

The Palfreymans Limited

(the “Company”)

Section 172(1) statement for the year ended 31 December 2023

Section 172(1) of the Companies Act 2006 (“section 172”) requires a director of a company to act in the way he or she considers, in good faith, would most likely promote the success of the company for the benefit of its members as a whole, but having regard to a range of different matters including wider stakeholders. In discharging their section 172 duties the directors of the Company do this, although at times some factors may have been more relevant than others, and the interests of some stakeholders will have been more relevant than others.

In addition, the directors also have regard to other factors which they consider relevant to the decision being made. Whilst the directors of the Company retain responsibility for the operations and interests of the Company, those factors include for example the interests of the wider Rentokil Initial group under the Company’s ultimate parent company Rentokil Initial plc. By considering the Company’s purpose, vision and values together with its strategic priorities (which are aligned with those of the Rentokil Initial group as a whole) and having a process in place for decision-making, the directors aim to ensure that their decisions are consistent and appropriate in all circumstances, including with regards to the wider matters contemplated under section 172.

Authority for day-to-day management of the Company is delegated to executives who then engage management in setting, approving and overseeing execution of the business strategy and related policies. Board meetings are held as required where the Directors consider the Company’s activities and make decisions, as appropriate. As a part of those meetings the Directors, where relevant, receive information on section 172 matters when making decisions.