

## Human Rights Approach

Rentokil Initial supports the rights of all people as set out in the The Universal Declaration of Human Rights (UDHR). We acknowledge the responsibility of businesses to respect human rights, by acting with due diligence to avoid infringing on the rights of others and to address any adverse impacts in which they are involved, in line with the UN Guiding Principles on Business and Human Rights.

These Human Rights Principles reinforce the behaviours expected of our colleagues as set out in the Code of Conduct and the Code of Ethics. The former requires the company's colleagues to respect the rights of, and deal fairly with, their colleagues and all parties with whom they have dealings, and the latter states the company will not permit any act by a business or an employee carried out in connection with the running of a Rentokil Initial business that is considered to be corrupt, either under relevant law or by reference to good business practice".

### **Respecting the human rights of our colleagues**

The company will treat all colleagues and other individuals with dignity and respect, and will comply with relevant laws and regulations to ensure a discrimination-free environment for all. It requires all colleagues to uphold these standards in their dealings with other colleagues and parties with whom they come into contact during the course of business. The company will not tolerate intimidating, hostile or offensive conduct by its colleagues towards those that they deal with on behalf of the company. In this respect, the company will not make use of forced labour, and will not employ colleagues that are below the legal minimum age regulations in the countries in which it operates.

### **Respecting the human rights of our business partners**

The company has procedures in place to review its suppliers of "production items" that operate in countries that may not have standards consistent with the company's own codes of conduct and ethics. These are typically suppliers of textile and plastic or electrical products for the company's textile and hygiene businesses. These suppliers are visited by company managers or by third party specialists, whose task is to review a supplier's social, ethical and environmental practices, in line with the supply contract commitments, which includes, amongst other matters, compliance with the UDHR. In the event that breaches of the company's standards are observed, the first action is to require the supplier to put corrective actions in place.

If these are not considered acceptable then the final course of action is to terminate the supply contract.

### **Respecting the human rights in the countries in which we operate**

The company will operate operating in countries with potential human rights issues, but would not tolerate any connection with abuse. This includes abuses by third parties with whom it is associated through our operations. The company will not operate in countries where, by being present, it would be in breach of international sanctions.

In the event that the company establishes operations in new countries, it has strict rules to ensure that appropriate safeguards are put in place to ensure that no colleagues' fundamental human rights are compromised.

In circumstances where Rentokil Initial may have an influence to improve others' respect for human rights and believes it can use that influence effectively, it will seek to do so.

### **Monitoring the effectiveness of our human rights approach**

As a large and diverse organisation, Rentokil Initial requires our businesses leaders to be responsible for enforcing our human rights approach, including ensuring that all colleagues within their business are aware of their own responsibilities in this respect.

To reinforce this approach, the company operates a confidential "Speak Up" reporting process that is available to all colleagues. This reporting process includes reports relating to ethical or legal misconduct. The process is managed independently by the company's Internal Audit function, reporting to the Board's Audit Committee. The company's annual report includes information on incidents that are the subject of such reporting.

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