



Discipline & Grievance

Discipline

Rentokil Initial operates disciplinary procedures which are fair and consistent in the way that the company treats individuals. The disciplinary procedure should be used only when other ways of resolving problems have been exhausted. Each business area should have a written disciplinary procedure in line with local legislation, including any appeals procedures, as required. The procedure should be explained to colleagues when they join the company and made available to all.

Grievance

Rentokil Initial believes that all colleagues should be treated fairly and with respect. Each business should have a written grievance procedure in line with local legislation, including any appeals procedures, as required. The company is committed to ensuring that, through the local grievance procedure, there is a fair and consistent process for any colleague to raise their grievance. Verbal or written grievances will be treated seriously and addressed as quickly as possible.

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