

Modern Slavery Statement 2022

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 2022 to minimise the risk of enforced labour and human trafficking occurring in any of our global businesses or supply chains. This is the seventh statement 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 recognise 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 working with our suppliers to address potential areas of risk and resolve any aspects of non-compliance.

Our Business

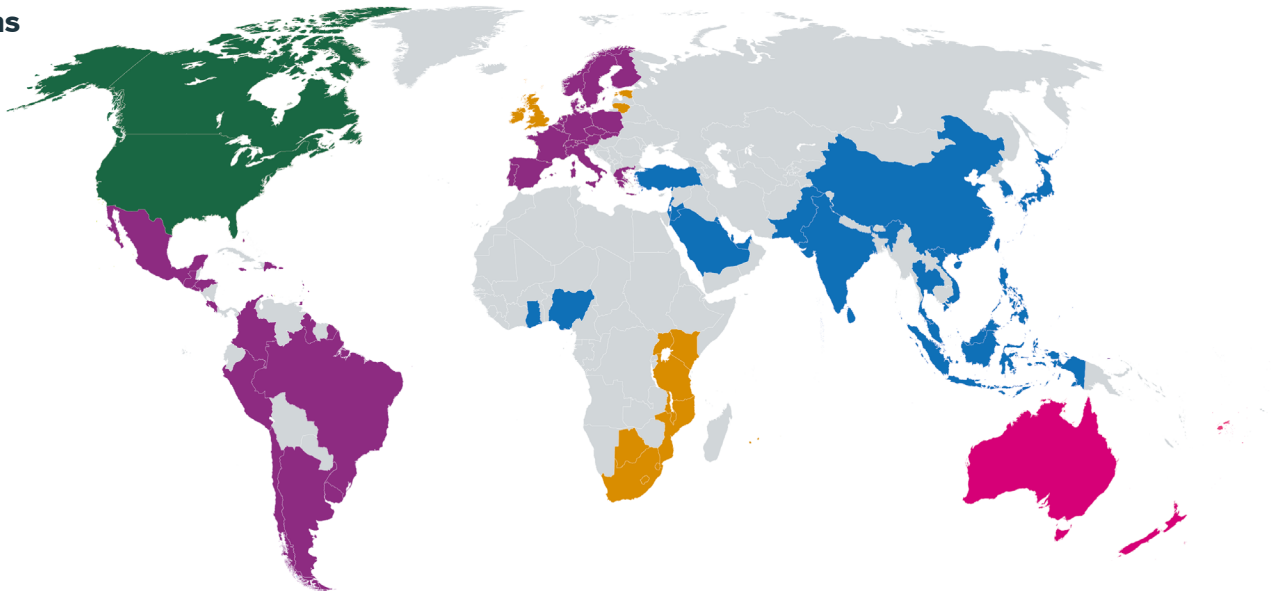
Rentokil Initial plc is a global leader in the provision of route-based services which protect people and enhance lives. Throughout the world, demand for higher standards of public health, stricter food safety legislation and compliance with workplace regulations are driving demand for our service expertise.

The Company operates in 91 countries, including a number of emerging markets and countries that we have entered in recent years through acquisition. In 2022, the Company completed the acquisition of Terminix, a leading pest control business with the majority of its operations in North America. Approximately 58,600 colleagues were employed in 2022 following the acquisition of Terminix (2021: 46,000).

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

- five geographic regions – all operating on a low cost, single country operating structure: and
- three categories of business: Pest Control, Hygiene & Wellbeing, and Workwear¹.

Regions



NORTH AMERICA	EUROPE AND LATAM	UK & SUB-SAHARAN AFRICA	ASIA AND MENAT	PACIFIC
<p>Main business lines: Pest Control services and products, and Plants (Ambius).</p> <p>21,309 colleagues – a significant increase on prior year following the acquisition of Terminix.</p>	<p>Main business lines: Pest Control, Hygiene and Workwear (France); plus Plants and Dental services.</p> <p>8,158 colleagues in Europe, 3,293 in Latin America.</p>	<p>Main business lines: Pest Control and Hygiene; plus Plants, Property Care, Specialist Hygiene and Dental services.</p> <p>4,889 colleagues</p>	<p>Main business lines: Pest Control and Hygiene.</p> <p>18,457 colleagues.</p>	<p>Main business lines: Pest Control, Hygiene and Plants (Ambius).</p> <p>2,486 colleagues.</p>

¹ From 1 January 2022 we changed our regional and category reporting (as reported last year).

Businesses

Pest Control

Global leader in commercial pest control services.



Operates in 91 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.

Leader in innovation and digital services for effective pest control.

Hygiene & Wellbeing

One of the world’s leading commercial hygiene services companies operating in

70 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) – the global leader in the provision of office plants - and specialist Dental hygiene waste services (Europe).

Workwear

A leading provider of workwear services in France.



Customers

Our customers range from large multinational organisations (for example global food producers, hotel chains and industrial goods) through to national and local businesses, and residential customers. c. 60% of customers are commercial. The residential proportion of customers has increased significantly following the acquisition of Terminix.

Company risk assessment

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 our direct control. We mandate the highest employment standards in all countries of operation, as outlined in the Code of Conduct described below. The products used in the performance of these services are an essential but relatively minor component of the operation, making up between 5% and 15% of the service cost, depending on the business category. Nevertheless, these products are sourced through our own dedicated supply chain from suppliers who are robustly audited before being commissioned, and regularly thereafter on a risk-based frequency.

The Terminix acquisition is a service-based operation,

very similar to the Rentokil Pest Control division, focussed on residential customers rather than commercial. Their employee profile is similar to that of Rentokil, they have a Code of Conduct which is very similar, and they purchase products from the same suppliers across their global business.

The Company’s Group Risk Committee has concluded that the risk of modern slavery occurring in our immediate lines-of-business remains low after the acquisition of Terminix, 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 second-tier suppliers and their standards and values. Examples of these areas include short-term employment of casual labour, second-tier and third-tier suppliers of components to our main suppliers, and support services such as cleaning and security.

Policies in relation to slavery and human trafficking

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

compliance, of which the cornerstone is the Code of Conduct. All policies are available internally on the Company's intranet with key policies placed on the Company's 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 all 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 2021, the Company undertook a confidential survey of all colleagues with a 91% participation level and the question relating to 'I have a good understanding of our values' received a score of 89% favourable (two percentage points above the global company norm).

Introduced in 2011, the Code was updated in 2016 and is available to colleagues in multiple languages. The Code is accompanied by an online training programme which was refreshed most recently in October 2017, and is a compulsory training requirement for all new colleagues. The Code and the training will be updated in 2023.

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.

The Terminix Code of Conduct covers very similar standards and values and also includes a commitment to legal and ethical standards. It will be harmonised with the Rentokil Initial Code during the update in 2023.

Policies

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

- Dignity at Work;
- Group Diversity, Equality and Inclusion Policy;
- Equal Pay;
- Human Rights Policy;
- Supplier Code; and
- Supplier Management Standard.

All of these are available on our website at rentokil-initial.com/responsible-delivery/policies.

Terminix publishes their Global Human Rights Policy on their website at <https://corporate.terminix.com/assets/documents/Global-Human-Rights-Policy.pdf>.

During 2022, approximately 13,602 Core Corporate Compliance training courses (including the Modern Slavery Awareness module) were completed by colleagues on the U+ online system.

Compliance with the specific policies listed above, as well as to the Code of Conduct, 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 each required to personally 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, and that they are not aware of anyone within Rentokil Initial that is not complying to the Code. Details must be provided of any areas of non-compliance or uncertainty. The Company's Audit Committee reviews the Letter of Assurance process and outcome.

Assessment and training regarding modern slavery Speak Up

The Company operates a global 'Speak Up' or 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 internally to the Internal Audit team and to disclose information which the individual believes highlights or would indicate illegality, unethical behaviour or other serious malpractice, including any instances or suspicions of modern slavery. This obligation 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.

Employees or third parties 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 incidents reported being reviewed. A summary of any reported incident is forwarded on to the relevant region or to a senior functional leader for further investigation and a register of all 'Speak Up' reports is maintained with regular reporting 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 employees 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.

In 2021, a separate Supplier Speak Up line was introduced for suppliers and their employees or other stakeholders to report genuine 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.

Reported incidences during 2022

The Audit Committee receives a regular report of matters reported via Speak Up. The number of Speak Ups (excluding the Terminix business) in 2022 was 70, a small increase on the previous year. The increase reported has been driven by increased awareness of the Speak Up line in our Latam Regions. The nature of the matters reported remains consistent with previous years. The majority of Speak Ups relate to routine employee and employment matters. The Terminix business operates a separate whistle blowing process and the number of recorded incidents will be included in the 2023 statement. There were no reports received on the Supplier Speak Up line.

Modern Slavery Awareness training during 2022

The following training was carried out in 2022 across the Company:

- 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 2022, with 741 colleagues completing the course successfully this year with a pass rate of 95%, reaching a total of 3,965 colleagues in three years.
- Training for suppliers in Modern Slavery Awareness was launched in 2021 using our on-line training tools, and 10 people from 5 suppliers completed the training in 2022, meaning that a total of 69 people from 28 suppliers have completed the training in the last two years.
- The need for increased diligence and scrutiny to mitigate the increased risk of enforced labour due to economic hardship in a number of countries was regularly discussed during the quarterly Global Procurement Team calls in 2022.

Our supply chain

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 Company has two in-house factories in the UK which manufacture hardware and consumable products for the global business and an in-house Workwear company which supplies garments to the French Workwear business.

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 supply companies who have stringent quality and ethical approaches. Rodenticides are manufactured in the Rentokil Initial Supplies (RIS) factory in Kirkby, UK, and hardware such as bait boxes are manufactured at Dudley Industries, a wholly-owned subsidiary in the UK. We purchase a wide variety of hardware and equipment such as rodent traps, insect light traps and bird protection devices which are typically 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 such as soap and paper. Most of the hygiene equipment is designed in-house and manufactured by external suppliers in Europe and Asia under the Initial brand, while metal dispensers are manufactured at Dudley Industries. Liquid consumables for these dispensers are mainly manufactured at the RIS factory, while sourcing of paper products is from certificated suppliers which are optimised by global location. This category includes Ambius (worldwide) in which plants and pots are sourced locally and Property Care (UK) which utilises branded equipment and chemicals purchased locally in relatively small quantities and not considered further in this report.

Workwear France is a stand-alone category which is supplied through the in-house sourcing company as well as external suppliers.

The Second Edition of our Supplier Code is available on our website in 18 languages, (www.rentokil-initial.com/responsible-delivery/ri-supplier-code-of-conduct) and outlines the standards and controls that are expected from all suppliers of goods and services to the Company. 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 in addition to the specific clauses that relate to bribery and corruption and modern slavery. Awareness of this code is checked during supplier audits.

Assessment of risk by country of manufacture

The Global Estimates of Modern Slavery: Forced Labour and Forced Marriage published by the International Labour Organisation (ILO), Walk Free, and International Organisation for Migration (IOM) in Geneva in 2022 highlights the fact that compounding crises in recent years, including COVID, armed conflicts and climate change have led to increases in extreme poverty and forced and unsafe migration and an increase in the prevalence of modern slavery.

The latest report provides data on a region level only, so we continue to use the The Global Slavery Index 2018 issued by the Walk Free Foundation to assess the risk of modern slavery or enforced labour in specific countries within our global supply chain. Products manufactured in India, Malaysia and Indonesia are perceived to have a higher element of 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.

Country	% of Total Spend	Estimated prevalence of modern slavery*	Risk Classification
USA	56.16%	1.3	Low
France	8.75%	2.0	Low
UK	7.71%	2.1	Low
Malaysia	4.06%	6.9	High
Italy	3.40%	2.4	Low
China	3.19%	2.8	Medium
India	2.10%	6.1	High
The Netherlands	1.65%	1.8	Low
Australia	1.64%	0.6	Low
Morocco	1.25%	2.4	Low
Indonesia	1.22%	4.7	High
South Korea	0.91%	1.9	Low
South Africa	0.80%	2.8	Medium
Portugal	0.76%	2.5	Low
Singapore	0.73%	3.4	Medium
Belgium	0.63%	2.0	Low
Other Countries	5.04%		

*Estimated victims per 1,000 population, according to the Global Slavery Index 2018.

Due diligence processes in relation to supplier management

In all sourcing decisions, compliance with Rentokil Initial 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 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. Examples of corrective actions taken in 2022 are included on page 6.

Supplier Risk Assessment

External suppliers are classified as (a) **Critical Suppliers** (38 in 2022) 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** (162) 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** (2635) 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	38	1.3%	14.3%
Major	162	5.7%	65.2%
Minor	2,635	92.2%	17.9%
Logistics	8	0.3%	2.6%
Internal	15	0.5%	6.7%
Total	2,858	100%	100%

Audits of all critical suppliers are conducted by a Product Quality Manager against the Rentokil Initial Supplier Management Standard (undated in 2022 to include an environmental section), which specifies the required standards of product quality, regulatory

compliance, factory management and delivery performance as well as adherence to Corporate Social Responsibility (CSR) standards. The audits start with two sections which focus on CSR 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 and minor local suppliers are reviewed using an audit questionnaire (21 in 2022) 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 Product Quality Manager in accordance with the Rentokil Initial Supplier Standard.

Audits during COVID-19

Due to the ongoing pandemic in 2022, we have used third-party auditors to conduct a more limited programme of audits for new suppliers and those in high-risk countries. We continue to conduct our own audits where travel restrictions allow. A total of 22 audits (12 Critical Suppliers) were conducted in 2022, with four being done by third-party auditing companies across four countries.

Areas of non-compliance and corrective actions in 2022

The major non-compliances that were raised during audits in 2022 are listed below, with a summary of the actions taken:

- When approached about an audit one company declined, so we are now moving away from this supplier.
- Excessive overtime (exceeded 36 hours monthly allowance as stipulated by labour law) was detected in three companies, with one supplier

working 9 to 12 consecutive days. The suppliers have been given the opportunity to correct the issue before further action is taken.

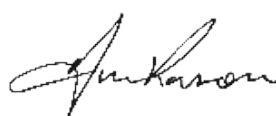
- Our audits revealed that most of the suppliers have carried out a lower number of external audits of their second- and third-tier suppliers due to the pandemic. This is being corrected by the suppliers concerned and tracked via audit non-compliances.
- One supplier did not have an established procedure or policy for anti-bribery and corruption, which has now been rectified.
- It was noted with one supplier that only 18 out of 98 workers had participated in social insurance. The supplier has now taken out additional group accident commercial insurance to address this and is providing training.

Actions to be taken in 2023

We recognise the extremely complex nature of modern slavery and we will continue to monitor our operational practices, and have identified the following as key actions for 2023:

- Reviewing the Employee Code of Conduct and harmonising it with the Terminix Code of Conduct;
- The initial due diligence of the Terminix acquisition revealed no causes for concern, but in 2023 we will conduct a deeper investigation to ensure that all reasonable steps have been taken to eliminate the likelihood of modern slavery across the business;
- The training planned for the Global Leadership Team (100 managers from the global business) in 2022 was postponed due to the Terminix acquisition and will now be carried out in 2023;
- Ongoing investigation into suppliers of services in the high-risk indirect procurement categories such as cleaning, haulage and security to ensure compliance.

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
23 February 2023



Rachel Canham
Director
Rentokil Initial UK Limited
23 February 2023



Rachel Canham
Director
Rentokil Initial 1927 plc
23 February 2023