

Environment Policy

This environmental policy applies to all our supply sites where we have operational control on our activities, products and services, as well as to all RB employees and contractors that work in them. In RB we recognize that our activities, products and services have direct and indirect environmental impacts. To reduce these impacts, RB has made a commitment to implement environmental management systems under a framework that allows for their continuous improvement focusing in reducing our environmental impacts by preventing pollution and conserving resources. For RB, doing what the law expects us to do is just not enough and legal compliance is merely our minimum standard.

Principles

Our environmental principles have been chosen, and are regularly reviewed, to ensure that our actions effectively implement our environmental policy; they are:

- To take significant environmental aspects and impacts into account throughout our operations, maintaining a functioning environmental management system at each factory.
- To consider that environmental issues are properly assessed and considered when key decisions are taken, including issues relating to supply chains, processes, distribution and logistics, new product development, due diligence, mergers and acquisitions.
- To establish and measure the significant environmental impacts of our operations, set targets for performance improvements and monitor progress against those targets in areas including but not limited to energy, greenhouse gas emissions, water usage / quality and waste.
- To promote the efficient use of energy and natural resources, eliminating and minimising waste, and re-using and recycling where practical.
- To make a real and meaningful contribution to mitigating climate change and global water scarcity, by considering the lifecycle perspective of our products, including raw materials, packaging, production, distribution, consumer use and end of life, reducing greenhouse gas emissions and water, reflecting national and international government agendas when setting targets.
- To engage with our suppliers, customers and other stakeholders on environmental issues (including climate change, water management and waste impacts) relating to our products, their manufacture and the sustainability of supply chains (via the Responsible Sourcing of Natural Raw Materials Policy and Human Rights and Responsible Business Policy and Standard both available at www.rb.com).
- To promote that employees have a level of knowledge and understanding appropriate to their environmental responsibilities and are aware of actions they can take to reduce their impacts.
- To conduct an annual review, including progress against targets, and to make that review publicly available in our annual Sustainability Report.

Specific goals are available on www.rb.com. The Chief Executive Officer (CEO) is the Board member with specific responsibility for the Company's environmental policy and performance. This responsibility is delegated operationally through the Company's line management structure, which

includes a Global Sustainability Director responsible for coordinating environmental performance across the Company.

Laxman Narasimhan, CEO

March 2020.