment
			value given the breath and depth of our reporting on energy use and climate change issues and performance
EN5 Energy saved due to conservation and efficiency improvements.	Reported	8, 5-7	
EN6 Initiatives to provide energy-efficient or renewable energy based products *(Additional Indicator)*	Reported	5-7	
EN7 Initiatives to reduce indirect energy consumption *(Additional Indicator)*	Reported	5-7	
EN8 Total water withdrawal by source.	Reported	8	
EN9 Water sources significantly affected by withdrawal of water. *(Additional Indicator)*	Not Reported		This issue was reviewed several years ago and as a result is not currently identified as being a significant sustainability aspect of our business (see 'Our significant sustainability aspects', page 19, and 'Key Performance Indicators' page 21, Sustainability Report 2008)
EN10 Percentage and total volume of water recycled and reused. *(Additional Indicator)*	Reported	9	
EN11 Location and size of land in, or adjacent to, protected areas and areas of high biodiversity value	Not reported		This issue is not currently identified as being a significant sustainability aspect of our business (see 'Our significant sustainability aspects', page 19, and 'Key Performance Indicators' page 21, Sustainability Report 2008)
EN12 Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value	Partially Reported	10	Reported in relation to raw material supply chains, specifically regarding Palm Oil and Forest Derived Materials
EN13 Habitats protected or stored. *(Additional Indicator)*	Not reported		This issue is not currently identified as being a significant sustainability aspect of our business (see 'Our significant sustainability aspects', page 19, and 'Key Performance Indicators' page 21, Sustainability Report 2008)
EN14 Strategies for managing impacts on biodiversity *(Additional Indicator)*	Partially Reported	10	Reported 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 reported		This issue is not currently identified as being a significant sustainability aspect of our business (see 'Our significant sustainability aspects', page 19, and 'Key Performance Indicators' page 21, Sustainability Report 2008)

Requirement of G3 Guidelines	Status	Page	Comment
EN16 Total direct and indirect greenhouse gas emissions by weight	Reported	5-7, 9, online	For full disclosure, see our response to the latest Carbon Disclosure Project questionnaire at www.cdproject.net
EN17 Other relevant indirect greenhouse gas emissions by weight	Reported	5-7, 8, 9, online	
EN18 Initiatives to reduce greenhouse gas emissions *(Additional Indicator)*	Reported	5-7, 9, online	
EN19 Emissions of ozone-depleting substances	Not Reported		We continue to explore options for reporting on EN19, and we hope to do so in our next (2009) Sustainability Report
EN20 NO, SO, and other significant air emissions	Reported	9	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	Discharge and destination reported; quality not reported
EN22 Total weight of waste by type and disposal method.	Reported	9	
EN23 Total number and volume of significant spills.	Not Reported		We are looking at reporting this information for 2009, having amended how we collected it in 2007
EN24 Waste deemed hazardous under the terms of the Basel Convention *(Additional Indicator)*	Reported	9	
EN25 Water bodies and related habitats significantly affected *(Additional Indicator)*	Not Reported		This issue is not currently identified as being a significant sustainability aspect of our business (see 'Our significant sustainability aspects', page 19, and 'Key Performance Indicators' page 21, Sustainability Report 2008)
EN26 Initiatives to mitigate environmental impacts of products	Reported	2, 5-7	
EN27 Percentage of products sold and their packaging materials that are reclaimed	Not Reported		Accurate information on this KPI is not presently available across the Group.
EN28 Significant fines and non-monetary sanctions for non-compliance with environmental laws and regulations	Reported	22	
EN29 Environmental impacts of transporting products and other goods and materials, and the workforce *(Additional Indicator)*	Reported	5, 10	
EN30 Total environmental protection expenditures and investments by type *(Additional Indicator)*	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 measurement systems to be more important at this time.
Social – Labour Practices and Decent Work Performance Indicators			
LA1 Total workforce by employment type, employment contract and region.	Partially Reported	14	

Requirement of G3 Guidelines	Status	Page	Comment
LA2 Total number and rate of employee turnover by age group, gender and region.	Not Reported		Our reporting systems are not currently set up for the external reporting of this information
LA3 Benefits provided to full-time employed that are not provided to temporary or part time employees *(Additional Indicator)*	Partially Reported	14	
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 measurement systems to be more important at this time.
LA5 Minimum notice period(s) regarding operational changes	Not Reported		This issue is not currently identified as being a significant sustainability aspect of our business (see 'Our significant sustainability aspects', page 19, and 'Key Performance Indicators' page 21, Sustainability Report 2008)
LA6 Percentage of total workforce represented in formal joint management-worker health and safety committees *(Additional Indicator)*	Not Reported	15	NB: 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	15	Occupational disease and absenteeism data are not reported
LA8 Programs in place to assist workforce members, their families, or community members regarding serious diseases	Reported	15, 16-17	
LA9 Health and safety topics covered in formal agreements with trade unions. *(Additional Indicator)*	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 measurement systems to be more important at this time.
LA10 Average hours of training per year per employee by employee category.	Not Reported	15	NB: Training provision reported, but not the actual hours of training provided Our reporting systems are not currently set up for the external reporting of this information in terms of actual hours of training provided
LA11 Programs for skills management and lifelong learning that support the continued employability of employees *(Additional Indicator)*	Partially Reported	15	
LA12 Percentage of employees receiving regular performance and career development reviews. *(Additional Indicator)*	Not Reported	14-15	NB: Coverage of performance and career development reviews reported, but not as a % Our reporting systems are not currently set up for the external reporting of this information as a %

Requirement of G3 Guidelines	Status	Page	Comment
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	14	Age group and minority group membership not reported
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
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
HR2 Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken	Not Reported	11	Control arrangements (our Global Manufacturing Standard) reported, but not in terms of % coverage Our reporting systems are not currently set up for the external reporting of this information as a %
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		
HR5 Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk	Reported	11, 15	Our Global Manufacturing Standard covers these issues and applies to our own facilities as well as our suppliers'. The Sustainability Report 2008 describes our risk-based approach and actions taken where issues are identified both internally and externally, but does not name high risk countries.
HR6 Operations identified as having significant risk for incidents of child labour	Reported	11, 15	
HR7 Operations identified as having significant risk for incidents of forced or compulsory labour	Reported	11, 15	
HR8 Percentage of security personnel trained human rights policies or procedures	Not Reported		This issue is not currently identified as being a significant sustainability aspect of our business (see 'Our significant sustainability aspects', page 19, and 'Key Performance Indicators' page 21, Sustainability Report 2008)
HR9 Total number of incidents of violations involving rights of indigenous people *(Additional Indicator)*	Not Reported		
Social – Society Performance Indicators			

Requirement of G3 Guidelines	Status	Page	Comment
SO1 Nature, scope and effectiveness of programs that assess and manage our impacts on communities	Not Reported		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 and, this issue overall is not currently identified as being a significant sustainability aspect of our business
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
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	15, 20	Page 15 gives examples of campaigning issues in 2008; page 20 lists our key trade association and other policy group memberships
SO6 Value of contributions to political parties, politicians, and related instruments *(Additional Indicator)*	Reported	Annual Report	See Annual Report and Financial Statements 2008 p28
SO7 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices *(Additional Indicator)*	Not reported		This issue is not currently identified as being a significant sustainability aspect of our business (see 'Our significant sustainability aspects', page 19, and 'Key Performance Indicators' page 21, Sustainability Report 2008)
SO8 Significant fines and non-monetary sanctions for non-compliance with laws and regulations.	Not Reported		Our reporting systems are not currently set up for the external reporting of this information NB: Currently reported for environmental issues (EN28).
Social - Product Responsibility Performance Indicators			
PR1 Life cycle stages in which health and safety impacts of products and services are assessed	Reported	12	
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
PR3 Product and service information required by procedures, and percentage of significant products and services covered	Reported	12-13	
PR4 Incidents of non-compliance with regulations and voluntary codes concerning product information and labelling *(Additional Indicator)*	Not Reported		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		Our reporting systems are not currently set up for the external reporting of this information

Requirement of G3 Guidelines	Status	Page	Comment
PR6 Programs for adherence to laws, standards, and voluntary codes related to marketing communications	Not Reported		This issue is not currently identified as being a significant sustainability aspect of our business (see 'Our significant sustainability aspects', page 19, and 'Key Performance Indicators' page 21, Sustainability Report 2008)
PR7 Incidents of non-compliance with regulations and voluntary codes concerning marketing communications *(Additional Indicator)*	Not Reported		
PR8 Total number of substantiated complaints regarding breaches of customer privacy *(Additional Indicator)*	Not Reported		
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

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