



# Global Reporting Initiative Index

2020/21



## About this document

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

All page references are to our [Responsible Business Report 2020/21](#) unless otherwise stated.

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# General Disclosures

Topic	Number	Disclosure	Where to find relevant information
<b>Organisational profile</b>	<b>102-1</b>	Name of the organisation	Kingfisher plc
	<b>102-2</b>	Activities, brands, products, and services	About Kingfisher – page 2  Who we are
	<b>102-3</b>	Location of headquarters	3 Sheldon Square, Paddington, London, W2 6PX, UK
	<b>102-4</b>	Location of operations	About Kingfisher – page 2
	<b>102-5</b>	Ownership and legal form	Annual Report and Accounts – pages 181-182
	<b>102-6</b>	Markets served	About Kingfisher – page 2
	<b>102-7</b>	Scale of the organisation	About Kingfisher – page 2
	<b>102-8</b>	Information on employees and other workers	About Kingfisher – page 2  Colleagues – page 16
	<b>102-9</b>	Supply chain	Human rights and ethical sourcing – page 47  Modern Slavery Act Transparency Statement - Our supply chain – page 5
	<b>102-10</b>	Significant changes to the organisation and its supply chain	Annual Report and Accounts – pages 6-14  Data collection methodology – page 2  Performance data appendix – page 3
	<b>102-11</b>	Precautionary Principle or approach	Chemicals – page 35  Planet – pages 17-26  Reducing impacts from plastic – page 36

Topic	Number	Disclosure	Where to find relevant information
<b>Organisational profile</b>	<b>102-12</b>	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 16-17  Modern Slavery Act Transparency Statement – page 12
	<b>102-13</b>	Membership of associations	Examples included throughout our report – pages 12, 17, 19, 21, 22, 23, 35, 36, 47, and 60  Public policy – page 55  Membership of trade associations – page 55
	<b>102-14</b>	Statement from senior decision-maker	From our Chief Executive Officer – page 3
<b>Strategy</b>	<b>102-15</b>	Key impacts, risks, and opportunities	Annual Report and Accounts – pages 40-46  Our Responsible Business strategy – pages 7-8  Governance and engagement – page 57  Material issues – page 61  Performance data appendix, Task Force on Climate-related Financial Disclosures (TCFD) Governance and risk management for climate change – page 15  Modern Slavery Act Transparency Statement – page 8

Topic	Number	Disclosure	Where to find relevant information
<b>Ethics and integrity</b>	<b>102-16</b>	Values, principles, standards, and norms of behaviour	<a href="#">Our Code of Conduct</a> Ethical conduct – page 51
	<b>102-17</b>	Mechanisms for advice and concerns about ethics	Raising concerns and whistleblowing procedures – page 51 <a href="#">Modern Slavery Act Transparency Statement</a> – page 7
<b>Governance</b>	<b>102-18</b>	Governance structure	Executive oversight – page 57 Responsible Business governance – page 7 <a href="#">Annual Report and Accounts</a> – page 57
	<b>102-19</b>	Delegating authority	Executive oversight – page 57
	<b>102-20</b>	Executive-level responsibility for economic, environmental, and social topics	Executive oversight – page 57 Responsible Business governance – page 7
	<b>102-21</b>	Consulting stakeholders on economic, environmental, and social topics	Engaging our stakeholders – page 59
	<b>102-22</b>	Composition of the highest governance body and its committees	<a href="#">Annual Report and Accounts</a> – pages 52-54, and 57
	<b>102-23</b>	Chair of the highest governance body	<a href="#">Annual Report and Accounts</a> – page 52

Topic	Number	Disclosure	Where to find relevant information
<b>Governance</b>	<b>102-24</b>	Nominating and selecting the highest governance body	<a href="#">Annual Report and Accounts</a> – page 55
	<b>102-25</b>	Conflicts of interest	<a href="#">Annual Report and Accounts</a> – pages 50, 100, and 109
	<b>102-26</b>	Role of highest governance body in setting purpose, values, and strategy	Executive oversight – page 57
			Responsible Business governance – page 7 <a href="#">Annual Report and Accounts</a> – pages 55, 59 and 61
	<b>102-27</b>	Collective knowledge of highest governance body	Governance and engagement – page 57
	<b>102-28</b>	Evaluating the highest governance body's performance	<a href="#">Annual Report and Accounts</a> – pages 60-61
	<b>102-29</b>	Identifying and managing economic, environmental, and social impacts	Governance and engagement – page 57
			Engaging our stakeholders – page 59
	<b>102-30</b>	Effectiveness of risk management processes	<a href="#">Annual Report and Accounts</a> – pages 40, 76-81, and 135 Executive oversight – page 57 Risk management – page 58

Topic	Number	Disclosure	Where to find relevant information
<b>Governance</b>	<b>102-31</b>	Review of economic, environmental, and social topics	Executive oversight – page 57
	<b>102-32</b>	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 Sustainability Report.
	<b>102-33</b>	Communicating critical concerns	Executive oversight – page 57
	<b>102-34</b>	Nature and total number of critical concerns	Not reported
	<b>102-35</b>	Remuneration policies	<a href="#">Annual Report and Accounts</a> – pages 82-107
	<b>102-36</b>	Process for determining remuneration	<a href="#">Annual Report and Accounts</a> – pages 82-107
	<b>102-37</b>	Stakeholders' involvement in remuneration	<a href="#">Annual Report and Accounts</a> – pages 82-107
	<b>102-38</b>	Annual total compensation ratio	<a href="#">Annual Report and Accounts</a> – page 102
	<b>102-39</b>	Percentage increase in annual total compensation ratio	<a href="#">Annual Report and Accounts</a> – page 102

Topic	Number	Disclosure	Where to find relevant information
<b>Stakeholder engagement</b>	<b>102-40</b>	List of stakeholder groups	Engaging our stakeholders – page 59 <a href="#">Annual Report and Accounts</a> – pages 63-69
	<b>102-41</b>	Collective bargaining agreements	Not reported
	<b>102-42</b>	Identifying and selecting stakeholders	Engaging our stakeholders – page 59
	<b>102-43</b>	Approach to stakeholder engagement	Engaging our stakeholders – page 59
			Public policy – page 55  Material issues – page 61  Engagement, advocacy and partnership examples – pages 12, 17, 19, 21, 22, 23, 35, 36, 47, and 49
	<b>102-44</b>	Key topics and concerns raised	Talking with our colleagues – page 16
			Engaging our stakeholders – page 59  Material issues – page 61

Topic	Number	Disclosure	Where to find relevant information
<b>Reporting practice</b>	<b>102-45</b>	Entities included in the consolidated financial statements	About Kingfisher – page 2 <a href="#">Performance data appendix</a> , About our data – page 3, data tables – pages 18-36  Data collection methodology – page 2
	<b>102-46</b>	Defining report content and topic Boundaries	Material issues – page 61  <a href="#">Performance data appendix</a> , About our data – page 3, data tables – pages 18-36  Data collection methodology – page 2
	<b>102-47</b>	List of material topics	Material issues – page 61
	<b>102-48</b>	Restatements of information	<a href="#">Performance data appendix</a> , About our data – page 3, data tables – pages 18-36  Data collection methodology – page 2
	<b>102-49</b>	Changes in reporting	<a href="#">Performance data appendix</a> , About our data – page 3, data tables – pages 18-36  Data collection methodology – page 2
	<b>102-50</b>	Reporting period	1 February 2020 – 31 January 2021
	<b>102-51</b>	Date of most recent report	1 February 2019 – 31 January 2020
	<b>102-52</b>	Reporting cycle	Introduction – page 1  <a href="#">Performance data appendix</a> , About our data – page 3
	<b>102-53</b>	Contact point for questions regarding the report	Contacts – page 64

Topic	Number	Disclosure	Where to find relevant information
<b>Reporting practice</b>	<b>102-54</b>	Claims of reporting in accordance with the GRI Standards	<a href="#">Performance data appendix</a> , Reporting frameworks – page 3
	<b>102-55</b>	GRI content index	This index
	<b>102-56</b>	External assurance	Independent assurance statement – pages 62-63  <a href="#">Performance data appendix</a> , Independent assurance statement – pages 37-38

# Economic Performance

Topic	Number	Disclosure	Where to find relevant information
<b>Economic performance</b>	<b>201</b>	Management approach  GRI 103: Management approach	<u>Annual Report and Accounts</u> – pages 52-53
	<b>201-1</b>	Direct economic value generated and distributed	<u>Annual Report and Accounts</u> – page 124
	<b>201-2</b>	Financial implications and other risks and opportunities due to climate change	<u>Annual Report and Accounts</u> – page 27  <u>Performance data appendix</u> , Task Force on Climate-related Financial Disclosures (TCFD) Governance and risk management for climate change – page 15
	<b>201-3</b>	Defined benefit plan obligations and other retirement plans	<u>Annual Report and Accounts</u> – pages 158-161  Pensions – page 56
<b>Anti-corruption</b>	<b>205</b>	Management approach  GRI 103: Management approach	Ethical conduct – page 51
	<b>205-1</b>	Operations assessed for risks related to corruption	Not reported
	<b>205-2</b>	Communication and training about anti-corruption policies and procedures	Ethical conduct – page 51
	<b>205-3</b>	Confirmed incidents of corruption and actions taken	Not reported

Topic	Number	Disclosure	Where to find relevant information
<b>Tax</b>	<b>207</b>	Management approach  GRI 103: Management approach	<u>Annual Report and Accounts</u> – page 35
	<b>207-1</b>	Approach to tax	Tax governance and risk management – page 54
	<b>207-2</b>	Tax governance, control and risk management	Tax governance and risk management – page 54
	<b>207-3</b>	Stakeholder engagement and management of concerns related to tax	Tax governance and risk management – page 54
	<b>207-4</b>	Country by country reporting	Not currently reported

# Environmental Performance

Topic	Number	Disclosure	Where to find relevant information
<b>Materials</b>	<b>301</b>	Management approach	Executive oversight – page 57
			Becoming Forest Positive – pages 18-20
		GRI 103: Management approach	Engaging suppliers in the leather supply chain – page 21
			Towards peat-free gardening – page 26
			Reducing impacts from plastic – page 36
			Designing more sustainable packaging – page 37
	<b>301-1</b>	Materials used by weight or volume	Not reported
	<b>301-2</b>	Recycled input materials used	Wood and paper – page 20
			Reducing impacts from plastic – page 36
			Designing more sustainable packaging – page 37
	<b>301-3</b>	Reclaimed products and their packaging materials	Not reported
<b>Energy</b>	<b>302</b>	Management approach	Performance data appendix, Task Force on Climate-related Financial Disclosures (TCFD) Governance and risk management for climate change – page 15
		GRI 103: Management approach	Committed to ambitious climate change target – pages 22-25
			Executive oversight – page 57

Topic	Number	Disclosure	Where to find relevant information
<b>Energy</b>	<b>302-1</b>	Energy consumption within the organisation	Committed to ambitious climate change targets – pages 22-25
	<b>302-2</b>	Energy consumption outside of the organisation	Lower impact transport – page 24
			Performance data appendix, Haulage data – page 26
	<b>302-3</b>	Energy intensity	Committed to ambitious climate change targets – pages 22-25
			Performance data appendix, Energy use – page 27
	<b>302-4</b>	Reduction of energy consumption	Committed to ambitious climate change targets – pages 22-25
			Performance data appendix, Energy use – page 27
	<b>302-5</b>	Reductions in energy requirements of products and services	Our Sustainable Home Products principles – page 29
			Energy saving products – page 31
			Reducing emissions from use of our products – page 24
			Performance data appendix, Reduction in customer energy use through our products, services and advice – page 30
<b>Biodiversity</b>	<b>304</b>	Management approach	Executive oversight – page 57
			Becoming Forest Positive – pages 18-20
		GRI 103: Management approach	Towards peat-free gardening – page 26

Topic	Number	Disclosure	Where to find relevant information
<b>Biodiversity</b>	<b>304-1</b>	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not material
	<b>304-2</b>	Significant impacts of activities, products, and services on biodiversity	Becoming Forest Positive – pages 18-20 Towards peat-free gardening – page 26
	<b>304-3</b>	Habitats protected or restored	Becoming Forest Positive – pages 18-20
	<b>304-4</b>	IUCN Red List species	Not material
<b>Emissions</b>	<b>305</b>	Management approach  GRI 103: Management approach	<u>Performance data appendix</u> , Task Force on Climate-related Financial Disclosures (TCFD) Governance and risk management for climate change – page 15  Committed to ambitious climate change targets – pages 22-25  Executive oversight – page 57
	<b>305-1</b>	Direct (Scope 1) GHG emissions	Our carbon emissions (scope 1 and 2) – page 22  <u>Performance data appendix</u> – pages 23-27
	<b>305-2</b>	Energy indirect (Scope 2) GHG emissions	Our carbon emissions (scope 1 and 2) – page 22  <u>Performance data appendix</u> – pages 23-27

Topic	Number	Disclosure	Where to find relevant information
<b>Emissions</b>	<b>305-3</b>	Other indirect (Scope 3) GHG emissions	Our scope 3 emissions – page 25  <u>Performance data appendix</u> – pages 23-27
	<b>305-4</b>	GHG emissions intensity	<u>Performance data appendix</u> – page 23
	<b>305-5</b>	Reduction of GHG emissions	Committed to ambitious climate change targets – pages 22-25
	<b>305-6</b>	Emissions of ozone-depleting substances (ODS)	Not reported
	<b>305-7</b>	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Not reported
<b>Waste</b>	<b>306</b>	Management approach  GRI 103: Management approach	Executive oversight – page 57
	<b>306-1</b>	Waste generation and significant waste-related impacts	Waste and recycling – page 50
	<b>306-2</b>	Management of significant waste-related impacts	Waste and recycling – page 50
	<b>306-3</b>	Waste generated	Waste and recycling – page 50  <u>Performance data appendix</u> – page 36
	<b>306-4</b>	Waste diverted from disposal	Waste and recycling – page 50  <u>Performance data appendix</u> – page 36

Topic	Number	Disclosure	Where to find relevant information
Waste	306-5	Waste directed to disposal	Waste and recycling – page 50  Performance data appendix – page 36
Environmental Compliance	307	Management approach	Executive oversight – page 57  Performance data appendix, Task Force on Climate-related Financial Disclosures (TCFD) Governance and risk management for climate change – page 15
	307-1	Non-compliance with environmental laws and regulations	Fines and prosecutions – page 58  Performance data appendix – page 8
Supplier Environmental Assessment	308	Management approach	Modern Slavery Act Transparency Statement, Company policies – page 6
		GRI 103: Management approach	
	308-1	New suppliers that were screened using environmental criteria	Monitoring compliance through audit results – page 48
	308-2	Negative environmental impacts in the supply chain and actions taken	Becoming Forest Positive – pages 18–20
			Engaging suppliers in the leather supply chain – page 21
			Towards peat-free gardening – page 26
			Reducing impacts from plastic – page 36
			Designing more sustainable packaging – page 37
			Removing harmful chemicals – page 35

# Social Performance

Topic	Number	Disclosure	Where to find relevant information
<b>Employment</b>	<b>401</b>	Management approach  GRI 103: Management approach	Executive oversight – page 57  Colleagues – page 9
	<b>401-1</b>	New employee hires and employee turnover	About our workforce – page 16
	<b>401-2</b>	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Not reported
	<b>401-3</b>	Parental leave	Not reported
<b>Occupational Health and Safety</b>	<b>403</b>	Management approach  GRI 103: Management approach	Safety at work – page 46
	<b>403-1</b>	Occupational health and safety management system	Safety at work – page 46
	<b>403-2</b>	Hazard identification, risk assessment, and incident investigation	Safety at work – page 46
	<b>403-3</b>	Occupational health services	Supporting wellbeing – page 15  Operating safely during the pandemic – page 46

Topic	Number	Disclosure	Where to find relevant information
<b>Occupational Health and Safety</b>	<b>403-4</b>	Worker participation, consultation, and communication on occupational health and safety	Not reported
	<b>403-5</b>	Worker training on occupational health and safety	Supporting wellbeing – page 15
	<b>403-6</b>	Promotion of worker health	Supporting wellbeing – page 15
			Operating safely during the pandemic – page 46
	<b>405-7</b>	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Safety at work – page 46
	<b>403-8</b>	Workers covered by an occupational health and safety management system	Safety at work – page 46
	<b>403-9</b>	Work-related injuries	Safety at work – page 46
	<b>403-10</b>	Work-related ill health	Not reported

Topic	Number	Disclosure	Where to find relevant information
<b>Training and Education</b>	<b>404</b>	Management approach  GRI 103: Management approach	Learning and development – page 14
	<b>404-1</b>	Average hours of training per year per employee	<a href="#">Performance data appendix</a> – page 20
	<b>404-2</b>	Programmes for upgrading employee skills and transition assistance programmes	Learning and development – page 14
	<b>404-3</b>	Percentage of employees receiving regular performance and career development reviews	Not reported
<b>Diversity and Equal Opportunity</b>	<b>405</b>	Management approach  GRI 103: Management approach	Colleagues – pages 9-11
	<b>405-1</b>	Diversity of governance bodies and employees	Gender balance – page 13 <a href="#">Performance data appendix</a> – page 19
	<b>405-2</b>	Ratio of basic salary and remuneration of women to men	<a href="#">Gender pay gap report</a>

Topic	Number	Disclosure	Where to find relevant information
<b>Non-discrimination</b>	<b>406</b>	Management approach  GRI 103: Management approach	Colleagues – pages 9-11
	<b>406-1</b>	Incidents of discrimination and corrective actions taken	There were no monetary losses due to legal proceedings associated with employment discrimination during 2020/21.  <a href="#">Performance data appendix</a> – page 17
<b>Freedom of Association and Collective Bargaining</b>	<b>407</b>	Management approach  GRI 103: Management approach	Human rights and ethical sourcing – pages 47-49  <a href="#">Modern Slavery Act Transparency Statement</a> – page 6
	<b>407-1</b>	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human rights and ethical sourcing – pages 47-49  <a href="#">Modern Slavery Act Transparency Statement</a> – pages 8-9
<b>Child Labour</b>	<b>408</b>	Management approach  GRI 103: Management approach	Human rights and ethical sourcing – pages 47-49  <a href="#">Modern Slavery Act Transparency Statement</a> – page 6
	<b>408-1</b>	Operations and suppliers at significant risk for incidents of child labour	Human rights and ethical sourcing – pages 47-49  <a href="#">Modern Slavery Act Transparency Statement</a> – pages 8-9, and 13-15

Topic	Number	Disclosure	Where to find relevant information
<b>Forced or Compulsory Labour</b>	<b>409</b>	Management approach  GRI 103: Management approach	Human rights and ethical sourcing – pages 47–49  <a href="#">Modern Slavery Act Transparency Statement</a> – page 6
	<b>409-1</b>	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Human rights and ethical sourcing – pages 47–49  <a href="#">Modern Slavery Act Transparency Statement</a> – pages 8–9, and 13–14
<b>Human Rights Assessment</b>	<b>412</b>	Management approach  GRI 103: Management approach	Human rights and ethical sourcing – pages 47–49  <a href="#">Modern Slavery Act Transparency Statement</a> – page 8
	<b>412-1</b>	Operations that have been subject to human rights reviews or impact assessments	<a href="#">Modern Slavery Act Transparency Statement</a> – pages 10 and 13–14
	<b>412-2</b>	Employee training on human rights policies or procedures	<a href="#">Modern Slavery Act Transparency Statement</a> – page 7
	<b>412-3</b>	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Human rights and ethical sourcing – pages 47–49  <a href="#">Modern Slavery Act Transparency Statement</a> – pages 6, 7 and 9

Topic	Number	Disclosure	Where to find relevant information
<b>Local Communities</b>	<b>413</b>	Management approach  GRI 103: Management approach	Communities – pages 38–44  Executive oversight – page 57
	<b>413-1</b>	Operations with local community engagement, impact assessments, and development programmes	Communities – pages 38–44
<b>Supplier Social Assessment</b>	<b>413-2</b>	Operations with significant actual and potential negative impacts on local communities	Not material
	<b>414</b>	Management approach  GRI 103: Management approach	Human rights and ethical sourcing – pages 47–49  <a href="#">Modern Slavery Act Transparency Statement</a> – pages 8 and 11
	<b>414-1</b>	New suppliers that were screened using social criteria	Ethical audits – pages 48–49  <a href="#">Modern Slavery Act Transparency Statement</a> – pages 10, 11 and 13–14
	<b>414-2</b>	Negative social impacts in the supply chain and actions taken	Human rights and ethical sourcing – pages 47–49  <a href="#">Modern Slavery Act Transparency Statement</a> – pages 13–15

Topic	Number	Disclosure	Where to find relevant information
<b>Public Policy</b>	<b>415</b>	Management approach	Public policy – page 55
		GRI 103: Management approach	
	<b>415-1</b>	Political contributions	Public policy – page 55
<b>Customer Health and Safety</b>	<b>416</b>	Management approach	Our Sustainable Home Products – pages 28-29
			Removing harmful chemicals – page 35
		GRI 103: Management approach	Executive oversight – page 57
	<b>416-1</b>	Assessment of the health and safety impacts of product and service categories	Health and wellbeing products – page 30
			Removing harmful chemicals – page 35
	<b>416-2</b>	Incidents of non-compliance concerning the health and safety impacts of products and services	Not reported

Topic	Number	Disclosure	Where to find relevant information
<b>Customer Privacy</b>	<b>418</b>	Management approach	Cyber security and data protection – pages 52-53
		GRI 103: Management approach	
	<b>418-1</b>	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 53
<b>Socioeconomic Compliance</b>	<b>419</b>	Management approach	Executive oversight – page 57
		GRI 103: Management approach	
	<b>419-1</b>	Non-compliance with laws and regulations in the social and economic area	Fines and prosecutions – page 58

## Read more

Our Responsible Business website  
[www.kingfisher.com/responsible-business](http://www.kingfisher.com/responsible-business)

Annual Report and Accounts  
[www.kingfisher.com/annualreport](http://www.kingfisher.com/annualreport)

Our Responsible Business report  
[www.kingfisher.com/responsible-business-report](http://www.kingfisher.com/responsible-business-report)

Our Performance Data Appendix  
[www.kingfisher.com/dataappendix](http://www.kingfisher.com/dataappendix)

Our Responsible Business data collection methodology  
[www.kingfisher.com/datamethodology](http://www.kingfisher.com/datamethodology)

Our Sustainable Home Product guidelines  
[www.kingfisher.com/shpguidelines](http://www.kingfisher.com/shpguidelines)

## Contacts

What do you think about our performance?  
We'd love to hear your views on Responsible Business  
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SCREWFIX

