

Modern Slavery Statement 2024

Introduction

This statement by Rentokil Initial plc and its subsidiaries (the Company) describes the work that has been done during the financial year ended 31 December 2024 to minimise the risk of enforced labour and human trafficking occurring in any of our global businesses or supply chains. This statement is made in accordance with the UK Modern Slavery Act 2015.

The Company strives to maintain the highest standards of ethical behaviour and governance compliance, and recognises our responsibility to manage our business and supply chains to identify and alleviate any potential or actual human rights violations, including modern slavery. We are committed to addressing any potential areas of risk and resolving any aspects of non-compliance as quickly as possible.

The statement includes an overview of our business activity, structure and operations and addresses the key risks to human rights identified within our Country Operations, Supply Chain and Procurement. This is followed by details of Senior Management oversight and Board responsibilities regarding human rights and a summary of actions planned for 2025.

Our Business

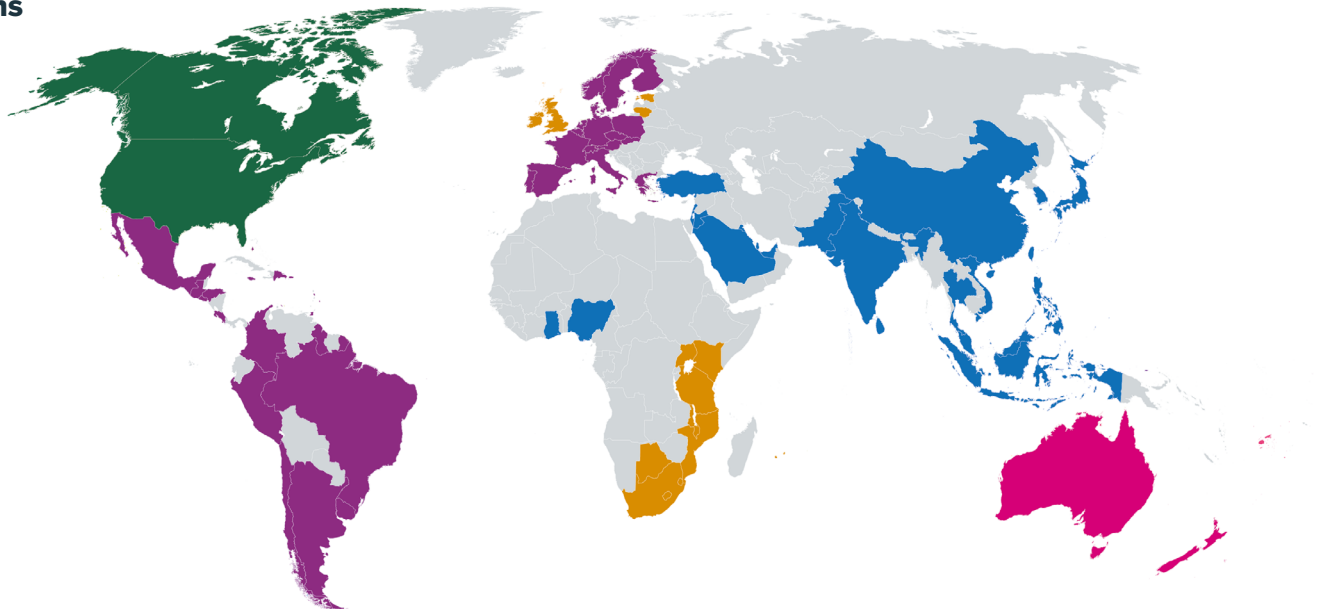
Overview

Rentokil Initial plc is a global leader in the provision of route-based services which protect people and enhance lives. Throughout the world, demand for higher standards of public health, stricter food safety legislation and compliance with workplace regulations are driving demand for our service expertise. The Company operates in 89 countries, including a number of emerging markets and countries that we have entered in recent years through acquisition. Approximately 68,500 colleagues were employed in 2024, an increase of c.5,600 over 2023.

The Company's **RIGHT WAY** plan focuses the business on:

- Five geographic regions – all operating on a low cost, single country operating structure. Each country manager has full responsibility for the operational business in their country and reports to one of the five Regional Managing Directors, who report directly to the CEO.
- Three categories of business: Pest Control, Hygiene & Wellbeing, and France Workwear
- Supporting functions which have separate reporting lines to the CEO.

Regions



North America

Main business lines: Pest Control services and products, and Plants (Ambius).
c. 22,000 colleagues

Europe & LatAm

Main business lines: Pest Control, Hygiene, and Workwear (France); plus Plants, and Dental services.
c. 9,000 colleagues in Europe
c. 6,500 in Latin America

UK, Ireland, Baltics & Sub-Saharan Africa

Main business lines: Pest Control and Hygiene; plus Plants, Property Care, and Specialist Hygiene.
c. 5,300 colleagues

Asia and MENAT

Main business lines: Pest Control and Hygiene.
c. 21,900 colleagues

Pacific

Main business lines: Pest Control, Hygiene, and Plants (Ambius).
c. 2,800 colleagues.

Businesses

Pest Control

A global leader in pest control services.



Operates in
88 markets

with leading positions in the UK, Europe, Asia, Pacific and South Africa.

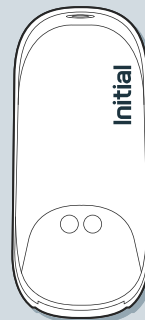
Provision of high-quality pest control services for commercial and residential customers. A leader in innovation and digital services for effective pest control.

Hygiene & Wellbeing

One of the world's leading commercial hygiene services companies. Operating in over...

...60 markets

Provision of high-quality washroom products and services for hand, air, in-cubical hygiene and floor mats for commercial customers. Also hygiene and wellbeing services outside the washroom and throughout the premises. Includes plants (Ambius) – a global leader in the provision of office plants and specialist Dental hygiene waste services (Europe).



France Workwear

A leading provider of workwear services in France.



Support Functions

Function	Key Purpose
Finance	Financial business partnering and financial governance
Human Resources	Recruitment, retention and wellbeing of our global workforce
Legal & Co Sec	Legal, corporate governance and data privacy compliance across the globe
Commercial	Development, marketing and commercialisation of global solutions
Global Information Systems	Development and integration of information systems across our global operations
Mergers and Acquisitions	Acquisition of new businesses to strengthen and grow our core operations
Procurement and Sustainability	Sustainable sourcing of products and services and setting the standards for ESG and non-financial governance and compliance

Customers

Our customers range from large multinational organisations (for example global food producers, facilities management companies and hotel chains) through to small local businesses as well as residential customers.

Operations

The majority of revenues earned by our business is through route-based service activities carried out by full-time employees of the Company and therefore under the direct control of our country management teams. We mandate the highest employment standards

in all countries of operation, as outlined in the Code of Conduct described below.

Supply Chain

The products used in the performance of these services are an essential but relatively minor component of our operations, making up between 5% and 15% of the service cost, depending on the business category. These products are sourced through our own procurement and supply chain teams from suppliers who are assessed against global ESG standards and audited in person where required by our internal risk assessment.

Operations

Overview

We are a route-based business in which skilled technicians or specialists visit customer sites on a regular basis to perform services such as pest control, washroom waste removal, equipment replenishment, care and maintenance of plants and the collection and delivery of workwear. Our technicians are direct employees of the company who have been specifically trained and validated for the tasks that they carry out on customer sites.

Our countries operate a branch-based structure across all lines of business, with Local Area Managers directly responsible for the management and well-being of their front-line colleagues, mainly technicians. A core aspect of our business is that our technicians are the face of the business and their interaction with customers is key to retaining and growing each customer account, regardless of size, location or line-of-business.

Risk of Modern Slavery in Operations Operations

The major risk to human rights in any business such as ours is the recruitment of undocumented migrants or temporary labour into our workforce. To address this we have put in place a robust procedure in which only reputable employment agencies are used for recruitment and most countries in the group retain their employees' Right To Work documentation on file for reference purposes.

A related area of risk within a limited number of our operations is the short-term employment of seasonal workers to carry out manual or semi-skilled tasks under our supervision during periods of peak demand and holidays. An example of this is our laundry operation in France. Once again, only reputable agencies are engaged and employees' documentation is checked and kept on file.

A third area of potential human rights abuses within global service operations such as ours is the outsourcing of labour-based support services such as cleaning, security and deliveries. This is managed by our local procurement teams who undergo regular training in Modern Slavery Awareness - please refer to the Supply Chain section below for more details.

Operations Policies

Rentokil Initial plc and our subsidiaries are committed to acting in accordance with the law in every country in which we operate. Our companies and colleagues also operate under a number of policies to ensure a high standard of social, governance and ethical compliance,

of which the cornerstone is our Code of Conduct. All policies are available internally on the Company's intranet with key policies placed on the Company's external website.

Code of Conduct

The Company's Code of Conduct (the Code) has been designed to help us achieve our responsibility, as one of the world's leading support services companies, to set the highest standards of conduct. It is a fundamental commitment to comply with applicable legal requirements and with high ethical standards. The Code outlines responsibilities to colleagues, customers and to the Company. It highlights our determination to embed our values of Service, Relationships, Teamwork and Responsibility, and a culture of integrity across the Company.

In 2023, the Company undertook a confidential survey of all colleagues with a 90% participation level and colleagues responded 89% favourably to the statement 'I have a good understanding of our values' (one percentage point above the global company norm).

Introduced in 2011, the Code was last updated in January 2024 and is available to colleagues in multiple languages. It is accompanied by an online training programme which was also refreshed at the beginning of 2024. This training is compulsory for all colleagues in management roles.

In the Human Rights section of the Code, we state that Rentokil Initial will under no circumstances make use of forced or coerced labour, servitude or slavery and will only employ individuals who are working of their own free will. It further states that no colleague will be deprived of identity papers, or be required to provide financial inducements to the Company, to facilitate their employment.

Other Policies

In addition to the Code, the Company maintains policies on human rights, customers and suppliers, and rights of employees. Specific policies applicable to modern slavery include:

- a) Dignity at Work & Human Rights;
- b) Diversity, Equity and Inclusion Policy; and
- c) Training, Learning & Development

All of these are available on our website at [Responsible delivery – Rentokil Initial plc](#)

During 2024, our colleagues completed 10,843 Core Corporate Compliance training courses (including the Modern Slavery Awareness module) on our U+ online system.

Operations Assurance

Compliance with the specific policies listed above, as well as to the Code, is checked and validated each year through a Letter of Assurance process, which is cascaded down through the Company from the Chief Executive. All senior managers are required to sign a letter to confirm they comply personally with key corporate policies and the Code, and that the colleagues for whom they are responsible are aware of and understand what is required of them. Details must be provided of any areas of non-compliance. The Company's Audit Committee reviews the Letter of Assurance process and outcome.

Company Speak Up

The Company operates a global 'Speak Up' whistleblowing policy. This is supported with a procedure to assist employees when "Speaking Up" on a confidential basis. The policy is designed to allow employees across the Company to raise concerns and to disclose information which the individual believes highlights or could indicate illegality, unethical behaviour or other serious malpractice, including any instances or suspicions of modern slavery. This policy also includes reporting actions or practices by our suppliers which may be inconsistent with the Company's Code of Conduct, Supplier Code or Human Rights Policy.

Colleagues are able to "Speak Up" by using a dedicated phone line or email address and the system is managed and monitored by the Internal Audit Team with all reported incidents being reviewed. A summary of any reported incident is forwarded on to the relevant region or to a senior functional leader for further investigation as appropriate and a register of all "Speak Up" reports is maintained with regular reports being made to the Chief Executive and the Company's Audit Committee.

The effectiveness of the Speak Up process is validated during our internal audit process, including asking a randomly selected group of colleagues in each country whether they are aware of the Speak Up process and whether they know how to raise issues through this route. A negative response would be raised as an audit point.

Reported incidences during 2024

The Audit Committee receives a regular report of matters reported via Speak Up. The number of Speak Ups in 2024 was 108, a slight increase on the previous year's figure of 103. The nature of the matters reported remains consistent with previous years, with the majority of Speak Ups relating to routine employee and employment matters.

Rentokil Initial maintains fair and transparent practices.

In 2024, a routine vendor risk assessment in Singapore raised the possibility of recruitment payments that might raise suspicions of potential wrongdoing that might arise between the business activities of our third party vendor's secondary intermediaries in China and potential candidates. Through thorough investigation, we are able to ascertain that all payments are legal, and there is no evidence of illicit practices in the recruitment process.

Operations Training

The following training related to Modern Slavery was carried out recently across the Company:

1. Live training sessions were conducted for all members of the Global Leadership Forum in 2023, which 96 senior leaders attended over seven two-hour events. This training also included break-out sessions in which the country operations teams assessed the risk of modern slavery occurring in their own operations and sub-contractor base and agreed actions to be followed up.
2. A global review of recruitment in 2024 was carried out by the Regional HR Directors to check the understanding of their local teams regarding the risks of modern slavery in the operations under their control and the actions in place to minimise these risks. The HRDs demonstrated their understanding of the risks and confirmed that all countries in their regions have robust procedures in place for recruitment.
3. The on-line training module for Modern Slavery Awareness that had been launched in 2018 by the U+ Training Academy was further extended across the Company in 2024, with 776 colleagues completing the course this year, reaching a total of 6,342 completions since the launch in 2018.

Supply Chain and Procurement

Overview

The supply of products to our global businesses is managed through the Group Procurement team, who review the annual global spend for major businesses and track suppliers by category, country of manufacture and annual spend.

The major procurement spend in the Pest Control category is on rodenticides, insect control equipment and other products used to control the multiple varieties of pest encountered around the world. These are mainly sourced through global chemical companies who have stringent quality and ethical approaches. We also purchase a wide variety of hardware and equipment such as rodent traps, insect light traps and bird protection devices which are often designed internally and either manufactured in-house or sourced externally from specialist suppliers.

Procurement spend in the Hygiene & Wellbeing category includes washroom equipment such as soap dispensers, feminine hygiene units and consumables (mainly soap and paper). Most of the hygiene equipment is designed in-house and manufactured by external suppliers in Europe and Asia under close supervision as it carries the INITIAL brand. The sourcing of paper products is from certificated suppliers which are optimised by global location. The Ambius plants and pots are sourced locally, although Premium Scenting equipment and consumables are sourced from the US.

The Company owns two in-house factories in the UK which manufacture specialist products for the UK and Europe. Rodenticides and soap products are manufactured in the Rentokil Initial Supplies (RIS) factory in Kirkby, while metal products such as bait boxes and soap dispensers are manufactured at Dudley Industries in Lytham.

Workwear France is a stand-alone category which is supplied through an in-house sourcing company based in Strasbourg which designs bespoke garments for manufacture by third-party suppliers, mainly in Tunisia, as well as sourcing standard ranges from global suppliers.

Assessment of Supply Chain Risks

As noted earlier, the products used across our business are an essential but relatively minor component of the operation, accounting for 5% to 15% of the service cost. Nevertheless, we recognise that there is a high risk of modern slavery occurring in extended supply chains across the world and we are committed to identifying and eradicating it wherever possible. We continue to map our extended supply chain to identify the countries of origin of components and raw materials used by our suppliers and further up the supply chain.

Country of manufacture

The risk of modern slavery in our extended supply chains is assessed using data from the International Labour Organisation (ILO), Walk Free, and International Organisation for Migration (IOM) as presented in Walk Free's flagship report, the Global Slavery Index (GSI) 2023.

Products manufactured in Malaysia, China, India and Indonesia are perceived in these reports to have a higher risk from a modern slavery perspective, and are therefore assigned a more frequent audit cycle. It is, however, never forgotten that there are risks of enforced labour and poor treatment of workers in every country. The level of risk in each country of manufacture is assessed against the percentage of procurement spend with suppliers in that country, as shown in the table (above right).

Country	% of Total Spend	Estimated prevalence of modern slavery*	Risk Classification
USA	57.85%	3.3	Medium
France	9.41%	2.1	Low
United Kingdom	5.94%	1.8	Low
Malaysia	3.49%	6.3	High
Italy	2.93%	3.3	Medium
China	2.18%	4	High
Australia	1.78%	1.6	Low
Indonesia	1.65%	6.7	High
India	1.52%	8	High
Chile	1.26%	3.2	Medium
Singapore	1.25%	2.1	Low
Belgium	1.11%	1	Low
Morocco	1.10%	2.3	Low
The Netherlands	1.04%	0.6	Low
Thailand	0.74%	5.7	High
South Africa	0.69%	2.7	Low
Portugal	0.57%	3.8	Medium
New Zealand	0.50%	1.6	Low
Spain	0.48%	2.3	Low
Saudi Arabia	0.44%	21.3	High
Philippines	0.39%	7.8	High
Norway	0.33%	0.5	Low
South Korea	0.29%	3.5	Medium
Mexico	0.26%	6.6	High
Denmark	0.24%	0.6	Low
Pakistan	0.23%	10.6	High
Germany	0.22%	0.6	Low
Colombia	0.20%	7.8	High
Canada	0.17%	1.8	Low
Romania	0.16%	7.5	High
Others	1.57%		

*Estimated Victims per 1000 population, according to the Global Slavery Index

Impact on Business

External suppliers are classified as (a) **Critical Suppliers** (40 in 2024) which represent a high proportion of category spend, supplying unique products to multiple company markets or requiring a long lead time to substitution if required; (b) **Major Suppliers** (75) with a significant proportion of spend in a single country (over £0.5m) or region and/or suppliers of generic products that can be substituted at short notice; and (c) **Minor Local Suppliers** (3568) representing the majority of suppliers in number, but a lower proportion of the category spend.

Critical Suppliers are audited on a prescribed frequency based on their performance trend and level of risk. The risk assessment considers manufacturing location, product criticality, supplier reliability,

management capability and previous audit results, and varies from a one-year to four-year audit cycle.

Classification	No. of Suppliers	% Suppliers	% Spend
Critical	40	1.08%	13.32%
Major	75	2.02%	53.24%
Minor	3568	96.09%	24.54%
Logistic	7	0.19%	1.82%
Workware	18	0.48%	5.93%
Internal	5	0.13%	1.16%
Total	3713	100.00%	100%

Procurement Policies

Rentokil Initial introduced a Supplier Code in 2019 to specify the standards and controls that are expected from all suppliers of goods and services to the Company. All Critical and Major Local suppliers must provide written acknowledgement that they have received the code and understand its contents, and that their business complies to the standards required. All major contracts and agreements for the supply of goods and services by both individuals and companies include a clause requiring compliance with the Supplier Code. Note that this is in addition to specific clauses in our contracts that relate to bribery and corruption and modern slavery.

The code was revised in 2024 to include more detail on the Environment, Social and Governance (ESG) standards required of our suppliers, and how they will be evaluated against these standards. The Third Edition of our Supplier Code is available on our website in 18 languages, (www.rentokil-initial.com/responsible-delivery/ri-supplier-code-of-conduct).

The level of implementation of the code within the local country teams is checked during the country internal audits described earlier, and awareness and adherence to the code is included in the supplier audits outlined below.

In 2024, we introduced a Sustainable Sourcing policy to elevate the importance of ESG standards within our Global Procurement Team. This document further emphasises the Social standards required of our suppliers.

Supply Chain Due Diligence and Assurance Supplier Selection

In all sourcing decisions, compliance with Rentokil Initial's standards for a responsible and sustainable business approach is used as a go/no-go gate rather than as a weighting factor for decision-making. Suppliers that do not conform to required standards during the

pre-selection evaluation are eliminated from the tender process. If an area of non-compliance is discovered at a new or existing supplier, they are given the opportunity to address and resolve the issue, with our support where required. It is important that suppliers are made aware of the specific issue and the actions considered necessary to remedy the situation. The ultimate sanction of not awarding or terminating a contract is implemented when the supplier refuses to work with us to implement the required action, which has only been required twice in the last seven years.

Commencing in 2024, all bid evaluation processes must include an assessment of each vendor's ESG status in line with our ESG Classification of Suppliers. Comprehensive questionnaires related to key ESG parameters are submitted for evaluation alongside the financial and performance metrics, and preference is given to suppliers who can show evidence of good labour practice.

Supplier Audits

Audits of Critical Suppliers are conducted by a Product Quality Manager against the Rentokil Initial Supplier Management Standard, which was updated in 2023 to include more specific detail on ESG factors. In addition to ESG reporting requirements, it specifies the required standards of product quality, regulatory compliance, factory management and delivery performance. The audits start with two sections which focus on ESG and modern slavery: (a) within the factory concerned; and (b) through the supply chain into the factory.

Audit procedures include site inspections, interviews with management and employees, and subsequent corrective action plans for suppliers. Suppliers audited receive a Corrective Action Plan within two days of the audit and must return an initial response within two weeks. Updates on actions are requested at appropriate times, and photographs are requested to demonstrate actions taken or revisits are carried out. Major Local and Minor suppliers are reviewed using an audit questionnaire and a site audit is carried out where potential issues are highlighted or the level of risk is perceived to be higher than normal. These local suppliers are audited by the local Product Quality Manager in accordance with the Rentokil Initial Supplier Standard.

A total of 20 audits (13 Critical Suppliers) were conducted in 2024. These audits are mostly carried out by members of the Global Quality team who have been trained to detect signs of modern slavery and include specific assessment of the risks of human rights in the primary operation and its extended supply chain.

Two of the audits in 2024 were carried out by trained auditors from an international customer, witnessed by the Rentokil team.

Supplier Speak Up

A separate Supplier Speak Up line is available for suppliers and their employees or other stakeholders to report concerns over malpractice, illegal acts or failures to comply with recognised standards of ethical behaviour that they observe at any point within our global supply chain.

There were no reports on the Supplier Speak Up line in 2024 related to supplier malpractice. The reports received were all investigated and found to be suppliers prospecting for business or chasing payments.

Procurement and Supply Chain Training

The following training related to Modern Slavery was carried out in 2024 across the Company:

1. In April, a live training session covering the company's latest Modern Slavery Statement was held with members of the Global Procurement team who are responsible for sourcing products from around the world.
2. In September, an Asian Supplier Sustainability Conference was held to train our Asia Suppliers in our ESG standards, including a specific plenary session on Modern Slavery. This on-line conference was attended by 175 people including global and local suppliers, Rentokil country management and Rentokil procurement teams
3. Training for suppliers in Modern Slavery Awareness continued in 2024 using our on-line training tools. In total 138 individuals from 47 companies have given the training.
4. A new training course covering Environmental Social and Governance was launched for suppliers this year. A total of 203 suppliers have been initially invited to complete the new course, of which 12 have started the course.

Areas of non-compliance and corrective actions in 2024

The instances of major non-compliance that were raised during audits in 2024 are listed below, with a summary of the actions taken:

- Each audits includes a random check of overtime at suppliers. At one supplier in China, four operators were found to be operating with excessive overtime, some with consecutive months of high overtime - up to 310 hrs/month, 8-10 hrs/daily. We have confirmed that the overtime was not mandatory and the payout for the overtime was considered to be satisfactory. Nevertheless, we have raised the issue with the management of the suppliers concerned and will monitor it on their next audit.

- During an audit of a new second-tier supplier in Malaysia, it was suspected that their Recruitment Agent was withholding the passports of foreign workers employed in the factory. The issue was raised to the local HR team who investigated and arranged for the passports to be returned to the workers.

- There were no additional areas of non-compliance raised during the 20 formal audits and multiple factory visits conducted by our colleagues across the global business.

Oversight and Risk Assessment

The Company's Group Risk Committee (GRC) is responsible for the implementation of all policies across the Group, and specifically the implementation of policies related to modern slavery policies and responding to any violations.

The GRC has concluded that the risk of modern slavery occurring in our immediate lines-of-business remains low, but that we must never be complacent. There is always a risk of modern slavery occurring in areas of our operation where we have less visibility of our short-term employment of casual labour, and in Supply Chain where we have limited access to second-tier suppliers and their standards and values.

The Rentokil Initial plc Board has oversight of our modern slavery policies through an annual review of this Modern Slavery Statement and its associated policies with the CEO and the Chief Procurement and Sustainability Officer.

Actions to be taken in 2025

We recognise the complex nature of modern slavery and we will continue to monitor our operational practices, and have identified the following as key actions for 2025:

Operations

- Implementation of Social metrics related to our workforce into our new ESG reporting platform
- The Internal Audit team will conduct a "thematic audit" on the processes used by countries to recruit temporary and seasonal workers and the agencies used in this regard
- The Modern Slavery Awareness Training module used for all front-line managers will be revised and updated in 2025
- Training of the c.100 most senior leaders who are members of the Global Leadership Forum to reinforce the training held two years ago and highlight the fact that the risks of human rights abuses across the world are likely to have increased since then.

Supply Chain

- Ongoing assessment of the risk of modern slavery by the Global Procurement Forum, including a training session covering this latest statement and break-out sessions to examine risks at a regional and country level; and
- Formal review of suppliers of services in the high-risk indirect procurement categories such as cleaning, haulage and security.

This statement was approved by the Board of Directors of Rentokil Initial plc, Rentokil Initial UK Limited and Rentokil Initial 1927 plc, and signed on their behalf.



Andy Ransom
Chief Executive
Rentokil Initial plc
20 February 2025



Rachel Canham
Director
Rentokil Initial UK Limited
20 February 2025



Rachel Canham
Director
Rentokil Initial 1927 plc
20 February 2025