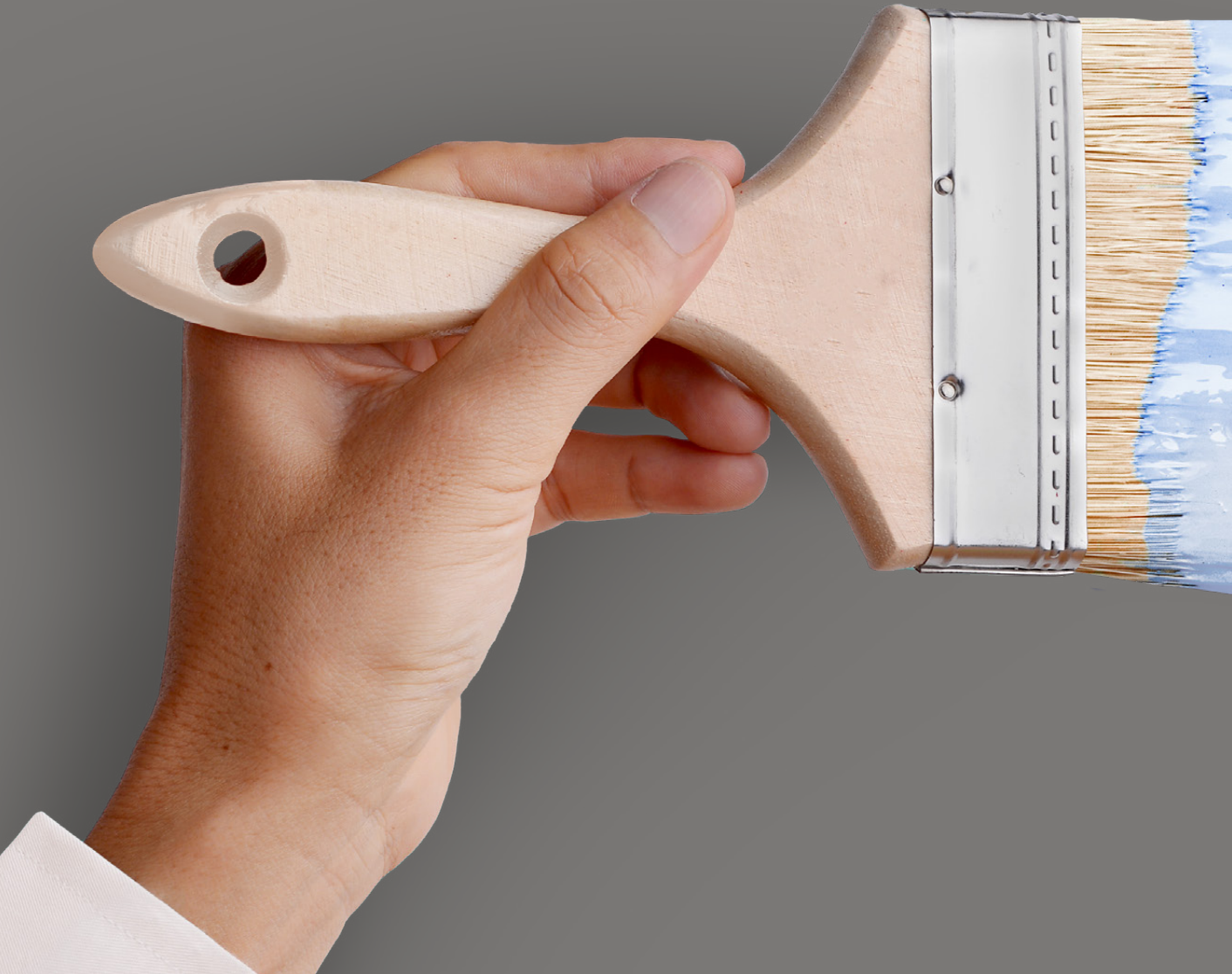


Global Reporting Initiative Index

2022/23



Kingfisher

Statement of use

Kingfisher plc has reported the information cited in this GRI content index for the period 1 February 2022 – 31 January 2023 with reference to the GRI Standards 2021.

All page references are to our [Responsible Business Report 2022/23](#) unless stated.

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General disclosures

GRI Standard Title	#	Disclosure Name	Location in reporting
GRI 2: General Disclosures			
1. The organisation and its reporting practices	2-1	Organisational details	Kingfisher plc 3 Sheldon Square, Paddington, London, W2 6PX, UK About Kingfisher – page 2 Shareholder information – Annual Report and Accounts – pages 182-183
	2-2	Entities included in the organisation's sustainability reporting	Performance Data Appendix , About our data – page 3, data tables – pages 17-34 Data Collection Methodology
	2-3	Reporting period, frequency and contact point	Reporting period: 1 February 2022 – 31 January 2023 Introduction – page 1 Performance Data Appendix , About our data – page 3 Report publication date: June 2023 Contacts – page 67
	2-4	Restatements of information	Performance Data Appendix , About our data – page 3, data tables – pages 17-34 Data Collection Methodology
	2-5	External assurance	Independent assurance statement – pages 65-66 Performance Data Appendix , Independent assurance statement – pages 35-36

GRI Standard Title	#	Disclosure Name	Location in reporting
2. Activities and workers	2-6	Activities, value chain, and other business relationships	About Kingfisher – page 2 Responsible sourcing and human rights – page 52 Who we are What we do Annual Report and Accounts – Our business model – pages 12-13 Modern Slavery Act Transparency Statement, Our company structure – page 2, Suppliers and customer offer – page 3 Data Collection Methodology
	2-7	Employees	About Kingfisher – page 2 About our workforce – page 16 Who we are
	2-8	Workers who are not employees	Not reported

GRI Standard Title	#	Disclosure Name	Location in reporting
3. Governance	2-9	Governance structure and composition	Executive oversight – page 56
			Governance of Responsible Business – page 5
			Annual Report and Accounts , Our governance structure – page 62
			Annual Report and Accounts , Board of Directors – pages 64-66
	2-10	Nomination and selection of the highest governance body	Annual Report and Accounts , Nomination Committee – pages 69-70
	2-11	Chair of the highest governance body	Annual Report and Accounts – page 64
	2-12	Role of the highest governance body in overseeing the management of impacts	Executive oversight – page 56
			Governance of Responsible Business – page 5
			Governance and risk management – page 56
			Engaging our stakeholders – pages 58-59
			Identifying our material issues – page 64
			Annual Report and Accounts – pages 23 and 62, Risks – pages 51-58
	2-13	Delegation of responsibility for managing impacts	Executive oversight – page 56
			Governance of Responsible Business – page 5
	2-14	Role of the highest governance body in sustainability reporting	A member of our Responsible Business Committee, a committee of our Board, reviews and signs off our Responsible Business Report.
	2-15	Conflicts of interest	Annual Report and Accounts – pages 92 and 102

GRI Standard Title	#	Disclosure Name	Location in reporting
3. Governance (continued)	2-16	Communication of critical concerns	Executive oversight – page 56
			Data not reported
	2-17	Collective knowledge of the highest governance body	Governance and risk management – page 56 Annual Report and Accounts – page 71
	2-18	Evaluation of the performance of the highest governance body	Annual Report and Accounts – pages 68
	2-19	Remuneration policies	Annual Report and Accounts – pages 77-100
	2-20	Process to determine remuneration	Annual Report and Accounts – pages 77-100
	2-21	Annual total compensation ratio	Annual Report and Accounts – page 95
4. Strategy, policies and practices	2-22	Statement on sustainable development strategy	From our Chief Executive Officer – page 3
	2-23	Policy commitments	Our Code of Conduct
			Our policies
			Ethical conduct – page 55
			Chemicals – page 39
			Planet – pages 18-28
			Modern Slavery Act Transparency Statement , Policies – page 5
	2-24	Embedding policy commitments	Governance and risk management – page 56 Modern Slavery Act Transparency Statement – pages 4-5

GRI Standard Title	#	Disclosure Name	Location in reporting
4. Strategy, policies and practices (continued)	2-25	Processes to remediate negative impacts	Our Code of Conduct Clear whistleblowing procedures – page 55 Modern Slavery Act Transparency Statement – pages 10 and 16
	2-26	Mechanisms for seeking advice and raising concerns	Clear whistleblowing procedures – page 55 Modern Slavery Act Transparency Statement – page 16
	2-27	Compliance with laws and regulations	Fines and prosecutions – pages 51 and 56 Performance Data Appendix – page 7
	2-28	Membership associations	Examples included throughout our report – pages 11, 15, 24, 27, 39 and 62 Public policy – page 60 Membership of trade associations – page 60 Modern Slavery Act Transparency Statement – page 20
5. Stakeholder engagement	2-29	Approach to stakeholder engagement	Engaging our stakeholders – pages 58–59 Public policy – page 60 Identifying our material issues – page 64 Examples of engagement included throughout our report – pages 16, 24, 28, 32, 43 and 57 Annual Report and Accounts – pages 16–22
	2-30	Collective bargaining agreements	Not reported

Material topics

GRI Standard Title	#	Disclosure Name	Location in reporting
GRI 3: Material Topics			
2. Disclosures on material topics	3-1	Process to determine material topics	Identifying our material issues – page 64 Performance Data Appendix , About our data – page 3, data tables – pages 17-34 Data Collection Methodology
	3-2	List of material topics	Identifying our material issues – page 64 Performance Data Appendix , About our data – page 3, data tables – pages 17-34 Data Collection Methodology
	3-3	Management of material topics	Governance and risk management – page 56 Annual Report and Accounts – pages 23-26, 36, 51-58 and 62-68, Task Force on Climate-related Financial Disclosures (TCFD) Governance and risk management for climate change – pages 27-35 Modern Slavery Act Transparency Statement – pages 4-7 Our Code of Conduct Our policies

Economic topics

GRI Standard Title	#	Disclosure Name	Location in reporting
Economic performance	201	Management approach	Annual Report and Accounts – pages 6-8 and 62-66
		GRI 103: Management approach	Governance and risk management – page 56
	201-1	Direct economic value generated and distributed	Annual Report and Accounts – pages 116-120
	201-2	Financial implications and other risks and opportunities due to climate change	Annual Report and Accounts , Task Force on Climate-related Financial Disclosures (TCFD) Governance and risk management for climate change – pages 27-35
	201-3	Defined benefit plan obligations and other retirement plans	Annual Report and Accounts – pages 157-161 Pensions – page 61
Anti-corruption	205	Management approach	Ethical conduct – page 55
		GRI 103: Management approach	Annual Report and Accounts – pages 26, 54, 57 and 76
	205-1	Operations assessed for risks related to corruption	Not reported
	205-2	Communication and training about anti-corruption policies and procedures	Ethical conduct – page 55
	205-3	Confirmed incidents of corruption and actions taken	Not reported

Environmental topics

GRI Standard Title	#	Disclosure Name	Location in reporting
Tax	207	Management approach	Annual Report and Accounts – pages 41-42
		GRI 103: Management approach	
	207-1	Approach to tax	Tax management – page 57
	207-2	Tax governance, control and risk management	Tax management – page 57
	207-3	Stakeholder engagement and management of concerns related to tax	Tax management – page 57
	207-4	Country by country reporting	Not currently reported Tax rate for key markets – page 57

GRI Standard Title	#	Disclosure Name	Location in reporting
Materials	301	Management approach	Annual Report and Accounts – pages 62-66
		GRI 103: Management approach	Governance and risk management – page 56
			Forest Positive – page 26
			Responsible sourcing of leather – page 26
			Targeting peat-free gardening for our customers – page 34
			Sustainable Home Products – pages 30-32
			Packaging reduction and optimisation – pages 37-38
	301-1	Materials used by weight or volume	Not reported
	301-2	Recycled input materials used	Forest Positive – page 26
			Sustainable Home Products – page 30
			Our progress on plastics – page 35
			Packaging reduction and optimisation – pages 37-38
			Eliminating waste and increasing recycling – pages 53-54
	301-3	Reclaimed products and their packaging materials	Not reported

GRI Standard Title	#	Disclosure Name	Location in reporting
Energy	302	Management approach GRI 103: Management approach	Annual Report and Accounts, Task Force on Climate-related Financial Disclosures (TCFD) Governance and risk management for climate change – pages 27-35 On our way to net zero – pages 19-23 Executive oversight – page 56
	302-1	Energy consumption within the organisation	On our way to net zero – pages 19-22
	302-2	Energy consumption outside of the organisation	Our approach to scope 3 emissions – page 23 Performance Data Appendix, Haulage data – page 22
	302-3	Energy intensity	Investing in energy efficiency – page 21 Performance Data Appendix, Energy use – page 23
	302-4	Reduction of energy consumption	Investing in energy efficiency – page 21 Performance Data Appendix, Energy use – page 23
	302-5	Reductions in energy requirements of products and services	Sustainable Home Products – pages 30-33 Tackling emissions from energy using products – page 23 Performance Data Appendix, Emissions from customer use of products – page 19
Biodiversity	304	Management approach GRI 103: Management approach	Executive oversight – page 56 Forest Positive – pages 26-28 Responsible sourcing of leather – page 26 Targeting peat-free gardening for our customers – page 34

GRI Standard Title	#	Disclosure Name	Location in reporting
Biodiversity (continued)	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not material
	304-2	Significant impacts of activities, products, and services on biodiversity	Forest Positive – pages 26-28 Responsible sourcing of leather – page 26 Targeting peat-free gardening for our customers – page 34
	304-3	Habitats protected or restored	Forest Positive – pages 26-28
	304-4	IUCN Red List species	Not material
Emissions	305	Management approach GRI 103: Management approach	Annual Report and Accounts, Task Force on Climate-related Financial Disclosures (TCFD) Governance and risk management for climate change – pages 27-35 On our way to net zero – pages 19-24 Executive oversight – page 56
	305-1	Direct (Scope 1) GHG emissions	Our carbon emissions (scope 1 and 2) – pages 20 and 25 Performance Data Appendix – pages 19-20 and 22
	305-2	Energy indirect (Scope 2) GHG emissions	Our carbon emissions (scope 1 and 2) – page 20 Performance Data Appendix – pages 19-20
	305-3	Other indirect (Scope 3) GHG emissions	Our scope 3 emissions – page 23 Performance Data Appendix – page 21

GRI Standard Title	#	Disclosure Name	Location in reporting
Emissions (continued)	305-4	GHG emissions intensity	Performance Data Appendix – page 19
	305-5	Reduction of GHG emissions	On our way to net zero – pages 19-23
	305-6	Emissions of ozone-depleting substances (ODS)	Not reported
	305-7	Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions	Not reported
Waste	306	Management approach GRI 103: Management approach	Executive oversight – page 56
	306-1	Waste generation and significant waste-related impacts	Waste and recycling – pages 53-54
	306-2	Management of significant waste-related impacts	Waste and recycling – pages 53-54
	306-3	Waste generated	Waste and recycling – pages 53-54 Performance Data Appendix – page 34
	306-4	Waste diverted from disposal	Waste and recycling – pages 53-54 Performance Data Appendix – page 34
	306-5	Waste directed to disposal	Waste and recycling – pages 53-54 Performance Data Appendix – page 34

GRI Standard Title	#	Disclosure Name	Location in reporting
Supplier environmental assessment	308	Management approach GRI 103: Management approach	Modern Slavery Act Transparency Statement , Company policies – page 5
	308-1	New suppliers that were screened using environmental criteria	Modern Slavery Act Transparency Statement , Working with suppliers, pages 8-13
	308-2	Negative environmental impacts in the supply chain and actions taken	Forest Positive – pages 26-28 Sustainable Home Products – page 30 Our progress on plastics – page 35 Packaging reduction and optimisation – pages 37-38 Responsible sourcing of leather – page 26 Targeting peat-free gardening for our customers – page 34 Chemicals – page 39

Social topics

GRI Standard Title	#	Disclosure Name	Location in reporting
Employment	401	Management approach	Annual Report and Accounts – pages 14–15 and 53
		GRI 103: Management approach	Governance and risk management – page 56 Colleagues – pages 8–17
	401-1	New employee hires and employee turnover	About our workforce – page 16
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Not reported
	401-3	Parental leave	Not reported
Occupational health and safety	403	Management approach	Safety at work – page 51
		GRI 103: Management approach	
	403-1	Occupational health and safety management system	Safety at work – page 51
	403-2	Hazard identification, risk assessment, and incident investigation	Safety at work – page 51
	403-3	Occupational health services	Supporting our colleagues' wellbeing – page 17

GRI Standard Title	#	Disclosure Name	Location in reporting
Occupational health and safety (continued)	403-4	Worker participation, consultation, and communication on occupational health and safety	Not reported
	403-5	Worker training on occupational health and safety	Supporting our colleagues' wellbeing – page 17
	403-6	Promotion of worker health	Supporting our colleagues' wellbeing – page 17
	405-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Safety at work – page 51
	403-8	Workers covered by an occupational health and safety management system	Safety at work – page 51
	403-9	Work-related injuries	Safety at work – page 51 Performance Data Appendix – page 31
	403-10	Work-related ill health	Not reported

GRI Standard Title	#	Disclosure Name	Location in reporting
Training and education	404	Management approach GRI 103: Management approach	Delivered: Five million hours of skills for life learning – page 14
	404-1	Average hours of training per year per employee	Performance Data Appendix – page 18
	404-2	Programmes for upgrading employee skills and transition assistance programmes	Delivered: Five million hours of skills for life learning – page 14
	404-3	Percentage of employees receiving regular performance and career development reviews	Not reported
Diversity and equal opportunity	405	Management approach GRI 103: Management approach	Colleagues – pages 8-12
	405-1	Diversity of governance bodies and employees	Gender balance – page 9 Performance Data Appendix – page 17
	405-2	Ratio of basic salary and remuneration of women to men	Gender pay gap report

GRI Standard Title	#	Disclosure Name	Location in reporting
Non-discrimination	406	Management approach GRI 103: Management approach	Colleagues – pages 8-12
	406-1	Incidents of discrimination and corrective actions taken	Not reported
Freedom of association and collective bargaining	407	Management approach GRI 103: Management approach	Responsible sourcing and human rights – page 52 Modern Slavery Act Transparency Statement
	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Responsible sourcing and human rights – page 52 Modern Slavery Act Transparency Statement
Child labour	408	Management approach GRI 103: Management approach	Responsible sourcing and human rights – page 52 Modern Slavery Act Transparency Statement
	408-1	Operations and suppliers at significant risk for incidents of child labour	Responsible sourcing and human rights – page 52 Modern Slavery Act Transparency Statement
Forced or compulsory labour	409	Management approach GRI 103: Management approach	Responsible sourcing and human rights – page 52 Modern Slavery Act Transparency Statement
	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Responsible sourcing and human rights – page 52 Modern Slavery Act Transparency Statement

GRI Standard Title	#	Disclosure Name	Location in reporting
Local communities	413	Management approach	Communities – page 41
		GRI 103: Management approach	Executive oversight – page 56
	413-1	Operations with local community engagement, impact assessments, and development programmes	Communities – pages 41-49
	413-2	Operations with significant actual and potential negative impacts on local communities	Not material
Supplier social assessment	414	Management approach	Responsible sourcing and human rights – page 52
		GRI 103: Management approach	Modern Slavery Act Transparency Statement
	414-1	New suppliers that were screened using social criteria	Modern Slavery Act Transparency Statement – pages 8-13
	414-2	Negative social impacts in the supply chain and actions taken	Responsible sourcing and human rights – page 52 Modern Slavery Act Transparency Statement – page 6
Public policy	415	Management approach	Public policy – page 60
		GRI 103: Management approach	
	415-1	Political contributions	Public policy – page 60

GRI Standard Title	#	Disclosure Name	Location in reporting
Customer health and safety	416	Management approach	Our Sustainable Home Products – pages 30-36
		GRI 103: Management approach	Chemicals – page 39 Executive oversight – page 56
	416-1	Assessment of the health and safety impacts of product and service categories	Our Sustainable Home Products – pages 30-36 Chemicals – page 39
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Not reported
Customer privacy	418	Management approach	Cyber security and data protection – pages 62-63
		GRI 103: Management approach	
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	We report this information to the relevant regulatory authorities but do not currently include it in our public reporting. Data protection – page 63

Read more

Our Responsible Business website
www.kingfisher.com/responsible-business

Annual Report and Accounts
www.kingfisher.com/annualreport

Our Responsible Business Report
www.kingfisher.com/responsible-business-report

Our Performance Data Appendix
www.kingfisher.com/dataappendix

Our Responsible Business Databook
www.kingfisher.com/databook

Our Responsible Business Data
Collection Methodology
www.kingfisher.com/datamethodology

Our Sustainable Home Product guidelines
www.kingfisher.com/shpguidelines

Our Modern Slavery Act Statement
www.kingfisher.com/Modern-Slavery

Contacts

What do you think about our performance?
We'd love to hear your views on
Responsible Business at Kingfisher at
responsiblebusiness@kingfisher.com



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