



15th February 2021

Ref: Danish Institute for Human Rights' Human Rights Impact Assessment – Durex condom and Enfa value chains in Thailand

At RB, our purpose is to protect, heal and nurture in the relentless pursuit of a cleaner, healthier world as we fight to make access to the highest quality hygiene, wellness and nourishment a right, not a privilege. In doing so, we are fully committed to ensuring that the human rights of all those touched by our value chain are respected.

To deliver our commitment, we recognised the need to evolve our existing human rights related assessment activities from a primary focus on supply chain labour rights concerns, to a more holistic view of human rights across our entire value chain using the UN Guiding Principles on Business and Human Rights (UNGPs) as guidance. To support us with this journey, we established a partnership with the DIHR in 2019 who assessed our human rights performance at a corporate level and conducted this, our first, HRIA to enable us to proactively understand our human rights impacts at a country level within one of our key markets.

The assessment has identified a range of issues which we are committed to addressing, whilst also seeking opportunities where we can positively impact wider society through our business and brands. Some of the findings within the report are systemic in nature and relevant for the entire industry. Consequently, where we are unable to implement a recommendation fully on our own, we seek to take steps independently and in partnership with industry actors and others to move towards best practice.

We plan to move forward transparently and have published a supporting human rights action plan on <https://www.rb.com/sustainability/people-and-communities/human-rights/>, outlining the activities we will take in response to the report's recommendations. We will look to routinely report on our progress and challenges publicly, with a view to encourage greater awareness of and transparency on human rights impacts and the wider business and human rights agenda. Additionally, we plan to conduct similar assessments across key markets over the coming years to broaden our understanding of our human rights impacts.

Should you have any questions on the report or our action plan, please do not hesitate to reach out to David Croft, Global Sustainability, Environment and Human Rights Director (david.croft@rb.com) and David Pettet, Global Human Rights and Sustainable Supply Chain Director (david.pettet@rb.com).

Yours,

Miguel Veiga-Pestana

Head of Corporate Affairs and Chief Sustainability Officer



103-105 Bath Road, Slough, Berkshire, SL1 3UH, UK
T +44 (0)1753 217800 W rb.com

