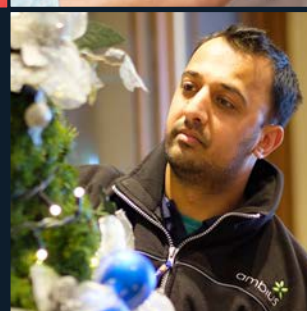
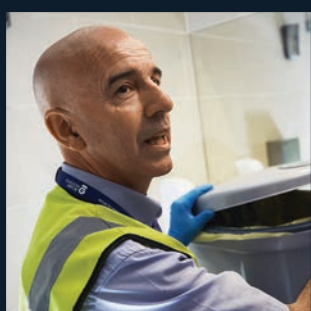


Our Gender Pay Report For 2018



THE QUEEN'S AWARDS
FOR ENTERPRISE:
INTERNATIONAL TRADE
2017



THE QUEEN'S AWARDS
FOR ENTERPRISE:
INNOVATION
2018



Forward

Continued progress in 2018

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. We value diversity and inclusion and Rentokil Initial is committed to treating all colleagues with fairness, dignity and respect.

This report shows our overall mean and median gender pay gap for all UK colleagues based on hourly rates of pay. It also captures the mean and median difference between bonuses paid to men and women. For added transparency, we have reported our data using four quartiles from the lowest paid quartile to highest paid.

Rentokil Initial has had a global grading and reward structure in place for several years, supporting the principles of fairness and equity. This can be evidenced by there being no material gender pay gap between men and women (-2% mean, 1% median) versus the national median gender pay gap for full-time employees that now stands at 8.6% according to the Office for National Statistics (as at October 2018).

In the 2018 Hampton-Alexander Report, Rentokil Initial was ranked 32nd in the FTSE 100 for gender diversity, up from 46th in 2017. We were also named as one of the 10 most improved companies since the report was launched in 2016. Our Board is 33% female and excellent progress has been made in the last year on increasing female representation in senior management. The direct reports of our Executive Leadership Team (excluding administrative and support staff) now comprise 32% women (up from 27% at the end of 2017). In addition, 44% of our management appointments globally were women and females now represent 34% of our overall group talent and 40% of our "Fast Track" emerging talent (whilst accounting for 24% of our global population). Furthermore our strong focus on developing female talent has resulted in a 9% increase in the number of women identified in our succession plans for senior management roles.

Over the following pages we also provide a breakdown of the results for our two UK businesses, which have over 250 employees. While these are encouraging results overall, and align with our last employee survey where 95% 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. 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

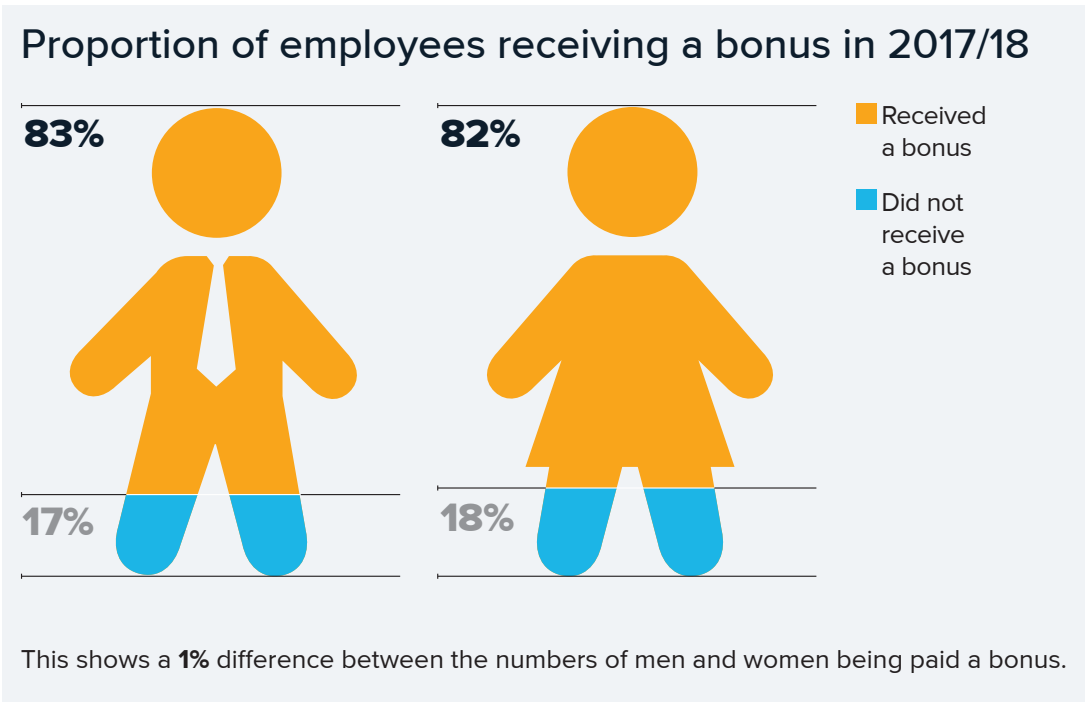
All UK employees

	Difference between males and females	
	Mean	Median
Hourly pay	-2%	1%
Bonus	37%	10%

The table above shows our overall mean and median gender pay gap for all UK colleagues based on hourly rates of pay as at the snapshot date, 5 April 2018. It also captures the mean and median difference between bonuses paid to men and women in the year up to 31 March 2018, i.e. for the 2017 performance year and in the 12 months to 31 March 2018.

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 looking at the bonus results, where the gap is more pronounced, this is due mainly to there being more men in senior roles who command higher short and long-term variable pay opportunities, in line with our global grading and reward system. We are currently seeking to address this by recruiting, developing and internally promoting more women into senior roles and creating a pipeline of women for the future. We have already seen progress in 2018 with female colleagues accounting for 32% of all UK promotions and our Corporate and UK Graduate Schemes comprising 56% and 33% women respectively.

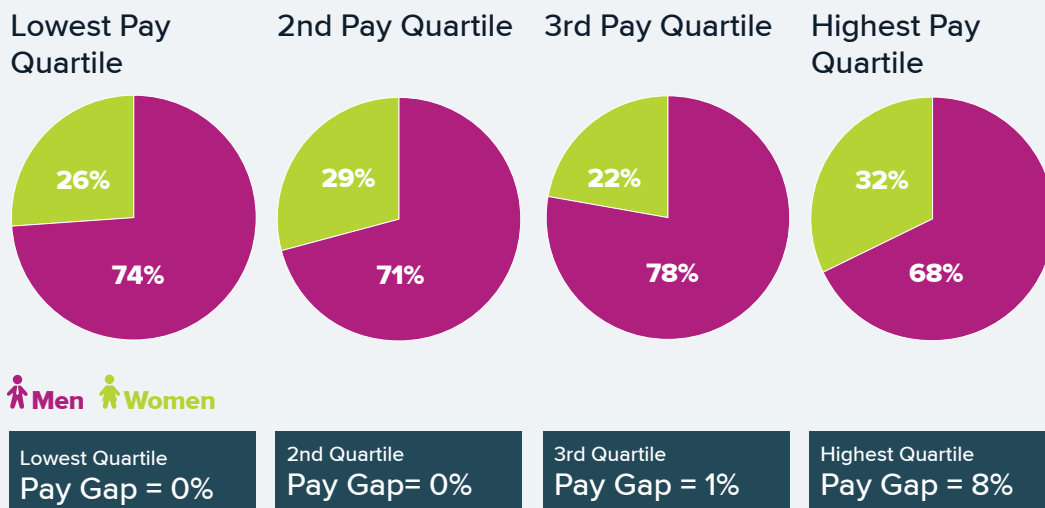




Pay and Bonus Gap for all UK employees/cont.

The charts below illustrate the gender distribution across four equally sized quartiles, each containing about 869 colleagues.

Percentage of males and females in each pay quartile



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

- Building our employer value proposition to encourage females to work for 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

Rentokil Initial has several employing entities within the group. Under the gender pay reporting regulations there is a requirement that we publish the gender pay statistics for those companies that have more than 250 employees and these are set out over the following pages.





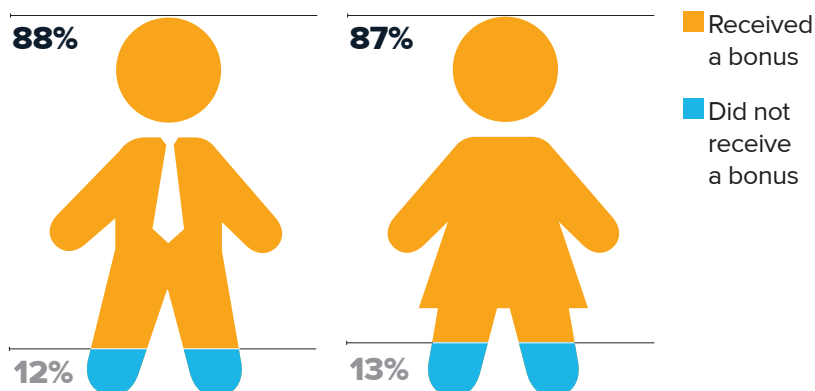
Rentokil Initial UK Ltd

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

Pay and Bonus Gap

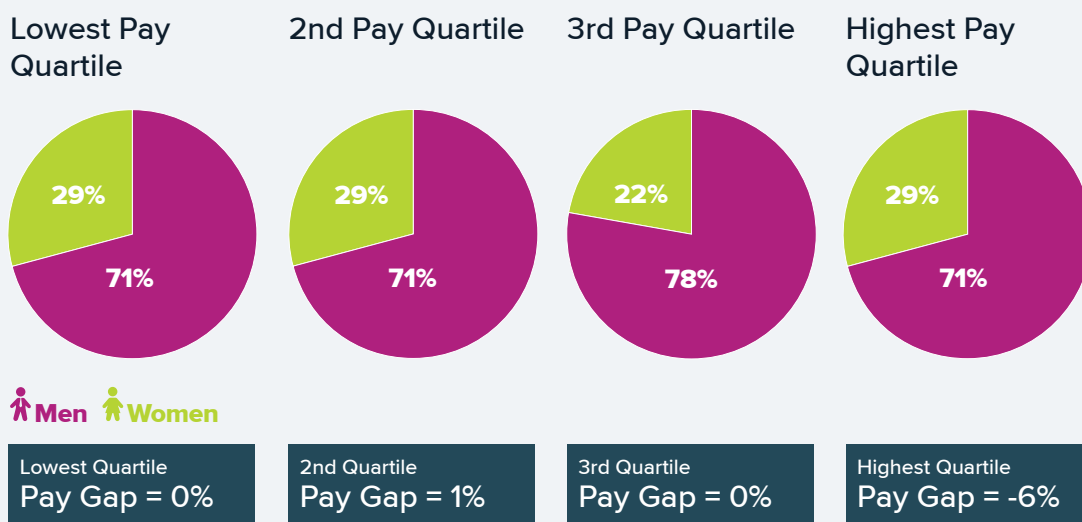
	Mean	Median
Hourly pay	-2%	3%
Bonus	-2%	3%

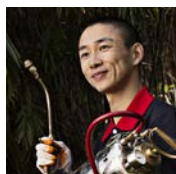
Proportion of employees receiving a bonus in 2017/8



This shows a **1%** difference between the numbers of men and women being paid a bonus.

Percentage of males and females in each pay quartile





Rentokil Initial 1927 plc

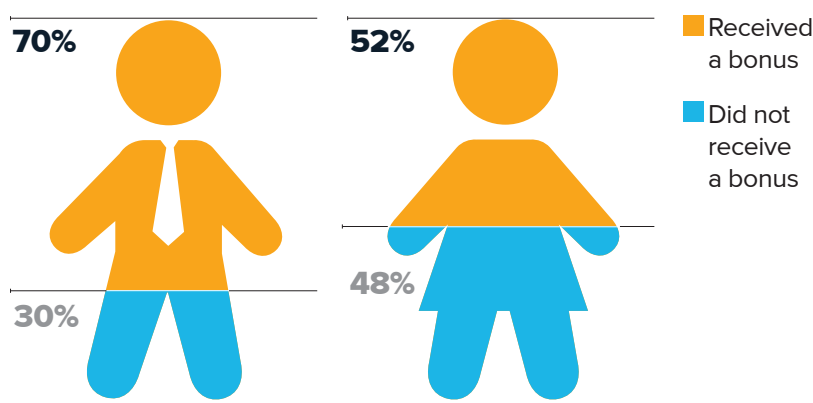
Colleagues working for this company are employed in our head office functions such as Finance and IT.

Pay and Bonus Gap

	Mean	Median
Hourly pay	31%	29%
Bonus	60%	22%

The 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.

Proportion of employees receiving a bonus in 2017/18



This shows an **18%** difference between the numbers of men and women being paid a bonus.

Percentage of males and females in each pay quartile

