



Our Gender Pay Report for 2019





Forward

Continued progress in 2019

At Rentokil Initial, our ambition is to become a world-class employer of choice. We believe that by doing what's right for our colleagues we will in turn deliver a brilliant service for our customers and ultimately create shareholder value. This is at the heart of our RIGHT WAY plan.



Creating a diverse and gender balanced workforce is part of putting this plan into action.

At Rentokil Initial we value diversity and inclusion and are committed to treating all colleagues with fairness, dignity and respect. We are delighted that this work has been recognised with the award of Britain's Most Admired Company 2019 for Diversity & Inclusion.

This report shows our UK gender pay performance for 2019 along with our progress since 2017 for Rentokil initial overall and our entities with over 250 employees (Rentokil Initial 1927 and Rentokil Initial UK):

- We continue to have no material gender pay gap between men and women, with further reductions in the gap resulting in a median of -2% down from 1% (mean -6%), which is significantly better than the UK average of 17.3% reported by the Office for National Statistics (as at October 2019).
- In addition, we are particularly proud of our improvements in our bonus gap which has reduced from 37% to 9%. This achievement is mainly driven by the decision in 2016 to extend our performance share plan beyond our senior managers enabling operational and functional managers to share in the success of our Company.

Whilst these are encouraging results overall, and we continue to make good progress in building our female representation in senior management roles (female colleagues now account for 31% of roles compared to 27% in 2017) and our 2019 employee survey showed that 96% of colleagues believe that we do not preclude male and female colleagues from having equal opportunities to succeed, 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 front line technicians and improving the proportion of females in senior manager 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



Our Gender Pay Report

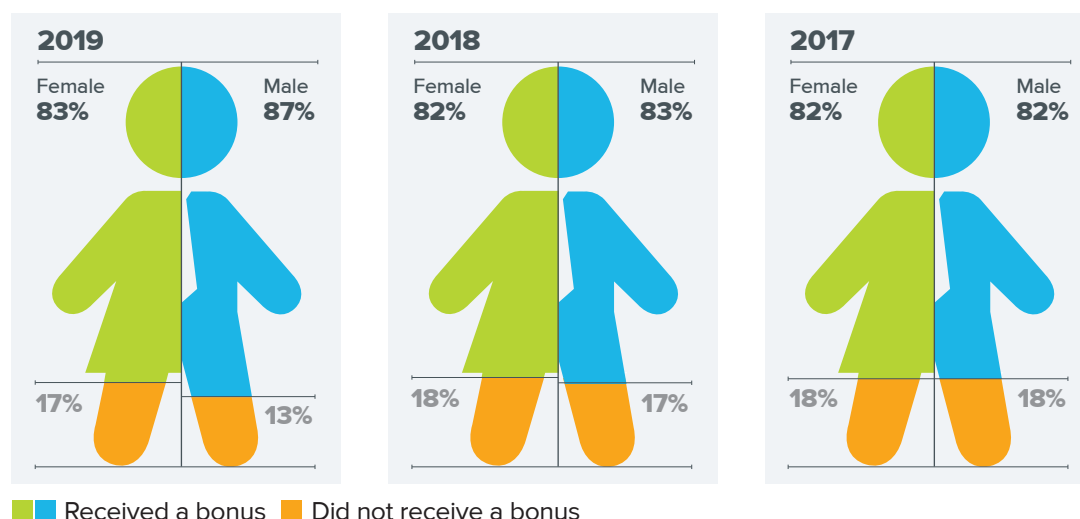
All UK employees



Our Overall Gender Pay Progress at Rentokil Initial

Company	2019	2018	2017
Hourly pay mean (average)	-6%	-2%	0%
Hourly pay median	-2%	1%	-2%
UK national average (source Office National Statistics)	17.3%	17.8%	18.4%
Bonus mean (average)	9%	37%	23%
Bonus median	5%	10%	8%

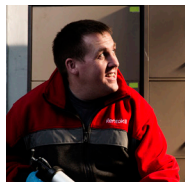
Proportion of employees receiving a bonus



Fair reward structures

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

Quartile	2019			2018			2017		
	F	M	Gap	F	M	Gap	F	M	Gap
Q1	31%	69%	-3%	32%	68%	8%	30%	70%	8%
Q2	28%	72%	0%	22%	78%	1%	25%	75%	0%
Q3	24%	76%	1%	29%	71%	0%	24%	76%	1%
Q4	30%	70%	0%	26%	74%	0%	30%	70%	0%



What actions have we been taking?

Rentokil Initial is committed to addressing diversity and inclusion; we are approaching this in a number of ways including:

- Building our employer value proposition to encourage females to join and build a long term career at Rentokil Initial
- Building female representation in our front-line operations roles that will create a pipeline of women for middle and senior manager roles in the future
- Monitoring and reporting on a monthly basis the diversity split throughout the organisation through our Employer of Choice Scorecard
- Launching a female mentoring programme for our global talent to support their career development
- Ensuring our Talent Pools contain more women with our aim for them to be split 50:50.

How successful have our actions been?

- We continue to make progress on female representation in senior management roles, with female colleagues now making up 31% of roles compared to 27% in 2017.
- We have seen further progress in 2019 with female colleagues accounting for 34% of all UK promotions, up from 32% in 2018.
- In 2019, we achieved an 8% year on year increase in the number of women identified in our succession plans for senior management roles.
- Further down the organisation, 35% of successors for leadership roles in our regional businesses and corporate functions are now women, ensuring we focus on developing and promoting female talent throughout the business and not just for our most senior positions.
- We are delighted that our progress has been recognised through receiving Britain's Most Admired Company 2019 for Diversity & Inclusion and by the Financial Times as a 2020 Diversity Leader.
- In our 2019 "Your Voice Counts" colleague engagement survey, 96% of our colleagues stated they do not feel that we preclude men and women from having equal opportunities to succeed in this Company (+1%pt vs our 2017 result and +11%pts vs the Global Norm).
- Corporate Graduate Scheme comprises over 50% women and our Fast Track talent programme for emerging talent comprises 40% female participants.

Areas of focus

- Continue our focus on attracting and retaining more females in front line technician roles through targeted initiatives such as "Women in RI" and "Women in Pest Control" to build our proportion of females in the wider workforce.
- Continue to make improvements in Rentokil Initial 1927, which employees our head office functions. Senior roles within this company are predominately Finance and IT roles and have tended to attract more males due to the nature of the business and the function, which is why we have a relatively higher pay and bonus gap between men and women in this company than in other parts of our business. We are building our employer value proposition to encourage more females to work for Rentokil Initial and are looking to develop our key female talent across all functional disciplines through the introduction of a Functional Talent Pool in 2020/2021.



Rentokil Initial UK Ltd

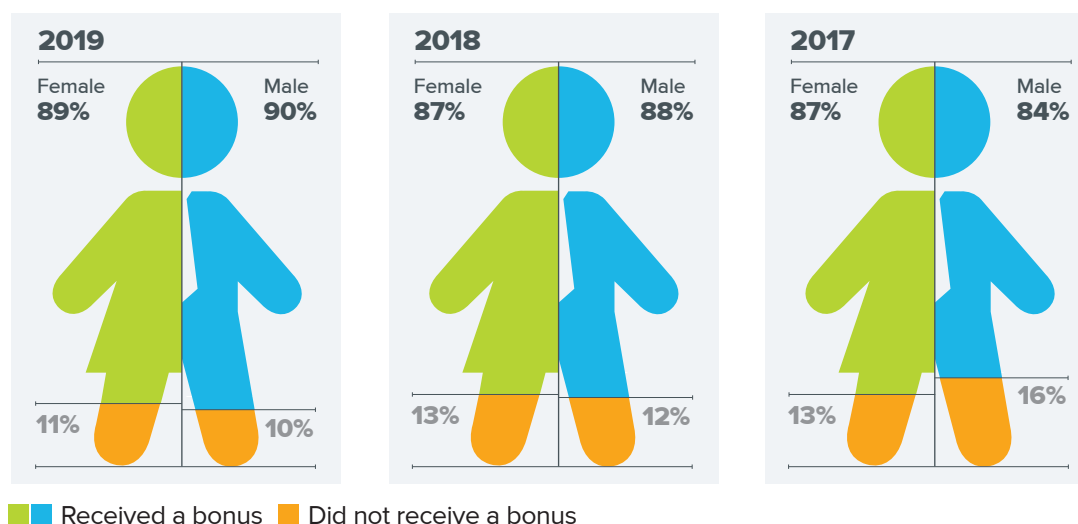
This is our main employer in the UK providing pest control, washroom hygiene and plant services and interior landscaping.



Our Overall Gender Pay Progress at Rentokil Initial

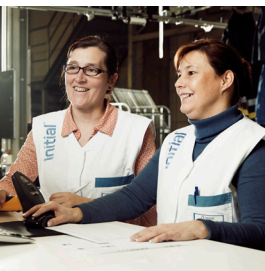
Company	2019	2018	2017
Hourly pay mean (average)	-3%	-2%	0%
Hourly pay median	1%	3%	2%
Bonus mean (average)	1%	-2%	4%
Bonus median	-1%	3%	11%

Proportion of employees receiving a bonus



Percentage of males and females in each pay quartile

Quartile	2019			2018			2017		
	F	M	Gap	F	M	Gap	F	M	Gap
Q1	31%	69%	-1%	29%	71%	-6%	28%	72%	2%
Q2	24%	76%	-1%	22%	78%	0%	22%	78%	-1%
Q3	27%	73%	0%	29%	71%	1%	29%	71%	1%
Q4	30%	70%	-1%	29%	71%	0%	27%	73%	-1%



Rentokil Initial 1927 plc

Colleagues working for this company are employed in our head office functions such as Finance and IT.

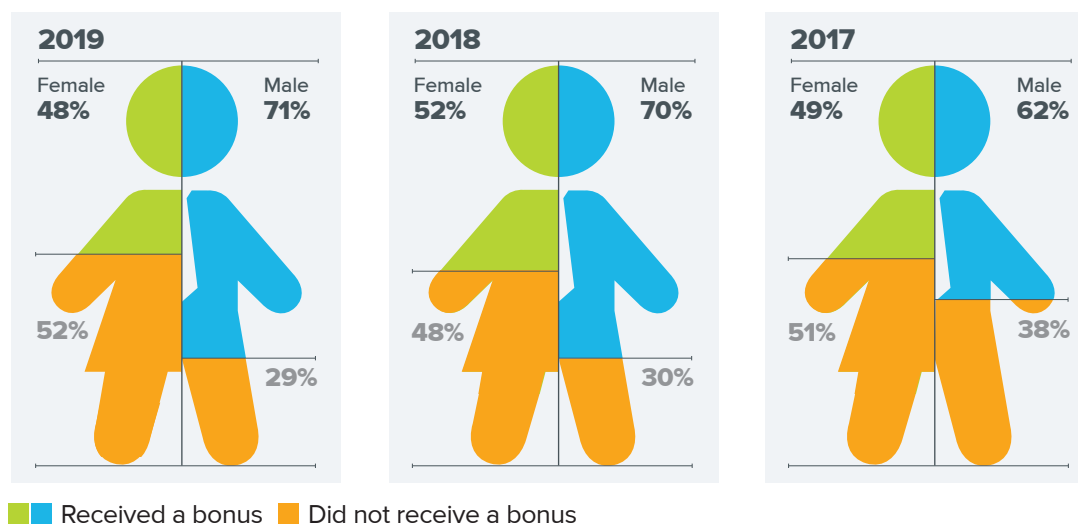
The smaller population of this entity means that the statistics are more prone to fluctuations compared to Rentokil Initial UK and Rentokil Initial as a whole.



Our Overall Gender Pay Progress at Rentokil Initial

Company	2019	2018	2017
Hourly pay mean (average)	22%	31%	26%
Hourly pay median	24%	29%	18%
Bonus mean (average)	27%	60%	40%
Bonus median	26%	22%	23%

Proportion of employees receiving a bonus



Percentage of males and females in each pay quartile

Quartile	2019			2018			2017		
	F	M	Gap	F	M	Gap	F	M	Gap
Q1	25%	75%	-4%	21%	79%	12%	21%	79%	4%
Q2	28%	72%	3%	25%	75%	4%	32%	68%	2%
Q3	51%	49%	1%	49%	51%	4%	49%	51%	-2%
Q4	49%	51%	-4%	48%	52%	4%	46%	54%	-3%