

Rentokil Initial

Protecting People.
Enhancing Lives.
Preserving our Planet.

OUR GENDER PAY REPORT 2024



SERVICE



RELATIONSHIPS



TEAMWORK



RESPONSIBILITY

INTRODUCTION



AT RENTOKIL INITIAL, OUR BUSINESS OPERATES ACROSS **89 COUNTRIES**, WITH **68,500 COLLEAGUES** PROVIDING THE QUALITY SERVICES OUR CUSTOMERS HAVE COME TO EXPECT. WE CONTINUE TO BELIEVE THAT BEING A WORLD CLASS EMPLOYER OF CHOICE, CREATING A DIVERSE & INCLUSIVE ENVIRONMENT AND ENSURING THAT EVERY COLLEAGUE CAN REACH THEIR FULL POTENTIAL BASED ON MERIT ALONE, IS CORE TO OUR SUCCESS AND UNDERPINS OUR GLOBAL VALUES OF **SERVICE, RELATIONSHIPS, TEAMWORK AND RESPONSIBILITY**.

Our ambition is to be a world-class employer of choice, which is able to attract, recruit and retain the best people from the widest possible pool of talent. We believe the best way to do this is to ensure our workforce reflects the diverse nature of the business environment and markets in which we operate and the customers and communities that we serve.

We believe that by doing what's right for our colleagues, they will in turn deliver a brilliant service to our customers, and ultimately create shareholder value. This is at the heart of our **RIGHT WAY** plan.

Creating a diverse workforce is part of putting this plan into action and at Rentokil Initial we are committed to treating all colleagues with fairness, dignity and respect. This commitment is demonstrated in:

- The steps we're taking to continually improve the diversity of our senior management teams and the individuals in our global succession plans;

- The ongoing work to develop and support our leaders around the world to demonstrate the behaviours and actions required to achieve our employer of choice goals.

We also see gender pay as central to our DE&I objectives and this report shows our UK gender pay performance for 2024, along with our progress over the last 5 years for Rentokil Initial overall and our entities with over 250 employees, Rentokil Initial 1927 and Rentokil Initial UK.

Our 2024 gender pay gap overall has remained consistent with recent years, with our female colleagues being paid slightly more than their male counterparts. Our 2024 median is -3.6% and mean is -7.1%. This compares favourably to the UK average of +13.1%, reported by the Office for National Statistics (ONS), meaning on average men earn 13.1% more than their female counterpart.

Rentokil Initial has had a global grading and reward structure in place for many years, which supports the principles of fairness, equity and meritocracy, and as a result we are confident that men and women are paid and rewarded on the same basis for doing equivalent jobs across our business. This is evidenced in our report by there being no material gender pay gap recorded for hourly pay when viewed as a whole or by quartile.

While these are encouraging results overall, and we continue to make progress across many areas of DE&I, we remain focused on making Rentokil Initial an even more diverse and inclusive place to work, in line with our **RIGHT WAY** plan.

Our key areas of focus continue to be increasing the number of female technicians globally and improving the proportion of females in senior management roles in our head office functions.

We confirm that the information provided in this report is accurate and in line with mandatory requirements.



Andy Ransom
CEO
Rentokil Initial plc



Vanessa Evans
Group HR Director
Rentokil Initial plc

WHAT IS GENDER PAY GAP REPORTING?



In line with the Gender Pay Gap Regulations, we report Gender Pay statistics for our entities that employ 250 or more colleagues. We also voluntarily report our overall total for all employees based in the UK. The statistics that are included in the report are:

Gender Pay Gap

This compares the difference in the hourly rate of pay between men and women. The data is based on the April 2024 payroll and includes all elements of pay such as, base salary, allowances, bonus, share awards and recognition awards.

Gender Bonus Gap

This compares the difference between any bonus payments received in the 12 months prior to April 2024 and includes all types of incentives such as commission, share awards, recognition awards, annual bonuses. It compares the full amount paid to an individual and is not adjusted for the number of hours worked or if someone joined during the 12 month period.

Proportion of men and women receiving bonuses

This compares the percentage of men and women who have received a bonus and includes all types of incentives such as commission, share awards, recognition awards, annual bonuses.

Proportion of men and women in each quartile of hourly pay

This compares the percentage of men and women in each quartile when their hourly pay is ranked from highest to lowest. We also voluntarily include the gender pay gap by quartile.

HOW THIS IS CALCULATED

Quartiles

These are calculated by ranking the pay of all colleagues from lowest to highest and then splitting into four equally sized groups.

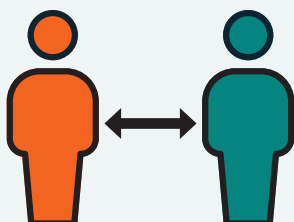
Mean

To calculate the mean pay gap we take the average pay of all our male colleagues and compare it to the average pay of all our female colleagues.

Median

If we lined all our male and female colleagues in two rows, from highest paid to lowest paid the person in the middle is the median. The median pay gap is the difference between the middle male and middle female colleague.

WHAT IS THE DIFFERENCE BETWEEN GENDER PAY AND EQUAL PAY?



Gender Pay Gap

This calculates the overall difference between the average earnings of men and women within a workforce. It does not account for differences in job roles, qualifications or experience. This comparison is broader and looks at the average earnings of all employees i.e. it may be comparing the earnings of a female Technician to the earnings of a male Branch Manager.



Equal pay

It is a legal requirement for men and women who have the same skills, experience and level of performance to receive equal compensation for performing the same or substantially similar role. This comparison is narrower and compares employees doing the same role i.e. it will compare the earnings of a female Technician to the earnings of a male Technician.

BECOMING AN EMPLOYER OF CHOICE FOR WOMEN



AROUND THE WORLD, WE HAVE CONTINUED TO PUT IN PLACE INITIATIVES AND UNDERTAKE ACTIONS TO ENSURE WE CAN ATTRACT, RECRUIT, ENGAGE AND RETAIN A GREATER NUMBER OF FEMALE COLLEAGUES.

Examples of some of these activities include:

- ▶ Conducting a deep dive into our **"Your Voice Counts"** employee survey results to understand the differing responses from men and women across our businesses and creating tailored action plans to address specific needs.
- ▶ Continuing our focus on attracting and retaining more females into technician roles through targeted initiatives such as **"Women in Pest Control"** to increase the proportion of females in the wider workforce. Campaigns in countries such as France, Australia, UK, Netherlands, Italy, Singapore and Belgium have all been successful, seeing an increase in female pest control technicians in those markets.
- ▶ This has been further enhanced in 2024 with trials underway to pilot a **skills focussed recruitment process** in three of our key countries. This involves looking at an individual's personality, strengths, abilities (their soft and hard skills) and their ability to learn a new skill, rather than simply relying on past experience and qualifications.



Women in Pest Control



Washroom Dignity campaign



First female pest control technicians in Saudi Arabia

- ▶ We continue to offer increased **flexible working** patterns for all our technicians, allowing colleagues to work at times that suit their lifestyles and family commitments.
- ▶ In our Group Functions **hybrid working options** are available for all employees and in our UK business 90% of our workforce has opted in to a flexible working arrangement.
- ▶ Our initiative in Australia, that we reported on last year, where we provide free period products in all offices as part of our **Washroom Dignity campaign**, has now been rolled out to other areas of the business including our UK head office.
- ▶ We successfully recruited, trained and deployed our **first female pest control technicians in Saudi Arabia**.



DEVELOPING OUR PIPELINE OF FEMALE TALENT



LAST YEAR WE PROVIDED DETAILS OF HOW WE HAD INCREASED THE NUMBER OF FEMALE SUCCESSORS IN BOTH OUR REGIONAL AND FUNCTIONAL ROLES, WHICH MEANT THAT **35%** OF COLLEAGUES IN OUR LEADERSHIP/CRITICAL ROLE SUCCESSION PLANS WERE FEMALE.

In the last 12 months investment in our talent pools has resulted in further progress in the gender balance of our global workforce. Some of the highlights include:



We have increased the number of female senior leaders by **5 colleagues** during 2024, increasing the proportion of female leaders to **28%** in 2024 from **25%** in 2023.



In 2024 the proportion of our female workforce increased by **11.1%**, with an additional **1,600 female** colleagues joining the company.



40% of our leadership team in our UK business are female, which is an increase of **9%** from 2023.



In Europe, **40%** of the delegates on our Fast Track programme were female.

HOWEVER, WE RECOGNISE THERE IS STILL MORE WE CAN DO AND WITH THAT IN MIND WE CONTINUE TO FOCUS ON IMPROVING THE PIPELINE OF WOMEN IN OUR SUCCESSION PLANS.

You can read more about our wider diversity, equality and inclusion activities and progress in our Responsible Business Report 2024. www.rentokil-initial.com



OUR GENDER PAY RESULTS 2024: RENTOKIL INITIAL OVERALL



Mean and Median Comparative Years

The table below shows the hourly pay and bonus comparisons. A minus (-) result means that women are paid more than their male counterparts.

	2024	2023
PAY MEAN	-7.1%	-10.0%
PAY MEDIAN	-3.6%	-8.6%
UK AVERAGE (ONS)	13.1%	14.3%
BONUS MEAN	16.6%	21.9%
BONUS MEDIAN	-6.6%	-4.5%
PROPORTION OF EMPLOYEES RECEIVING BONUS		
FEMALE	92%	98%
MALE	91%	98%

Pay Gaps

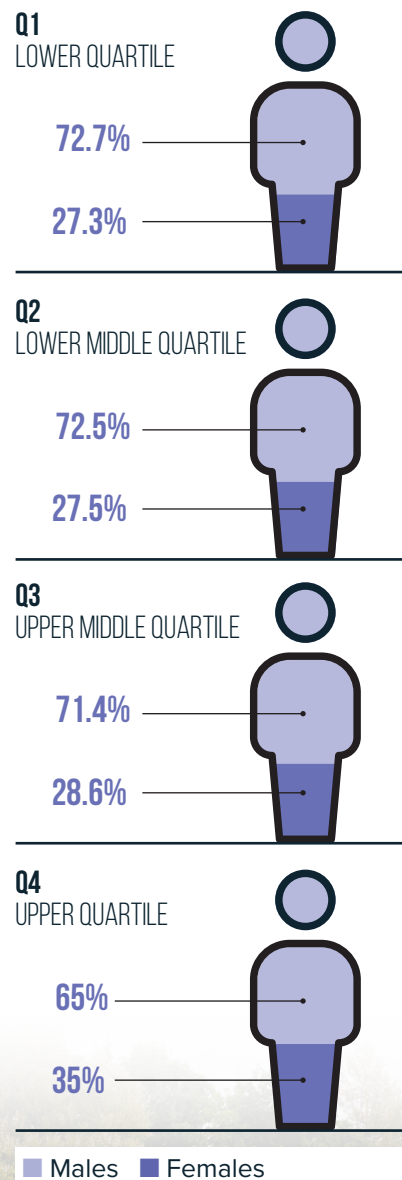
The gap between male and female pay reduced in 2024, improving our overall gender pay gap result as there is less difference between the pay for males and females than in 2023.

Bonus Gaps

We continue to see a large difference between our mean and median, this is mainly due to the required exercising of long term incentive awards by a small number of our senior leaders. When these are removed the bonus mean reduces from 16.6% to 3.1%.

The proportion of both males and females receiving bonus has returned to normal levels following a higher level in 2023 which was due to a small recognition bonus being paid to all employees on 'Employee Appreciation day', including those who would otherwise have not been eligible for a bonus.

Percentage of Male and Female Colleagues in each pay quartile



OUR GENDER PAY PROGRESS OVER 5 YEARS: RENTOKIL INITIAL OVERALL



The table below shows our hourly pay and bonus progress over the last 5 years.
A minus (-) result means that women are paid more than their male counterparts.

		2024	2023	2022	2021	2020
HOURLY PAY MEAN (AVERAGE)		-7.1%	-10.0%	-9.5%	-8.0%	-11.2%
HOURLY PAY MEDIAN		-3.6%	-8.6%	-5.3%	-3.5%	-3.2%
UK AVERAGE (ONS)		13.1%	14.3%	14.9%	15.4%	15.5%
BONUS MEAN		16.6%	21.9%	-0.2%	0.2%	18.9%
BONUS MEDIAN		-6.6%	-4.5%	1.4%	22.1%	4.8%
PROPORTION OF EMPLOYEES	FEMALE	92%	98%	88%	93%	85%
RECEIVING BONUS	MALE	91%	98%	91%	93%	87%

Percentage of Male and Female Colleagues in each pay quartile and the hourly pay gap

The table below shows the proportion of males and females in each quartile and the mean hourly pay gap between the males and females in each quartile.

QUARTILE	2024			2023			2022			2021			2020		
	% F	% M	HOURLY PAY GAP	% F	% M	HOURLY PAY GAP	% F	% M	HOURLY PAY GAP	% F	% M	HOURLY PAY GAP	% F	% M	HOURLY PAY GAP
LOWER	27.3%	72.7%	0.4%	24.2%	75.8%	0.1%	24.7%	75.3%	-0.3%	25.4%	74.6%	-0.3%	29.9%	70.1%	-0.3%
LOWER MIDDLE	27.5%	72.5%	0.5%	26.3%	73.7%	0.1%	28.8%	71.2%	0.4%	29.3%	70.7%	0.3%	25.4%	74.6%	0.0%
UPPER MIDDLE	28.6%	71.4%	-1.5%	33.5%	66.5%	-0.8%	27.1%	72.9%	0.1%	27.3%	72.7%	-0.5%	25.4%	74.6%	-1.1%
UPPER	35.0%	65.0%	0.4%	33.6%	66.4%	-1.7%	34.7%	65.3%	0.9%	33.6%	66.4%	-0.6%	34.4%	65.6%	-5.9%



OUR GENDER PAY RESULTS 2024: RENTOKIL INITIAL UK LTD



Mean and Median Comparative Years

This is our main employer in the UK providing pest control, washroom hygiene and interior landscaping.

	2024	2023
PAY MEAN	-7.3%	-9.0%
PAY MEDIAN	-2.0%	-5.7%
UK AVERAGE (ONS)	13.1%	14.3%
BONUS MEAN	2.6%	-14.2%
BONUS MEDIAN	-5.9%	-8.4%
PROPORTION OF EMPLOYEES RECEIVING BONUS		
FEMALE	95%	99%
MALE	93%	98%

Pay Gaps

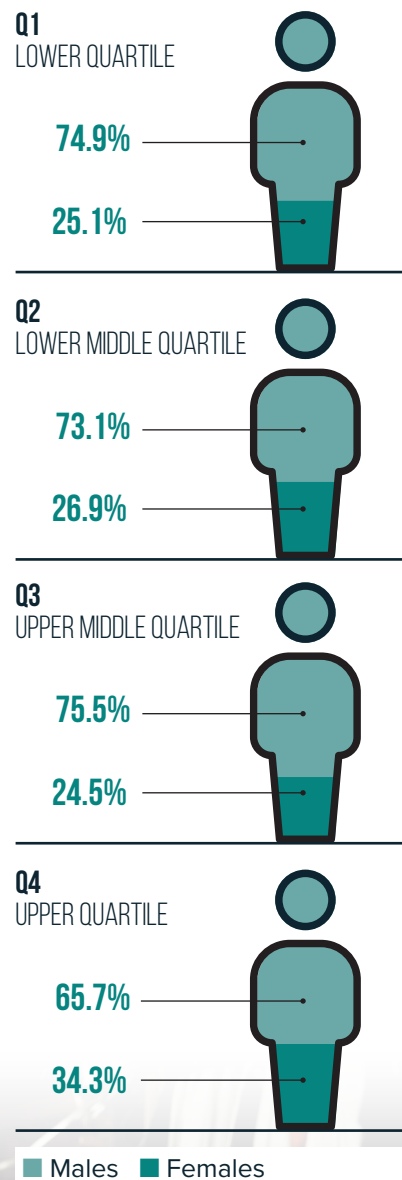
These results highlight that we have a similar distribution of females and males across the different levels in our organisation, with females being paid slightly more due to a higher proportion of females in management roles than males.

Bonus Gaps

The difference between the bonus mean and median outcomes is as a result of our regular use of small recognition awards, which can be converted into experiences or vouchers. This reduces the median, as roles that are not otherwise eligible for an incentive plan, are receiving these smaller value awards.

The large change in bonus mean is due to the required exercising of long term incentive awards by a small number of our senior leaders. If these are removed the mean changes from 2.6% to -9.1%.

Percentage of Male and Female Colleagues in each pay quartile



OUR GENDER PAY PROGRESS OVER 5 YEARS: RENTOKIL INITIAL UK LTD



The table below shows our hourly pay and bonus progress over the last 5 years.

A minus (-) result means that women are paid more than their male counterparts.

		2024	2023	2022	2021	2020
HOURLY PAY MEAN (AVERAGE)		-7.3%	-9.0%	-8.9%	-7.2%	-10.6%
HOURLY PAY MEDIAN		-2.0%	-5.7%	-3.0%	-1.3%	-0.4%
UK AVERAGE (ONS)		13.1%	14.3%	14.9%	15.4%	15.5%
BONUS MEAN		2.6%	-14.2%	-20.7%	-24.3%	15.0%
BONUS MEDIAN		-5.9%	-8.4%	5.8%	31.9%	4.5%
PROPORTION OF EMPLOYEES	FEMALE	95%	98%	94%	95%	85%
RECEIVING BONUS	MALE	93%	99%	94%	94%	88%

Percentage of Male and Female Colleagues in each pay quartile and the hourly pay gap

The table below shows the proportion of males and females in each quartile and the mean hourly pay gap between the males and females in each quartile.

QUARTILE	2024			2023			2022			2021			2020		
	% F	% M	HOURLY PAY GAP	% F	% M	HOURLY PAY GAP	% F	% M	HOURLY PAY GAP	% F	% M	HOURLY PAY GAP	% F	% M	HOURLY PAY GAP
LOWER	25.1%	74.9%	-0.2%	22.0%	78.0%	-0.3%	24.9%	75.1%	0.0%	26.0%	74.0%	-0.1%	40.8%	59.2%	-1.0%
LOWER MIDDLE	26.9%	73.1%	0.8%	28.1%	71.9%	-0.1%	29.3%	70.7%	-2.5%	29.9%	70.1%	-1.0%	43.7%	56.3%	0.0%
UPPER MIDDLE	24.5%	75.5%	-0.9%	28.1%	71.9%	-1.4%	24.6%	75.4%	-0.5%	24.7%	75.3%	-0.3%	22.5%	77.5%	-1.0%
UPPER	34.3%	65.7%	-3.5%	35.2%	64.8%	-0.7%	34.3%	65.7%	-4.9%	33.0%	67.0%	-5.8%	25.0%	75.0%	-12.0%



OUR GENDER PAY RESULTS 2024:

RENTOKIL INITIAL 1927 PLC



Mean and Median Comparative Years

Colleagues working for this company are employed in our head office functions such as Finance, HR and IT. The smaller population of this entity means that the statistics are more prone to fluctuations compared to Rentokil Initial UK and Rentokil Initial as a whole.

	2024	2023
PAY MEAN	14.7%	12.1%
PAY MEDIAN	17.1%	16.7%
UK AVERAGE (ONS)	13.1%	14.3%
BONUS MEAN	-11.0%	23.6%
BONUS MEDIAN	30.6%	74.3%
PROPORTION OF EMPLOYEES RECEIVING BONUS		
FEMALE	90%	96%
MALE	92%	97%

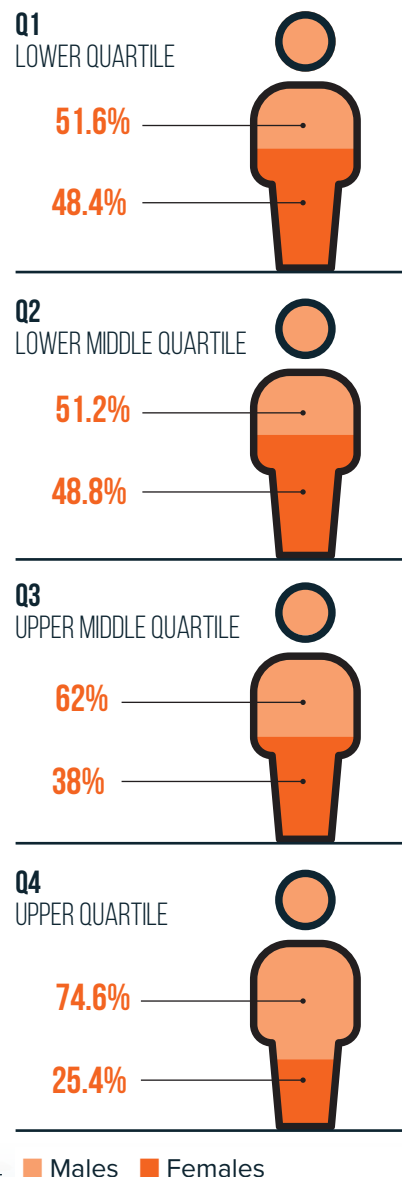
Pay Gaps

The increase in the mean and median is due to a one off bonus being paid to members of our finance team and while it was distributed fairly to all involved within the project, the function has a greater proportion of males than females. If this is removed the mean reduces to 13.3% and the median to 16.8%, which are more in line with the results for 2023.

Bonus Gaps

While the large change in bonus mean is good news, it is due to the required exercising of long term incentive awards by a small number of our senior leaders. If these are removed the mean increases from -11.0% to 21.0%, which means although progress has been made since 2023, more is required.

Percentage of Male and Female Colleagues in each pay quartile



OUR GENDER PAY PROGRESS OVER 5 YEARS:

RENTOKIL INITIAL 1927 PLC



The table below shows our hourly pay and bonus progress over the last 5 years.
A minus (-) result means that women are paid more than their male counterparts.

	2024	2023	2022	2021	2020
HOURLY PAY MEAN (AVERAGE)	14.7%	12.1%	14.2%	19.7%	14.5%
HOURLY PAY MEDIAN	17.1%	16.7%	21.4%	20.7%	17.1%
UK AVERAGE (ONS)	13.1%	14.3%	14.9%	15.4%	15.5%
BONUS MEAN	-11.0%	23.6%	3.4%	35.9%	35.4%
BONUS MEDIAN	30.6%	74.3%	20.7%	24.6%	30.9%
PROPORTION OF EMPLOYEES RECEIVING BONUS					
FEMALE	90%	96%	56%	77%	83%
MALE	92%	97%	71%	89%	87%

Percentage of Male and Female Colleagues in each pay quartile and the hourly pay gap

The table below shows the proportion of males and females in each quartile and the mean hourly pay gap between the males and females in each quartile.

QUARTILE	2024			2023			2022			2021			2020		
	% F	% M	HOURLY PAY GAP	% F	% M	HOURLY PAY GAP	% F	% M	HOURLY PAY GAP	% F	% M	HOURLY PAY GAP	% F	% M	HOURLY PAY GAP
LOWER	48.4%	51.6%	0.4%	45.7%	54.3%	4.0%	45.5%	54.5%	-0.7%	59.5%	40.5%	1.1%	40.8%	59.2%	0.7%
LOWER MIDDLE	48.8%	51.2%	1.1%	48.3%	51.7%	1.1%	49.5%	50.5%	-0.1%	53.8%	46.2%	2.7%	43.7%	56.3%	2.4%
UPPER MIDDLE	38.0%	62.0%	1.1%	40.5%	59.5%	2.7%	27.7%	72.3%	3.6%	23.7%	76.3%	2.5%	22.5%	77.5%	2.3%
UPPER	25.4%	74.6%	-16.3%	23.3%	76.7%	-25.3%	26.7%	73.3%	-14.0%	28.3%	71.7%	6.0%	25.0%	75.0%	-4.4%

