

Occupational Health & Safety Policy

This policy document defines Company Policy, Objectives, Responsibilities and Control Arrangements for health & safety (H&S) at work (occupational health & safety (OHS)).

1. Policy Statement

Reckitt Benckiser is committed to: the health, safety and welfare at work of its employees; complying with applicable health & safety legal requirements; and, the continual improvement of its health & safety control arrangements and performance.

Specifically, the Company is committed to providing and maintaining:

- control of the health & safety risks arising from work activities
- a safe place of work with safe means of entry and exit
- safe plant, equipment and systems of work
- a safe and healthy working environment
- arrangements for the safe use, handling, storage and transport of articles and substances
- necessary information, instruction, training and supervision to protect safety and health at work
- measures promoting employee well-being and a healthy lifestyle

We consider the health, safety and welfare at work of our employees to be an essential part of being a responsible and productive company that manages business risks and delivers long-term shareholder value.

2. Objectives

Reckitt Benckiser's overall health & safety objective is to prevent accidents, injuries and occupational ill-health at all locations under Company management control.

Specifically, it is the Company's objective that the following 'minimum control arrangements' are in place at all Company locations:

- a) employee access to and basic understanding of this OHS policy document
- b) documented responsibilities for H&S at work
- c) up-to-date H&S risk assessments and fire risk assessments
- d) the provision of necessary H&S information, instruction and training
- e) the provision and use of necessary personal protective equipment (PPE)
- f) arrangements for emergency response / evacuation, first aid and occupational health
- g) documented procedures / safe systems of work, where necessary to establish and maintain a safe and healthy working environment
- h) H&S control arrangements for contractors and visitors
- i) communication and consultation with employees on H&S issues
- j) monitoring, investigation and reporting of any incidents, accidents or occupational ill-health
- k) corrective and preventative actions where any incidents, accidents or occupational ill-health occur

3. Responsibilities

“Everyone is responsible for health & safety”.

Employee (and Contractor / Visitor) Responsibilities

It is the duty of every employee whilst at work, and of any contractors / visitors at Company facilities:

- to take reasonable care for the health & safety of themselves and others who may be affected by their acts or omissions
- to cooperate with colleagues, line management and the Company on health & safety matters
- not to misuse or interfere with anything provided in the interests of health, safety and welfare
- to report any health & safety concerns to their line manager and / or the site H&S Coordinator / Manager

Line Management Responsibilities

Effectively establishing and maintaining day-to-day health & safety (H&S) at work is a line management responsibility. At each location where the Company has management control responsibility for H&S follows the line management structure; from the site's senior manager to the site senior management team, through middle managers / supervisors / team leaders, to individual employees.

It is the responsibility of all levels of management and supervision to:

- implement this OHS policy document in the area(s) under their responsibility / control
- ensure, so far as is reasonably practicable, that the 'minimum control arrangements' (items a) – k) in section 2 above) are in place, understood and implemented in the area(s) under their responsibility / control
- make adequate resources available for the management of health & safety at work

Site-level Responsibility

At all locations where Company employees work or to which they report (e.g. factories, warehouses, research & development centres, offices and any associated field or home-based employees), the management of health & safety at work is the ultimate responsibility of the senior manager at that location. Day-to-day responsibility for the management of health & safety should be delegated through the line management structure, as outlined above.

Health & Safety Coordinator / Manager

All locations where the Company has management control shall have an identified Health & Safety Coordinator / Manager, whose job function includes the coordination of health & safety control arrangements at that location. However, this position does not remove or substitute for others direct and delegated H&S responsibilities as outlined above.

Group-level Responsibilities

It is the responsibility of:

- the Senior Vice President, Human Resources and the Vice President, Sustainability to establish and maintain this policy document and other Group-level OHS control arrangements as defined below
- Executive Committee members to implement this policy document within the geographical areas / functions under their responsibility / control
- the Board to undertake an annual review of sustainability and corporate responsibility issues, including OHS policy, control arrangements and performance; the Chief Executive Officer (CEO) is the Board member with specific responsibility for sustainability and corporate responsibility policies and performance

- the Vice President, Internal Audit to periodically review the Company's OHS control arrangements and performance, and to report on these to the Board's Audit Committee

4. Control Arrangements

Group-level Control Arrangements

Reckitt Benckiser shall have in place and shall maintain a Group Occupational Health & Safety Management System (OHSMS), comprising:

- this policy document and its definition of OHS Objectives, Responsibilities and Control Arrangements
- an up-to-date Global OHS Hazard and Risk Assessment
- Group 'Health & Safety Key Items', an OHS Manual / Guidelines, and Safety Standards
- global improvement programmes and targets
- global performance monitoring, auditing and reporting arrangements

Site-level Control Arrangements

All locations under Company management control shall have in place and maintain necessary health & safety control arrangements; as required by this policy document, the nature of and hazards posed by their operations, and applicable legal requirements.

Specifically, the Company's 'minimum control arrangements' (which comprise items a) – k) in section 2 above) shall be established and maintained at all Company locations.