

Empowering women through access to clean water

Since 2019, Reckitt and Water.org have been partnering to close the gap in access to safe water and sanitation. Working with financial institutions to provide micro-loans, women are able to build their own sinks, wells and other facilities to provide safe water for their families. Reckitt has been an integral partner, further enhancing this initiative by providing education to help program participants maintain their safe water facilities, ensuring investments are not lost due to a lack of knowledge on basic upkeep.

Access to clean water facilities keeps women and their children safe, supports food safety and good nutrition, and unlocks opportunities for furthering education and employment prospects. Our target was to make 125,150 loans available to women, reaching 608,000 people. We surpassed our goal, with 194,714 women taking out loans that have benefitted 897,000 people in India, Indonesia and Kenya. The impact on these individual women is becoming clear. Our studies show that women with their own access to water and sanitation feel safer, prouder, and spend less time each day collecting water. Benefits go beyond the household, with users frequently using better access to water to help support other community members, often resulting in new business opportunities that also provide employment.

Evidence indicates these micro-loans are a sustainable solution that will continue to be offered by financial institutions for the foreseeable future. Banks make profits from the loans which are in high demand and the recovery rates are excellent, with 99% of loans being repaid. Women will continue to have access to these beneficial loans and more families will be able to afford safe access to safe water.

- You are welcome to share a brief 1-2 page description you may already have. (4 pages maximum if visuals included). Including images is encouraged.

(Please see attached feature insert from our recently issued 2021 Social Impact Report, please let us know if a different format is needed for the images)

- Specific targets or number of women/girls reached.

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- A web link may be provided with further information.

<https://water.org>

- Please let us know if you have a video.

<https://www.youtube.com/watch?v=vHWQ6c1oDpk>

During our PSM meeting this week you mentioned that we should include information about our maternity leave policy and women in leadership positions. Reckitt believes our gender and inclusion policies will enable us to create a winning and inclusive culture and has taken significant steps to support diversity and inclusion across the business, with more to come. Our global maternity leave policy was increased to 26 weeks and paternity leave to 20 days as part of a broader policy to ensure the most favorable return to work and related considerations possible for all of our employees who

become parents. For more information, please see our [maternity leave policy](#). Advancing more women into senior management positions is an integral part of our diversity and inclusion policy. Our global ambition is to double the number of women in senior management positions to 40% in 2022, up from 25% in 2018. For more information, please see Reckitt's [women in leadership goals](#).