

Global Reporting Initiative Index

2021/22



About this document

Our Responsible Business Report references selected Global Reporting Initiative (GRI) Standards.

All page references are to our [Responsible Business Report 2021/22](#) unless stated.

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General disclosures

Topic	Number	Disclosure	Where to find the relevant information in our report
Organisational profile	102-1	Name of the organisation	Kingfisher plc
	102-2	Activities, brands, products, and services	About Kingfisher – page 2 Who we are What we do
	102-3	Location of headquarters	3 Sheldon Square, Paddington, London, W2 6PX, UK
	102-4	Location of operations	About Kingfisher – page 2
	102-5	Ownership and legal form	Shareholder information – Annual Report and Accounts – pages 188-189
	102-6	Markets served	About Kingfisher – page 2 Who we are
	102-7	Scale of the organisation	About Kingfisher – page 2 Who we are
	102-8	Information on employees and other workers	About Kingfisher – page 2 Colleagues – page 17
	102-9	Supply chain	Human rights and ethical sourcing – page 51 Modern Slavery Act Transparency Statement – Our supply chain and sourcing approach – page 4
	102-10	Significant changes to the organisation and its supply chain	Annual Report and Accounts – pages 6-17 Data Collection Methodology

Topic	Number	Disclosure	Where to find the relevant information in our report
Organisational profile	102-11	Precautionary Principle or approach	Removing harmful chemicals – page 40 Planet – pages 19-30
	102-12	External initiatives	Performance Data Appendix, UN Global Compact – pages 13-14 Performance Data Appendix, UN Sustainable Development Goals – pages 9-12 Performance Data Appendix, Sustainability Accounting Standards Board index – pages 15-16 Modern Slavery Act Transparency Statement – page 13
	102-13	Membership of associations	Examples included throughout our report – pages 10, 19, 20, 21, 30, 40, 58, 61 Public policy – page 56 Membership of trade associations – page 56 Modern Slavery Act Transparency Statement – page 13
Strategy	102-14	Statement from senior decision-maker	From our Chief Executive Officer – page 3
	102-15	Key impacts, risks, and opportunities	Annual Report and Accounts – Risks – pages 42-48 Annual Report and Accounts – Task Force on Climate-related Financial Disclosures (TCFD) Governance and risk management for climate change – pages 24-27 Our Responsible Business strategy – pages 5-6 Governance and engagement – page 60 Material issues – page 63 Modern Slavery Act Transparency Statement – page 7

Topic	Number	Disclosure	Where to find the relevant information in our report
Ethics and integrity	102-16	Values, principles, standards, and norms of behaviour	Our Code of Conduct Ethical Conduct – pages 53-54
	102-17	Mechanisms for advice and concerns about ethics	Clear whistleblowing procedures – page 53 Modern Slavery Act Transparency Statement – pages 5 and 11
Governance	102-18	Governance structure	Executive oversight – page 60 Governance of Responsible Business – page 5 Annual Report and Accounts – page 58
	102-19	Delegating authority	Executive oversight – page 60
	102-20	Executive-level responsibility for economic, environmental, and social topics	Executive oversight – page 60 Governance of Responsible Business – page 5
	102-21	Consulting stakeholders on economic, environmental, and social topics	Engaging our stakeholders – page 61
	102-22	Composition of the highest governance body and its committees	Annual Report and Accounts – pages 55-58
	102-23	Chair of the highest governance body	Annual Report and Accounts – page 55

Topic	Number	Disclosure	Where to find the relevant information in our report
Governance	102-24	Nominating and selecting the highest governance body	Annual Report and Accounts – page 68
	102-25	Conflicts of interest	Annual Report and Accounts – pages 89-90, 106
	102-26	Role of highest governance body in setting purpose, values, and strategy	Executive oversight – page 60 Governance of Responsible Business – page 5 Annual Report and Accounts – pages 29 and 58
	102-27	Collective knowledge of highest governance body	Governance and engagement – page 60
	102-28	Evaluating the highest governance body's performance	Annual Report and Accounts – pages 61
	102-29	Identifying and managing economic, environmental, and social impacts	Governance and engagement – page 60 Engaging our stakeholders – page 61
	102-30	Effectiveness of risk management processes	Annual Report and Accounts – pages 42-48 Executive oversight – page 60 Risk management – page 60

Topic	Number	Disclosure	Where to find the relevant information in our report
Governance	102-31	Review of economic, environmental, and social topics	Executive oversight – page 60
	102-32	Highest governance body's role in sustainability reporting	A member of our Responsible Business Committee, a committee of our Board, reviews and signs off our Responsible Business Report.
	102-33	Communicating critical concerns	Executive oversight – page 60
	102-34	Nature and total number of critical concerns	Not reported
	102-35	Remuneration policies	Annual Report and Accounts – pages 75-104
	102-36	Process for determining remuneration	Annual Report and Accounts – pages 75-104
	102-37	Stakeholders' involvement in remuneration	Annual Report and Accounts – pages 75-104
	102-38	Annual total compensation ratio	Annual Report and Accounts – page 98
	102-39	Percentage increase in annual total compensation ratio	Annual Report and Accounts – page 98

Topic	Number	Disclosure	Where to find the relevant information in our report
Stakeholder engagement	102-40	List of stakeholder groups	Engaging our stakeholders – page 61 Annual Report and Accounts – page 54
	102-41	Collective bargaining agreements	Not reported
	102-42	Identifying and selecting stakeholders	Engaging our stakeholders – page 61
	102-43	Approach to stakeholder engagement	Engaging our stakeholders – page 61 Public policy – page 56 Material issues – page 63 Examples included throughout our report – pages 10, 19, 20, 21, 30, 40, 55, 61
	102-44	Key topics and concerns raised	Colleague engagement – page 17 Engaging our stakeholders – page 61 Material issues – page 63
	Reporting practice	102-45	Entities included in the consolidated financial statements
102-46		Defining report content and topic boundaries	Material issues – page 63 Performance Data Appendix, About our data – page 3, Data tables – pages 18-35 Data Collection Methodology

Topic	Number	Disclosure	Where to find the relevant information in our report
Reporting practice	102-47	List of material topics	Material issues – page 63
	102-48	Restatements of information	Performance Data Appendix, About our data – page 3, Data tables – pages 18-35 Data Collection Methodology
	102-49	Changes in reporting	Performance Data Appendix, About our data – page 3, Data tables – pages 18-35 Data Collection Methodology
	102-50	Reporting period	1 February 2021 – 31 January 2022
	102-51	Date of most recent report	1 February 2020 – 31 January 2021
	102-52	Reporting cycle	Introduction – page 1 Performance Data Appendix, About our data – page 3
	102-53	Contact point for questions regarding the report	Contacts – page 66
	102-54	Claims of reporting in accordance with the GRI Standards	Performance Data Appendix, Reporting frameworks – page 3
	102-55	GRI content index	This index
102-56	External assurance	Independent assurance statement – pages 64-65 Performance Data Appendix - Independent assurance statement – pages 36-37	

Economic performance

Topic	Number	Disclosure	Where to find the relevant information in our report
Economic performance	201	Management approach GRI 103: Management approach	Annual Report and Accounts – pages 55-58
	201-1	Direct economic value generated and distributed	Annual Report and Accounts – pages 120-124
	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 24 -27
	201-3	Defined benefit plan obligations and other retirement plans	Annual Report and Accounts – pages 160-164 Pensions – page 57
Anti-corruption	205	Management approach GRI 103: Management approach	Ethical conduct – pages 53-54
	205-1	Operations assessed for risks related to corruption	Not reported
	205-2	Communication and training about anti-corruption policies and procedures	Ethical conduct – pages 53-54

Topic	Number	Disclosure	Where to find the relevant information in our report
Anti-corruption	205-3	Confirmed incidents of corruption and actions taken	Not reported
Tax	207	Management approach GRI 103: Management approach	Annual Report and Accounts – page 37
	207-1	Approach to tax	Tax governance and risk management – page 55
	207-2	Tax governance, control and risk management	Tax governance and risk management – page 55
	207-3	Stakeholder engagement and management of concerns related to tax	Tax governance and risk management – page 55
	207-4	Country by country reporting	Not currently reported.

Environmental performance

Topic	Number	Disclosure	Where to find the relevant information in our report	
Materials	301	Management approach	Executive oversight – page 60 Forest Positive – pages 20-21	
		GRI 103: Management approach	Responsible sourcing of leather – page 21 High-quality compost without the peat – page 29 Sustainable Home Products – pages 31-36 Sustainable packaging – page 38	
		301-1	Materials used by weight or volume	Not reported
		301-2	Recycled input materials used	Wood and paper – page 20 Sustainable Home Products – page 33 Spotlight – page 37 Sustainable packaging – pages 38-39 Reducing waste by reusing resources – page 52
301-3	Reclaimed products and their packaging materials	Not reported		
Energy	302	Management approach	Annual Report and Accounts – Task Force on Climate-related Financial Disclosures (TCFD) Governance and risk management for climate change – pages 24 -27 Committed to net-zero by 2040 – pages 23-27 Executive oversight – page 60	
		GRI 103: Management approach	Committed to net-zero by 2040 – pages 23-27	
	302-1	Energy consumption within the organisation	Committed to net-zero by 2040 – pages 23-27	

Topic	Number	Disclosure	Where to find the relevant information in our report
Energy	302-2	Energy consumption outside of the organisation	Fleet, product and supply chain emissions – page 27 Performance Data Appendix, Haulage data – page 25
		302-3	Energy intensity
	302-4	Reduction of energy consumption	Energy efficiency investment – pages 22-25 Performance Data Appendix, Energy use – page 26
	302-5	Reductions in energy requirements of products and services	Sustainable Home Products – pages 33-36 Cutting carbon from energy-using products – page 27 Performance Data Appendix – Customer energy use through our products, services and advice – page 29
	Biodiversity	304	Management approach
GRI 103: Management approach			High-quality compost without the peat – page 29
	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not material

Topic	Number	Disclosure	Where to find the relevant information in our report
Biodiversity	304-2	Significant impacts of activities, products, and services on biodiversity	Forest Positive – pages 20-21 High-quality compost without the peat – page 29
	304-3	Habitats protected or restored	Forest Positive – pages 20-21
	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 24 -27 Committed to net-zero by 2040 – pages 23-27 Executive oversight – page 60
	305-1	Direct (Scope 1) GHG emissions	Our carbon emissions (scope 1 and 2) – page 25 Performance Data Appendix – pages 22-26
	305-2	Energy indirect (Scope 2) GHG emissions	Our carbon emissions (scope 1 and 2) – page 25 Performance Data Appendix – pages 22-26
	305-3	Other indirect (Scope 3) GHG emissions	Our scope 3 emissions – page 27 Performance Data Appendix – pages 22-26
	305-4	GHG emissions intensity	Performance Data Appendix – page 22
	305-5	Reduction of GHG emissions	Committed to net-zero by 2040 – pages 23-27

Topic	Number	Disclosure	Where to find the relevant information in our report
	305-6	Emissions of ozone-depleting substances (ODS)	Not reported
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Not reported
Waste	306	Management approach GRI 103: Management approach	Executive oversight – page 60
	306-1	Waste generation and significant waste-related impacts	Waste and recycling – page 52
	306-2	Management of significant waste-related impacts	Waste and recycling – page 52
	306-3	Waste generated	Waste and recycling – page 52 Performance Data Appendix – page 35
	306-4	Waste diverted from disposal	Waste and recycling – page 52 Performance Data Appendix – page 35
	306-5	Waste directed to disposal	Waste and recycling – page 52 Performance Data Appendix – page 35

Topic	Number	Disclosure	Where to find the relevant information in our report
Environmental Compliance	307	Management approach GRI 103: Management approach	Executive oversight – page 60 Annual Report and Accounts – Task Force on Climate-related Financial Disclosures (TCFD) Governance and risk management for climate change – pages 24 -27
	307-1	Non-compliance with environmental laws and regulations	Fines and prosecutions – page 60 Performance Data Appendix – page 8
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 , Ethical audit – pages 8-10
	308-2	Negative environmental impacts in the supply chain and actions taken	Forest Positive – pages 20-21 Responsible sourcing of leather – page 21 High-quality compost without the peat – page 29 Sustainable Home Products – pages 31-36 Sustainable packaging – page 38 Removing harmful chemicals – page 40

Social performance

Topic	Number	Disclosure	Where to find the relevant information in our report
Employment	401	Management approach	Executive oversight – page 60
		GRI 103: Management approach	Colleagues – pages 10-11
	401-1	New employee hires and employee turnover	About our workforce – page 17
	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 50
		GRI 103: Management approach	
	403-1	Occupational health and safety management system	Safety at work – page 50
	403-2	Hazard identification, risk assessment, and incident investigation	Safety at work – page 50
	403-3	Occupational health services	Helping colleagues stay fit and well – page 18 Operating safely during the pandemic – page 50
403-4	Worker participation, consultation, and communication on occupational health and safety	Not reported	

Topic	Number	Disclosure	Where to find the relevant information in our report
Occupational Health and Safety	403-5	Worker training on occupational health and safety	Helping colleagues stay fit and well – page 18
		Promotion of worker health	Helping colleagues stay fit and well – page 18 Operating safely during the pandemic – page 50
	403-6	Promotion of worker health	Helping colleagues stay fit and well – page 18 Operating safely during the pandemic – page 50
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Safety at work – page 50
	403-8	Workers covered by an occupational health and safety management system	Safety at work – page 50
	403-9	Work-related injuries	Safety at work – page 50 Performance Data Appendix – page 32
	403-10	Work-related ill health	Not reported
Training and Education	404	Management approach	Building skills for life – page 15
		GRI 103: Management approach	
	404-1	Average hours of training per year per employee	Performance Data Appendix – page 19
	404-2	Programmes for upgrading employee skills and transition assistance programmes	Building skills for life – pages 15-17

Topic	Number	Disclosure	Where to find the relevant information in our report
Training and Education	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 – page 9-11
	405-1	Diversity of governance bodies and employees	Gender balance – page 14 Performance Data Appendix – page 18
	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	Colleagues – pages 9-11
	406-1	Incidents of discrimination and corrective actions taken	There were no monetary losses due to legal proceedings associated with employment discrimination during 2021/22.
Freedom of Association and Collective Bargaining	407	Management approach GRI 103: Management approach	Human rights and ethical sourcing – page 51 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	Human rights and ethical sourcing – page 51 Modern Slavery Act Transparency Statement – pages 4 and 7

Topic	Number	Disclosure	Where to find the relevant information in our report
Child Labour	408	Management approach GRI 103: Management approach	Human rights and ethical sourcing – pages 51 Modern Slavery Act Transparency Statement
	408-1	Operations and suppliers at significant risk for incidents of child labour	Human rights and ethical sourcing – page 51 Modern Slavery Act Transparency Statement
Forced or Compulsory Labour	409	Management approach GRI 103: Management approach	Human rights and ethical sourcing – page 51 Modern Slavery Act Transparency Statement
	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Human rights and ethical sourcing – page 51 Modern Slavery Act Transparency Statement
Human Rights Assessment	412	Management approach GRI 103: Management approach	Human rights and ethical sourcing – page 51 Modern Slavery Act Transparency Statement
	412-1	Operations that have been subject to human rights reviews or impact assessments	Modern Slavery Act Transparency Statement – pages 4-10
	412-2	Employee training on human rights policies or procedures	Modern Slavery Act Transparency Statement – page 6
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Applying our standards to new partnerships and acquisitions – page 54 Modern Slavery Act Transparency Statement – page 7

Topic	Number	Disclosure	Where to find the relevant information in our report
Local Communities	413	Management approach	Communities – page 43
		GRI 103: Management approach	Executive oversight – page 60
	413-1	Operations with local community engagement, impact assessments, and development programmes	Communities – pages 42-48
	413-2	Operations with significant actual and potential negative impacts on local communities	Not material
Supplier Social Assessment	414	Management approach	Human rights and ethical sourcing – page 51
		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 8-10
	414-2	Negative social impacts in the supply chain and actions taken	Human rights and ethical sourcing – page 51 Modern Slavery Act Transparency Statement – page 10
Public Policy	415	Management approach	Public policy – page 56
		GRI 103: Management approach	
	415-1	Political contributions	Public policy – page 56

Topic	Number	Disclosure	Where to find the relevant information in our report
Customer Health and Safety	416	Management approach	Our Sustainable Home Products – pages 31-36
		GRI 103: Management approach	Removing harmful chemicals – page 35 Executive oversight – page 60
	416-1	Assessment of the health and safety impacts of product and service categories	Our Sustainable Home Products – pages 31-36 Removing harmful chemicals – page 40
	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 58-59
		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 59
Socioeconomic Compliance	419	Management approach	Executive oversight – page 60
		GRI 103: Management approach	
	419-1	Non-compliance with laws and regulations in the social and economic area	Fines and prosecutions – page 60

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 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

Kingfisher



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