

Global Reporting Initiative Index

2024/25

Kingsher



Statement of use

This document explains our methodology for collecting and calculating data that is reported in our annual Responsible Business Report; additional notes on the scope of our data are included in the Performance Data Appendix of our Responsible Business Report (both are available to download at kingfisher.com/responsible-business).

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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 One Paddington Square, London, W2 1GG, UK About Kingfisher – page 2 Shareholder information – Annual Report and Accounts – pages 203-204
	2-2	Entities included in the organisation's sustainability reporting	Performance Data Appendix , About our data – page 4, data tables – pages 20-36 Data Collection Methodology
	2-3	Reporting period, frequency and contact point	Reporting period: 1 February 2024 – 31 January 2025 Introduction – page 1 Performance Data Appendix , About our data – page 4 Report publication date: 26 June 2025 Contacts – back cover
	2-4	Restatements of information	Performance Data Appendix , data tables – pages 20-36 Data Collection Methodology
	2-5	External assurance	Independent assurance statement – pages 43-44 Performance Data Appendix , Independent assurance statement – pages 37-38

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 37 Who we are What we do Annual Report and Accounts – Our business model – pages 14-15 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 Performance Data Appendix , Colleagues – page 20 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	Board-level and executive oversight – page 40	
			Governance of Responsible Business – page 6	
			Annual Report and Accounts , Our governance structure – page 70	
				Annual Report and Accounts , Board of Directors – pages 72-73
	2-10	Nomination and selection of the highest governance body	Annual Report and Accounts , Nomination Committee – pages 77-80	
	2-11	Chair of the highest governance body	Annual Report and Accounts – page 72	
2-12	Role of the highest governance body in overseeing the management of impacts	Board-level and executive oversight – page 40		
		Governance of Responsible Business – page 6		
		Governance and risk management – page 40		
		Engaging our stakeholders – page 41		
		Performance Data Appendix , Materiality assessment – page 3		
		Annual Report and Accounts – pages 19-24 and 70, Risks – pages 60-65		
2-13	Delegation of responsibility for managing impacts	Board-level and executive oversight – page 40		
		Governance of Responsible Business – page 6		
		Terms of references		
2-14	Role of the highest governance body in sustainability reporting	Board Committee approves our Responsible Business Report.		

GRI Standard Title	#	Disclosure Name	Location in reporting
3. Governance (continued)	2-15	Conflicts of interest	Annual Report and Accounts – pages 109 and 121
	2-16	Communication of critical concerns	Ethical conduct – page 39
			Data not reported
	2-17	Collective knowledge of the highest governance body	Governance and risk management – page 40
			Annual Report and Accounts – pages 74 and 81
	2-18	Evaluation of the performance of the highest governance body	Annual Report and Accounts – page 76
2-19	Remuneration policies	Annual Report and Accounts – pages 88-119	
2-20	Process to determine remuneration	Annual Report and Accounts – pages 88-119	
2-21	Annual total compensation ratio	Annual Report and Accounts – page 112	
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 39			
Chemicals – page 28			
		Planet – pages 14-21	
		Modern Slavery Act Transparency Statement , Policies – page 6	

GRI Standard Title	#	Disclosure Name	Location in reporting
4. Strategy, policies and practices (continued)	2-24	Embedding policy commitments	Governance and risk management – page 40 Modern Slavery Act Transparency Statement – pages 4-6
	2-25	Processes to remediate negative impacts	Our Code of Conduct Clear whistleblowing procedures – page 39 Modern Slavery Act Transparency Statement – pages 13-16
	2-26	Mechanisms for seeking advice and raising concerns	Clear whistleblowing procedures – page 39 Modern Slavery Act Transparency Statement – page 21
	2-27	Compliance with laws and regulations	Performance Data Appendix – page 8
	2-28	Membership associations	Examples included throughout our report – pages 4, 14, 19, 20, 21, 28, and 42 Public policy – page 42 Modern Slavery Act Transparency Statement – pages 23-25

GRI Standard Title	#	Disclosure Name	Location in reporting
5. Stakeholder engagement	2-29	Approach to stakeholder engagement	Engaging our stakeholders – page 41 Public policy – page 42 Performance Data Appendix , Materiality assessment – page 3 Examples of engagement included throughout our report – pages 13, 14, 19, 23, 33, 37, 41 and 42 Annual Report and Accounts – pages 19-24
			2-30

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	<p>Performance Data Appendix, Materiality assessment – page 3</p> <p>Performance Data Appendix, About our data – page 4, data tables – pages 20-36</p> <p>Data Collection Methodology</p>
	3-2	List of material topics	<p>Performance Data Appendix, Materiality assessment – page 3</p> <p>Performance Data Appendix, About our data – page 4, data tables – pages 20-36</p> <p>Data Collection Methodology</p>
	3-3	Management of material topics	<p>Governance and risk management – page 40</p> <p>Annual Report and Accounts – pages 25-29, 60-65 and 70-76, Task Force on Climate-related Financial Disclosures (TCFD) Governance and risk management for climate change – pages 30-46</p> <p>Modern Slavery Act Transparency Statement – pages 4-9</p> <p>Our Code of Conduct</p> <p>Our policies</p>

Economic topics

GRI Standard Title	#	Disclosure Name	Location in reporting
Economic performance	201	Management approach GRI 103: Management approach	Annual Report and Accounts – pages 6-7 and 70-73 Governance and risk management – page 40
	201-1	Direct economic value generated and distributed	Annual Report and Accounts – pages 135-139
	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 30-46
	201-3	Defined benefit plan obligations and other retirement plans	Annual Report and Accounts – pages 178-182
Anti-corruption	205	Management approach GRI 103: Management approach	Ethical conduct – page 39 Annual Report and Accounts – pages 23, 25, 29, 63 and 64
	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 39
	205-3	Confirmed incidents of corruption and actions taken	Not reported

GRI Standard Title	#	Disclosure Name	Location in reporting
Tax	207	Management approach GRI 103: Management approach	Annual Report and Accounts – pages 50-51
	207-1	Approach to tax	Group Tax Report , Our approach to tax – page 5
	207-2	Tax governance, control and risk management	Annual Report and Accounts – page 51
	207-3	Stakeholder engagement and management of concerns related to tax	Annual Report and Accounts – page 51
	207-4	Country by country reporting	Group Tax Report , Country by country reporting – pages 6-8

Environmental topics

GRI Standard Title	#	Disclosure Name	Location in reporting
Materials	301	Management approach	Annual Report and Accounts – pages 70-73
		GRI 103: Management approach	Governance and risk management – page 40 Forest Positive – page 20 No deforestation through the other materials we use – page 20 Advancing sustainable solutions for gardens – page 24 Sustainable Home Products – pages 22-24 Packaging – page 27
		301-1 Materials used by weight or volume	Not reported
		301-2 Recycled input materials used	Forest Positive – page 20 Embracing circularity – page 26 Packaging – page 27 Eliminating waste and increasing recycling – page 38
301-3	Reclaimed products and their packaging materials	Not reported	

GRI Standard Title	#	Disclosure Name	Location in reporting
Energy	302	Management approach	Annual Report and Accounts , Task Force on Climate-related Financial Disclosures (TCFD) Governance and risk management for climate change – pages 30-46 Climate change and our approach to net zero – pages 14-16 Board-level and executive oversight – page 40
		GRI 103: Management approach	
		302-1 Energy consumption within the organisation	Improving energy efficiency – page 16 Performance Data Appendix , Energy use – page 26
		302-2 Energy consumption outside of the organisation	Not reported
		302-3 Energy intensity	Improving energy efficiency – page 16 Performance Data Appendix , Energy use – page 26
302-4	Reduction of energy consumption	Improving energy efficiency – page 16 Performance Data Appendix , Energy use – page 26	
302-5	Reductions in energy requirements of products and services	Our Sustainable Home Products – pages 22-24	

GRI Standard Title	#	Disclosure Name	Location in reporting
Biodiversity	304	Management approach	Board-level and executive oversight – page 40
		GRI 103: Management approach	Forest Positive – page 20
			No deforestation through the other materials we use – page 20
			Advancing sustainable solutions for gardens – page 24
	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 20-21	
		No deforestation through the other materials we use – page 20	
		Advancing sustainable solutions for gardens – page 24	
304-3	Habitats protected or restored	Forest Positive – pages 20-21	
304-4	IUCN Red List species	Not material	

GRI Standard Title	#	Disclosure Name	Location in reporting
Emissions	305	Management approach	Annual Report and Accounts , Task Force on Climate-related Financial Disclosures (TCFD) Governance and risk management for climate change – pages 30-46
		GRI 103: Management approach	Climate change and our approach to net zero – pages 14-16
			Board-level and executive oversight – page 40
	305-1	Direct (Scope 1) GHG emissions	Our carbon emissions (Scope 1 and 2) – page 16 Performance Data Appendix – pages 22-23 and 25
	305-2	Energy indirect (Scope 2) GHG emissions	Our carbon emissions (Scope 1 and 2) – page 16 Performance Data Appendix – pages 22-23
	305-3	Other indirect (Scope 3) GHG emissions	Our total carbon footprint – page 14 Performance Data Appendix – page 24
305-4	GHG emissions intensity	Performance Data Appendix – page 22	
305-5	Reduction of GHG emissions	Climate change and our approach to net zero – pages 14-16	
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	

GRI Standard Title	#	Disclosure Name	Location in reporting
Waste	306	Management approach GRI 103: Management approach	Board-level and executive oversight – page 40
	306-1	Waste generation and significant waste-related impacts	Eliminating waste and increasing recycling – page 38
	306-2	Management of significant waste-related impacts	Eliminating waste and increasing recycling – page 38
	306-3	Waste generated	Eliminating waste and increasing recycling – page 38 Performance Data Appendix – page 36
	306-4	Waste diverted from disposal	Eliminating waste and increasing recycling – page 38 Performance Data Appendix – page 36
	306-5	Waste directed to disposal	Eliminating waste and increasing recycling – page 38 Performance Data Appendix – page 36

GRI Standard Title	#	Disclosure Name	Location in reporting
Supplier environmental assessment	308	Management approach GRI 103: Management approach	Modern Slavery Act Transparency Statement, Policies – page 6
	308-1	New suppliers that were screened using environmental criteria	Modern Slavery Act Transparency Statement
	308-2	Negative environmental impacts in the supply chain and actions taken	Forest Positive – pages 20-21
			Own Exclusive Brands – page 25 Embracing circularity – page 26 Packaging – page 27 No deforestation through the other materials we use – page 20 Our approach to chemicals – page 28

Social topics

GRI Standard Title	#	Disclosure Name	Location in reporting
Employment	401	Management approach	Annual Report and Accounts – pages 16-18 and 61
		GRI 103: Management approach	Governance and risk management – page 40 Colleagues – pages 8-13
	401-1	New employee hires and employee turnover	Performance Data Appendix – page 21
	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	Health and Safety at work – page 36
		GRI 103: Management approach	
	403-1	Occupational health and safety management system	Health and Safety at work – page 36
	403-2	Hazard identification, risk assessment, and incident investigation	Health and Safety at work – page 36
403-3	Occupational health services	Supporting colleague wellbeing – page 13	

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 colleague wellbeing – page 13	
	403-6	Promotion of worker health	Supporting colleague wellbeing – page 13	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety at work – page 36	
	403-8	Workers covered by an occupational health and safety management system	Health and Safety at work – page 36	
	403-9	Work-related injuries		Health and Safety at work – page 36
				Performance Data Appendix – page 33
	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	Investing in skills for the future – pages 11-12
	404-1	Average hours of training per year per employee	Performance Data Appendix – page 21
	404-2	Programmes for upgrading employee skills and transition assistance programmes	Investing in skills for the future – pages 11-12
	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 8-13
	405-1	Diversity of governance bodies and employees	Gender balance – page 8 Performance Data Appendix – page 20
	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 8-13
	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 37 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 37 Modern Slavery Act Transparency Statement
Child labour	408	Management approach GRI 103: Management approach	Responsible sourcing and human rights – page 37 Modern Slavery Act Transparency Statement
	408-1	Operations and suppliers at significant risk for incidents of child labour	Responsible sourcing and human rights – page 37 Modern Slavery Act Transparency Statement
Forced or compulsory labour	409	Management approach GRI 103: Management approach	Responsible sourcing and human rights – page 37 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 37 Modern Slavery Act Transparency Statement

GRI Standard Title	#	Disclosure Name	Location in reporting
Local communities	413	Management approach	Communities – page 29
		GRI 103: Management approach	Board-level and executive oversight – page 40
	413-1	Operations with local community engagement, impact assessments, and development programmes	Communities – pages 29-34
	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 37
		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 10-16
	414-2	Negative social impacts in the supply chain and actions taken	Responsible sourcing and human rights – page 37 Modern Slavery Act Transparency Statement – page 7
Public policy	415	Management approach	Public policy – page 42
		GRI 103: Management approach	
	415-1	Political contributions	Public policy – page 42

GRI Standard Title	#	Disclosure Name	Location in reporting
Customer health and safety	416	Management approach	Our Sustainable Home Products – pages 22-25
		GRI 103: Management approach	Our approach to managing chemicals – page 28 Board-level and executive oversight – page 40
		416-1	Assessment of the health and safety impacts of product and service categories
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Not reported
Customer privacy	418	Management approach	Performance Data Appendix – pages 9-10
		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. Performance Data Appendix – page 10

Read more

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

Annual Report and Accounts:
kingfisher.com/annualreport

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

Our Performance Data Appendix:
kingfisher.com/dataappendix

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

Our Responsible Business Databook:
kingfisher.com/databook

Our Sustainable Home Product Guidelines:
kingfisher.com/shpguidelines

Our Modern Slavery Act Statement:
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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