GRI Content Index and Application Level Table – Reckitt Benckiser Sustainability Report 2007

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 pages 25 and 26 of our Sustainability Report 2007).

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 25 of our Sustainability Report 2007
- for those indicators which we do not currently report on, why we do not currently report on them.

Our Sustainability Report 2007 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	22	
2. Organizational profile			
2.1 Name of the organisation	Reported	Back cover, 25	
2.2 Primary brands and products	Reported	2 & 19	
2.3 Operational structure of the organisation	Reported	20	
2.4 Location of the organisation's headquarters	Reported	Back cover, 25	
2.5 Number of countries where the organisation operates	Reported	20	
2.6 Nature of ownership and legal form	Reported	Annual Report 68	See Annual Report & Financial Statements 2007, page 68
2.7 Markets served	Reported	20, 2, 19	
2.8 Scale of the reporting organisation	Reported	3, 20, 14	
2.9 Significant changes during the reporting period	Reported	19, 24	
2.10 Awards received in the reporting period	Reported	23	
3. Report Parameter			
3.1 Reporting period for the information provided	Reported	24	
3.2 Date of most recent previous report	Reported	24	
3.3 Reporting cycle	Reported	24	

Requirement of G3 Guidelines	Status	Page	Comment
3.4 Contact point for questions regarding the report and its contents	Reported	25	
3.5 Process for defining report content	Reported	21-23, 25	
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	Reported	24	
3.10 Explanation of the effect of any re-statements of information	Reported	24	
3.11 Significant changes from previous reporting periods	Reported	19, 24	
3.12 Table identifying the location of the Standard Disclosures	Reported	26	
3.13 Policy and current practice with regard to external assurance	Reported	24 & 27	
4. Governance			
4.1 Governance structure of the organisation	Reported	21 - 22 Annual Report 12 - 23	See: - Annual Report & Financial Statements 2007, pages 12 - 23 - Sustainability Report 2007, pages 21 - 22
4.2 Is the Chairman also an executive officer?	Reported	Annual Report 12 - 23	
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	21, 14, 16	
4.9 Procedures for identification and management of economic, environmental, and social performance, including relevant risks and opportunities and internationally agreed standards	Reported	20 - 21 Annual Report 12 - 23	
4.10 Processes for evaluating the Board's performance, particularly with respect to economic, environmental and social performance	Reported	Annual Report 12 - 23	
4.11 Application of the precautionary approach	Reported	21 – 22	
4.12 Economic, environmental and social charters and principles to which we subscribe	Reported	Annual Report 12 - 23	
4.13 Memberships of associations	Reported	23	
4.14 Stakeholder groups engaged by the organisation	Reported	23	

Requirement of G3 Guidelines	Status	Page	Comment
4.15 Basis for identification and selection of stakeholders	Reported	23	
4.16 Approach to stakeholder engagement	Reported	23	
4.17 Key topics and concerns raised through stakeholder engagement, and our response	Reported	22, 23	
Disclosures on Management Approach			
Economic	Reported	21 – 22 Annual Report 12 - 23	See Annual Report & Financial Statements 2007, pages 12 - 23
Environmental	Reported	9, 21 - 22, 4 - 11	
Labour	Reported	14 - 16, 21 - 22	
Human rights	Reported	14 - 16, 21 - 22	
Society	Reported	12 - 18, 21 - 22	
Product Responsibility	Reported	12 - 13, 21 - 22	
Economic Performance Indicators			
EC1 Direct economic value generated and distributed	Reported	3 & 17 - 18	
EC2 Financial implications of climate change	Reported	4 - 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 38 - 40	See Annual Report & Financial Statements 2007, pages 28 - 30
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 22, Sustainability Report 2007)
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	Reported	9	Top 5 raw materials identified by % of overall volume of those top 5 raw materials
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	9	
EN4 Indirect energy consumption by primary source.	Not Reported		This information is not considered to be of material value given the breath and depth of our reporting

Requirement of G3 Guidelines	Status	Page	Comment
			on energy use and climate change issues and performance
EN5 Energy saved due to conservation and efficiency improvements.	Reported	9, 4 – 7	
EN6 Initiatives to provide energy-efficient or renewable energy based products *(Additional Indicator)*	Reported	4 – 7	
EN7 Initiatives to reduce indirect energy consumption *(Additional Indicator)*	Reported	4 - 7	
EN8 Total water withdrawal by source.	Reported	9	
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 22, Sustainability Report 2007)
EN10 Percentage and total volume of water recycled and reused. *(Additional Indicator)*	Reported	10	
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 22, Sustainability Report 2007)
EN12 Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value	Partially Reported	8	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 22, Sustainability Report 2007)
EN14 Strategies for managing impacts on biodiversity. *(Additional Indicator)*	Partially Reported	8	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 22, Sustainability Report 2007)
EN16 Total direct and indirect greenhouse gas emissions by weight	Reported	4 - 7, 10	
EN17 Other relevant indirect greenhouse gas emissions by weight	Reported	4 - 7, 8	
EN18 Initiatives to reduce greenhouse gas emissions *(Additional Indicator)*	Reported	4 - 7, 10	
EN19 Emissions of ozone-depleting substances	Not Reported	10	We propose to report on EN19 in our next (2008)

Requirement of G3 Guidelines	Status	Page	Comment
			Sustainability Report
EN20 NO, SO, and other significant air emissions	Reported	10	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.	Reported	10	
EN22 Total weight of waste by type and disposal method.	Reported	10	
EN23 Total number and volume of significant spills.	Not Reported		We are looking at reporting this information for 2008, having amended how we collected it in 2007
EN24 Waste deemed hazardous under the terms of the Basel Convention *(Additional Indicator)*	Reported	10	
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 22, Sustainability Report 2007)
EN26 Initiatives to mitigate environmental impacts of products	Reported	4 - 8	
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	11	
EN29 Environmental impacts of transporting products and other goods and materials, and the workforce *(Additional Indicator)*	Reported	4 - 8	
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	
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

Requirement of G3 Guidelines	Status	Page	Comment
			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 22, Sustainability Report 2007)
LA6 Percentage of total workforce represented in formal joint management-worker health and safety committees *(Additional Indicator)*	Reported	15	NB: not reported as a %
LA7 Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Reported	15	NB: Absenteeism figures are not reported
LA8 Programs in place to assist workforce members, their families, or community members regarding serious diseases	Reported	15, 17 & 18	
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.	Partially Reported	14 - 15	Training provision discussed but no figures reported
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)*	Partially Reported	14 - 15	Issue discussed but no figures reported
LA13 Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	Reported	14	
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	Reported	16	
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		

Requirement of G3 Guidelines	Status	Page	Comment
HR5 Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk	Reported	14 - 16	Our Global Manufacturing Standard covers these issues and applies to our own facilities as well as our suppliers'. The Sustainability Report 2007 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	14 - 16	
HR7 Operations identified as having significant risk for incidents of forced or compulsory labour	Reported	14 - 16	
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 22, Sustainability Report 2007)
HR9 Total number of incidents of violations involving rights of indigenous people *(Additional Indicator)*	Not Reported		
Social – Society Performance Indicators			
SO1 Nature, scope and effectiveness of programs that assess and manage our impacts on communities	Reported	17 & 18	Our community programmes address key health and hygiene issues in local/global communities; we have not reported on the impact of our operations on communities.
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 & 23	Page 15 gives examples of campaigning issues in 2007; page 23 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 16	See Annual Report and Financial Statements 2007
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 22, Sustainability Report 2007)
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).

Requirement of G3 Guidelines	Status	Page	Comment
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)*	Reported	12 - 13	
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 22, Sustainability Report 2007)
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
Standard Disclosures: G3 Management Approach Disclosures (OUTPUT)	Not Required	Report Externally Assured	Management Approach Disclosures for each Indicator Category	Report Externally Assured	Management Approach Disclosures for each Indicator Category	Report Externally Assured
Standard Disclosures: 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 Externally Assured	Report on a minimum of 20 Performance Indicators, at least one from each of Economic, Environmental, Human rights, Labor, Society, Product Reponsibility.	Report Externally Assured	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.	Report Externally Assured

*Sector supplement in final version