

Kingfisher Global Reporting Initiative Index

Our Report references selected Global Reporting Initiative's (GRI) Standards. We provide this GRI Index to aid comparison with other businesses.

All page references are to our [Sustainability Report 2018/19](#) unless stated.

| Topic | Number | Disclosure | Where to find relevant information in our Sustainability Report 2018/19 and other documents |
|-------------------------------|---------------|--|---|
| General Disclosures | | | |
| Organisational profile | 102-1 | Name of the organisation | Kingfisher plc |
| | 102-2 | Activities, brands, products, and services | Kingfisher at a glance – p3 Who we are |
| | 102-3 | Location of headquarters | 3 Sheldon Square Paddington London W2 6PX UK |
| | 102-4 | Location of operations | Kingfisher at a glance – p3 |
| | 102-5 | Ownership and legal form | Annual Report and Accounts |
| | 102-6 | Markets served | Kingfisher at a glance – p3 |
| | 102-7 | Scale of the organisation | Kingfisher at a glance – p3 |
| | 102-8 | Information on employees and other workers | Kingfisher at a glance – p3 About our workforce – p70 |
| | 102-9 | Supply chain | Our supply chain – p62 |
| | 102-10 | Significant changes to the organisation and its supply chain | Annual Report and Accounts Detailed performance data - p 100 – 115 |
| | 102-11 | Precautionary Principle or approach | Removing harmful chemicals – p51 Energy and carbon – p26 - 34 Sustainable materials use – p39 - 41 |
| | 102-12 | External initiatives | Human rights – p80 UN Global Compact – p97 - 99 UN Sustainable Development Goals – p9 and 91-96 Engagement, advocacy and partnerships – p 20, 33, 38, 41, 53, 67, 77 |
| | 102-13 | Membership of associations | Engagement, advocacy and partnerships – p 20, 33, 38, 41, 53, 67, 77 Public policy – p85 Membership of trade associations – p86 |
| Strategy | 102-14 | Statement from senior decision-maker | From our chief executive officer – p5 |
| | 102-15 | Key impacts, risks, and opportunities | Annual Report and Accounts Our sustainable growth plan – p8 - 9 Climate change – governance, strategy and risk management – p27 Risks and due diligence (supply chain) – p64 |

| Topic | Number | Disclosure | Where to find relevant information in our Sustainability Report 2018/19 and other documents |
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| | | | Risk management – p80 Materiality – p83 |
| Ethics and integrity | 102-16 | Values, principles, standards, and norms of behaviour | Values – p70 and Working here Ethical Conduct – p81 |
| | 102-17 | Mechanisms for advice and concerns about ethics | Whistleblowing and grievance mechanisms – p63 Ethical Conduct – p81 |
| Governance | 102-18 | Governance structure | Roles and responsibilities – p79 Annual Report and Accounts |
| | 102-19 | Delegating authority | Roles and responsibilities – p79 |
| | 102-20 | Executive-level responsibility for economic, environmental, and social topics | Roles and responsibilities – p79 |
| | 102-21 | Consulting stakeholders on economic, environmental, and social topics | Roles and responsibilities – p79 (advisory panel) Stakeholder engagement – p82 |
| | 102-22 | Composition of the highest governance body and its committees | Annual Report and Accounts |
| | 102-23 | Chair of the highest governance body | Annual Report and Accounts |
| | 102-24 | Nominating and selecting the highest governance body | Annual Report and Accounts |
| | 102-25 | Conflicts of interest | Annual Report and Accounts |
| | 102-26 | Role of highest governance body in setting purpose, values, and strategy | Roles and responsibilities – p79 Annual Report and Accounts |
| | 102-27 | Collective knowledge of highest governance body | Roles and responsibilities – p79 Engaging customers and our people – p20 |
| | 102-28 | Evaluating the highest governance body's performance | Annual Report and Accounts |
| | 102-29 | Identifying and managing economic, environmental, and social impacts | Roles and responsibilities – p79 Annual Report and Accounts |
| | 102-30 | Effectiveness of risk management processes | Annual Report and Accounts Roles and responsibilities – p79 Risk management – p80 |
| | 102-31 | Review of economic, environmental, and social topics | Roles and responsibilities – p79 |
| | 102-32 | Highest governance body's role in sustainability reporting | A member of our Group Sustainability Committee, a sub-committee of our Group Executive, reviews and signs off our Sustainability Report. |
| | 102-33 | Communicating critical concerns | Roles and responsibilities – p79 |
| 102-34 | Nature and total number of critical concerns | Not reported | |

| Topic | Number | Disclosure | Where to find relevant information in our Sustainability Report 2018/19 and other documents |
|------------------------|---|--|---|
| | 102-35 | Remuneration policies | Annual Report and Accounts |
| | 102-36 | Process for determining remuneration | Annual Report and Accounts |
| | 102-37 | Stakeholders' involvement in remuneration | Annual Report and Accounts |
| | 102-38 | Annual total compensation ratio | Annual Report and Accounts – p92 |
| | 102-39 | Percentage increase in annual total compensation ratio | Not reported |
| Stakeholder engagement | 102-40 | List of stakeholder groups | Stakeholder engagement – p82 |
| | 102-41 | Collective bargaining agreements | Not reported |
| | 102-42 | Identifying and selecting stakeholders | Stakeholder engagement – p82 |
| | 102-43 | Approach to stakeholder engagement | Stakeholder engagement – p82 Investor engagement – p82 Public policy – p85-86 Engagement, advocacy and partnerships – p 20, 33, 38, 41, 53, 67, 77 |
| | 102-44 | Key topics and concerns raised | Employee survey results – p73 Stakeholder engagement – p82 Our materiality assessment – p83 Customer research findings – p84 |
| Reporting practice | 102-45 | Entities included in the consolidated financial statements | Kingfisher at a glance – p3 Detailed performance data - p 100 – 115 Data collection methodology |
| | 102-46 | Defining report content and topic Boundaries | Our materiality assessment – p83 About our reporting – p89 Detailed performance data - p 100 – 115 Data collection methodology |
| | 102-47 | List of material topics | Our materiality assessment – p83 |
| | 102-48 | Restatements of information | About our reporting – p89 Detailed performance data - p 100 – 115 Data collection methodology |
| | 102-49 | Changes in reporting | About our reporting – p89 Detailed performance data - p 100 – 115 Data collection methodology |
| | 102-50 | Reporting period | 1 February 2018 – 31 January 2019 |
| | 102-51 | Date of most recent report | 1 February 2017 – 31 January 2018 |
| | 102-52 | Reporting cycle | About our reporting – p89 |
| 102-53 | Contact point for questions regarding the | Contacts – p118 | |

| Topic | Number | Disclosure | Where to find relevant information in our Sustainability Report 2018/19 and other documents |
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| | | report | |
| | 102-54 | Claims of reporting in accordance with the GRI Standards | About our reporting – p89 |
| | 102-55 | GRI content index | This index |
| | 102-56 | External assurance | Independent assurance statement – p116 |
| Economic Performance | | | |
| Economic performance | 201 | Management approach GRI 103: Management approach | Annual Report and Accounts |
| | 201-1 | Direct economic value generated and distributed | Annual Report and Accounts |
| | 201-2 | Financial implications and other risks and opportunities due to climate change | Annual Report and Accounts Climate change – governance, strategy and risk management – p27 |
| | 201-3 | Defined benefit plan obligations and other retirement plans | Annual Report and Accounts Pensions – p87 |
| Anti-corruption | 205 | Management approach GRI 103: Management approach | Ethical Conduct – p81 |
| | 205-1 | Operations assessed for risks related to corruption | Not reported |
| | 205-2 | Communication and training about anti-corruption policies and procedures | Ethical Conduct – p81 |
| | 205-3 | Confirmed incidents of corruption and actions taken | Not reported |
| Anti-competitive Behaviour | 206 | Management approach GRI 103: Management approach | Annual Report and Accounts |
| | 206-1 | Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices | None |
| Environmental performance | | | |
| Materials | 301 | Management approach GRI 103: Management approach | Roles and responsibilities – p79 Sustainable materials – p39 |
| | 301-1 | Materials used by weight or volume | Packaging – p45 |
| | 301-2 | Recycled input materials used | Wood and paper – p40 |
| | 301-3 | Reclaimed products and their packaging materials | Not reported |
| Energy | 302 | Management approach GRI 103: Management approach | Climate change – governance, strategy and risk management – p27 Energy and carbon in our business – p26-33 Roles and responsibilities – p79 |

| Topic | Number | Disclosure | Where to find relevant information in our Sustainability Report 2018/19 and other documents |
|--|--------|---|---|
| | 302-1 | Energy consumption within the organisation | Energy efficiency – p29 Energy use – p106 |
| | 302-2 | Energy consumption outside of the organisation | Greener transport and travel – p32 Haulage data – p107 |
| | 302-3 | Energy intensity | Energy efficiency – p29 Energy use – p106 |
| | 302-4 | Reduction of energy consumption | Energy efficiency – p29 |
| | 302-5 | Reductions in energy requirements of products and services | Saving energy, water and money for customers – p34 |
| Biodiversity | 304 | Management approach GRI 103: Management approach | Roles and responsibilities – p79 Sustainable materials – p39 |
| | 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 | Sustainable materials (including wood and paper, peat, leather) – p39 - 41 |
| | 304-3 | Habitats protected or restored | Supporting reforestation in Indonesia – p40 |
| | 304-4 | IUCN Red List species | Not material |
| Emissions | 305 | Management approach GRI 103: Management approach | Climate change – governance, strategy and risk management – p27 Roles and responsibilities – p79 |
| | 305-1 | Direct (Scope 1) GHG emissions | Carbon footprint – p26-27 and p103-105 |
| | 305-2 | Energy indirect (Scope 2) GHG emissions | Carbon footprint – p26-27 and p103-105 |
| | 305-3 | Other indirect (Scope 3) GHG emissions | Carbon footprint – p26-27 and p103-105 |
| | 305-4 | GHG emissions intensity | Property portfolio carbon intensity – p30 and 103 |
| | 305-5 | Reduction of GHG emissions | Our science-based targets – p36 |
| | 305-6 | Emissions of ozone-depleting substances (ODS) | Not reported |
| | 305-7 | Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions | Not reported |
| Environmental Compliance | 307 | Management approach GRI 103: Management approach | Roles and responsibilities – p79 Climate change – governance, strategy and risk management – p27 |
| | 307-1 | Non-compliance with environmental laws and regulations | Fines and prosecutions – p79 (none in 2018/19) |
| Supplier Environmental Assessment | 308 | Management approach GRI 103: Management approach | Our policies and standards – p63 |
| | 308-1 | New suppliers that were screened using environmental criteria | Supplier ethical assessment and audit results – p65 |

| Topic | Number | Disclosure | Where to find relevant information in our Sustainability Report 2018/19 and other documents |
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| | 308-2 | Negative environmental impacts in the supply chain and actions taken | Sustainable materials (including wood and paper, peat, leather) – p39 - 41 |
| Social Performance | | | |
| Employment | 401 | Management approach GRI 103: Management approach | Roles and responsibilities – p79 Our people – p70 |
| | 401-1 | New employee hires and employee turnover | About our workforce – p70 Data – p115 |
| | 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 |
| Labour/Management Relations | 402 | Management approach GRI 103: Management approach | Not reported |
| | 402-1 | Minimum notice periods regarding operational changes | Not reported |
| Occupational Health and Safety | 403 | Management approach GRI 103: Management approach | Health and safety management – p76 |
| | 403-1 | Workers representation in formal joint management–worker health and safety committees | Not reported |
| | 403-2 | Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities | Health and safety management – p76 |
| | 403-3 | Workers with high incidence or high risk of diseases related to their occupation | Not reported |
| | 403-4 | Health and safety topics covered in formal agreements with trade unions | Not reported |
| Training and Education | 404 | Management approach GRI 103: Management approach | Building skills for life – p74 |
| | 404-1 | Average hours of training per year per employee | Not reported |
| | 404-2 | Programmes for upgrading employee skills and transition assistance programmes | Building skills for life – p74 |
| | 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 | Our people – p70 A place where you can be yourself – p71 |
| | 405-1 | Diversity of governance bodies and employees | Gender balance – p72 Diversity data – p114 |

| Topic | Number | Disclosure | Where to find relevant information in our Sustainability Report 2018/19 and other documents |
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| | 405-2 | Ratio of basic salary and remuneration of women to men | Gender pay gap report |
| Non-discrimination | 406 | Management approach GRI 103: Management approach | Our people – p70 A place where you can be yourself – p71 |
| | 406-1 | Incidents of discrimination and corrective actions taken | Not reported |
| Freedom of Association and Collective Bargaining | 407 | Management approach GRI 103: Management approach | Ethical sourcing – p62-66 Modern Slavery Act Transparency Statement 2018/19 |
| | 407-1 | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | Ethical sourcing – p62-66 Modern Slavery Act Transparency Statement 2018/19 |
| Child Labour | 408 | Management approach GRI 103: Management approach | Ethical sourcing – p62-66 Modern Slavery Act Transparency Statement 2018/19 |
| | 408-1 | Operations and suppliers at significant risk for incidents of child labour | Ethical sourcing – p62-66 Modern Slavery Act Transparency Statement 2018/19 |
| Forced or Compulsory Labour | 409 | Management approach GRI 103: Management approach | Ethical sourcing – p62-66 Modern Slavery Act Transparency Statement 2018/19 |
| | 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labour | Ethical sourcing – p62-66 Modern Slavery Act Transparency Statement 2018/19 |
| Human Rights Assessment | 412 | Management approach GRI 103: Management approach | Ethical sourcing – p62-66 Modern Slavery Act Transparency Statement 2018/19 |
| | 412-1 | Operations that have been subject to human rights reviews or impact assessments | Modern Slavery Act Transparency Statement 2018/19 |
| | 412-2 | Employee training on human rights policies or procedures | Modern Slavery Act Transparency Statement 2018/19 |
| | 412-3 | Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening | Ethical sourcing – p62-66 Modern Slavery Act Transparency Statement 2018/19 |
| Local Communities | 413 | Management approach GRI 103: Management approach | Community investment – p56-60 Roles and responsibilities – p79 |
| | 413-1 | Operations with local community engagement, impact assessments, and development programmes | Community investment – p56-60 Sustainable livelihoods in our supply chain – p68 |
| | 413-2 | Operations with significant actual and potential negative impacts on local communities | Not material |
| Supplier Social Assessment | 414 | Management approach GRI 103: Management approach | Ethical sourcing – p62-66 Modern Slavery Act Transparency Statement 2018/19 |

| Topic | Number | Disclosure | Where to find relevant information in our Sustainability Report 2018/19 and other documents |
|----------------------------|--------|---|--|
| | 414-1 | New suppliers that were screened using social criteria | Supplier ethical assessment and audit results – p65 Modern Slavery Act Transparency Statement 2018/19 |
| | 414-2 | Negative social impacts in the supply chain and actions taken | Ethical sourcing – p62-66 |
| Public Policy | 415 | Management approach GRI 103: Management approach | Public policy – p85 |
| | 415-1 | Political contributions | Public policy – p85 |
| Customer Health and Safety | 416 | Management approach GRI 103: Management approach | Our sustainable home product guidelines – p19 Removing harmful chemicals – p51 Roles and responsibilities – p79 |
| | 416-1 | Assessment of the health and safety impacts of product and service categories | Products for a healthier home and garden – p48-49 Removing harmful chemicals – p51 |
| | 416-2 | Incidents of non-compliance concerning the health and safety impacts of products and services | Not reported |
| Marketing and Labelling | 417 | Management approach GRI 103: Management approach | Not reported |
| | 417-1 | Requirements for product and service information and labelling | Not reported |
| | 417-2 | Incidents of non-compliance concerning product and service information and labelling | Not reported |
| | 417-3 | Incidents of non-compliance concerning marketing communications | Not reported |
| Customer Privacy | 418 | Management approach GRI 103: Management approach | Not reported |
| | 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | Not reported |
| Socioeconomic Compliance | 419 | Management approach GRI 103: Management approach | Roles and responsibilities – p79 |
| | 419-1 | Non-compliance with laws and regulations in the social and economic area | Fines and prosecutions – p 79 |