

## Independent Assurance Statement to Reckitt Benckiser Group plc

Reckitt Benckiser Group plc (RB) engaged ERM Certification and Verification Services (ERM CVS) to provide limited assurance in relation to specified 2019 data as set out below and attached as an Appendix to this statement.

### Engagement summary

Whether the 2019 data (as of 31 December 2019) for the following selected indicators are fairly presented, in all material respects, with the reporting criteria

#### Scope of our assurance engagement

- Women employed – Board (no. and %)
- Women employed – senior management (no. and %)
- Women employed – global employees (no. and %)
- Reduction of Lost Work Day Accident Rate (LWDAR)
- Lost Work Day Accident Rate (LWDAR) (per 100,000 hours)
- Lost time Accidents (no.)
- Reduction of total recordable frequency rate (TRFR)
- Total Recordable Frequency Rate (TRFR) (per 100,000 hours)
- Recordable Accidents (no.)
- Employee fatalities (no.)
- Contractor fatalities (no.)
- Severe Accidents (no.)
- People informed through health and hygiene messaging and campaigns (millions cumulative)
- People informed through health and hygiene messaging and campaigns (millions) More sustainable products (% of Net Revenue)
- Total Net Revenue from more sustainable products (£ million)
- Supplier audits completed (no.)
- Increase in audit pass rating from the first to most recent audit (%)
- Management-level employees completed human rights training (%)
- Reduction in GHG from manufacturing (% from baseline)
- Scope 1 GHG emission (tonnes CO<sub>2e</sub>)
- Scope 2 GHG emissions (location-based) (tonnes CO<sub>2e</sub>)
- Scope 2 GHG emissions (market-based) (tonnes CO<sub>2e</sub>)
- Energy use (GJ) (manufacturing and warehouses only) (inc IFCN)
- GHG emissions per unit of production (tonnes CO<sub>2e</sub> per 1,000 CU)
- Reduction in energy consumption (% from baseline) (ex IFCN)
- Energy use per unit of production (GJ per 1,000 CU) (ex IFCN)
- % renewable electricity
- Reduction in carbon footprint per dose (% from baseline)
- Total Carbon Footprint (million tonnes CO<sub>2e</sub>)
- Total Carbon Footprint IFCN (g dose)
- % of sites Zero Waste to Landfill (% of manufacturing sites)
- Reduction in waste (% from baseline)
- Waste (tonnes) (manufacturing and warehouses only)
- Waste per unit of production (tonnes per 1,000 CU)
- Waste recycled/reused (% and tonnes)
- Hazardous waste (tonnes) (manufacturing and warehouses only)
- Hazardous waste per unit of production (tonnes per 1,000 CU)
- Reduction in water impact per dose (% from baseline)
- Total Water Impact (million e-litres)
- Total Water Impact (million e-litres per dose)
- Reduction in water use in manufacturing (% from baseline) (ex IFCN)
- Water Use (m3)
- Water use per unit of production (m3 per 1,000 CU) (ex IFCN)
- Water Discharge (m3) (inc IFCN)
- Water discharge per unit of production (m3 per 1,000 CU) (ex IFCN)

<b>Reporting criteria</b>	RB's own internal reporting criteria and definitions ( <a href="#">(RB Reporting Criteria Basis for Preparation 2019)</a> )
<b>Assurance standard</b>	ERM CVS' assurance methodology, based on the International Standard on Assurance Engagements ISAE 3000 (Revised).
<b>Assurance level</b>	Limited assurance.
<b>Respective responsibilities</b>	RB is responsible for preparing the specified information and for its correct presentation in reporting to third parties, including disclosure of the reporting criteria and boundary. ERM CVS's responsibility is to provide conclusions on the agreed scope based on the assurance activities performed and exercising our professional judgement.

### Our conclusions

Based on our activities, nothing has come to our attention to indicate that the 2019 data for the selected indicators, as listed above and stated in Appendix 1, are not fairly presented, in all material respects, with the reporting criteria.

### Our assurance activities

Our objective was to assess whether the reporting of the 2019 data is in accordance with the principles of completeness, comparability (across the organisation) and accuracy (including calculations, use of appropriate conversion factors and consolidation).

We planned and performed our work to obtain all the information and explanations that we believe were necessary to provide a basis for our assurance conclusions.

A multi-disciplinary team of sustainability and assurance specialists performed the following activities:

- Interviews with relevant staff at RB corporate offices to understand and evaluate the data management systems and processes (including IT systems and internal review processes) used for collecting and reporting the selected data;
- A review of the internal reporting criteria, definitions and conversion factors used;
- Visits to two manufacturing locations (Nottingham, UK and Tuas, Singapore) to test local reporting processes and consistency of reported annual data with selected underlying source data for each indicator. We interviewed relevant staff, reviewed site data reporting methods, checked calculations and assessed the local internal quality and assurance processes;
- An analytical review of the data from all sites and a check on the completeness and accuracy of the corporate data consolidation; and
- Year-end assurance activities at corporate level including the results of internal review procedures and the accuracy of the consolidation of the data for the selected indicators

### The limitations of our engagement

The reliability of the assured data is subject to inherent uncertainties, given both the available methods for determining, calculating or estimating the underlying information and the dependence on partner organisations to provide performance information. It is important to understand our assurance conclusions in this context. We do not provide any assurance on future performance or the achievability of RB's goals and targets. Where performance is expressed as a percentage change from a baseline year prior to 2018, we have placed reliance on previously reported data.




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7 May 2020  
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*ERM CVS is a member of the ERM Group. The work that ERM CVS conducts for clients is solely related to independent assurance activities and auditor training. Our processes are designed and implemented to ensure that the work we undertake with clients is free from bias and conflict of interest. ERM CVS employees that have undertaken this engagement have provided no consultancy related services to RB in any respect.*



## Appendix 1

Metric (as of 31 December 2019)	2019
Women employed – Board (no.)	4
Women employed – Board (%)	36%
Women employed – senior management (no.)	148
Women employed – senior management (%)	26%
Women employed – global employees (no.)	16,856
Women employed – global employees (%)	45%
Reduction of Lost Work Day Accident Rate (LWDAR)	29%
Lost Work Day Accident Rate (LWDAR) (per 100,000 hours)	0.076
Lost time Accidents (no.)	74
Reduction of total recordable frequency rate (TRFR)	58%
Total Recordable Frequency Rate (TRFR) (per 100,000 hours)	0.19
Recordable Accidents (no.)	181
Employee fatalities (no.)	0
Contractor fatalities (no.)	0
Severe Accidents (no.)	3
People informed through health and hygiene messaging and campaigns (cumulative millions)	956
People informed through health and hygiene messaging and campaigns (millions)	191
Total Net Revenue from more sustainable products (£ million)	2,397
Sustainable products (% of Net Revenue)	24.60%
Supplier audits completed (no.)	132
Increase in audit pass rating from the first to most recent audit (%)	45%
Management-level employees completed human rights training (%)	99.70%
Reduction in GHG from manufacturing (% from baseline)	42%
Scope 1 GHG emission (tonnes CO <sub>2</sub> e)	140,117
Scope 2 GHG emissions (location-based) (tonnes CO <sub>2</sub> e)	273,688
Scope 2 GHG emissions (market-based) (tonnes CO <sub>2</sub> e)	201,902
GHG emissions per unit of production (tonnes CO <sub>2</sub> e per 1,000 CU)	0.0232
Reduction in energy consumption (% from baseline) (ex IFCN)	22%
Energy use (GJ) (manufacturing and warehouses only) (inc IFCN)	4,935,532
Energy use per unit of production (GJ per 1,000 CU) (ex IFCN)	0.3672



% renewable electricity	33%
Reduction in carbon footprint per dose (% from baseline)	6%
Total Carbon Footprint (million tonnes CO2e)	32.4
Total Carbon Footprint IFCN (g dose)	4
% of sites Zero Waste to Landfill (% of manufacturing sites)	96%
Reduction in waste (% from baseline)	27%
Waste (tonnes) (manufacturing and warehouses only)	95,881
Waste per unit of production (tonnes per 1,000 CU)	0.00849
Waste recycled/reused (%)	69%
Hazardous waste per unit of production (tonnes per 1,000 CU)	0.00163
Reduction in water impact per dose (% from baseline)	4%
Total Water Impact (million e-litres)	4,500,600
Total Water Impact (e-litres per dose)	8.6
Reduction in water use in manufacturing (% from baseline) (ex IFCN)	37%
Water Use (m3) (inc IFCN)	8,340,146
Water use per unit of production (m3 per 1,000 CU) (ex IFCN)	0.605
Water discharge per unit of production (m3 per 1,000 CU) (ex IFCN)	0.268