

Our Gender Pay Gap Report For 2017



Forward

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 the absence of a gender gap between men and women (0% mean, -2% median) versus the national median gender pay gap for full-time employees that now stands at 9.1% according to the Office for National Statistics (as at October 2017).**

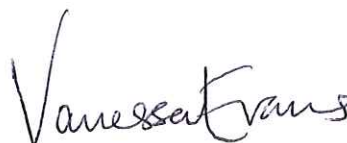
Over the following pages we also provide a breakdown of the results for our three UK businesses, which have over 250 employees.

While these are encouraging results overall, and align with our recent 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.

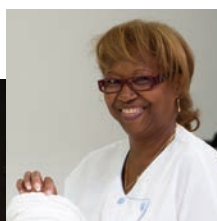
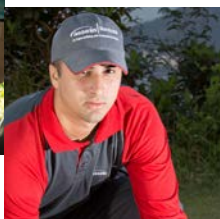
We confirm that the information provided in this report is accurate and in line with mandatory requirements.



Andy Ransom
CEO
Rentokil Initial plc



Vanessa Evans
Group HR Director
Rentokil Initial plc



Our Gender Pay Gap Report

Pay and Bonus Gap for all UK employees

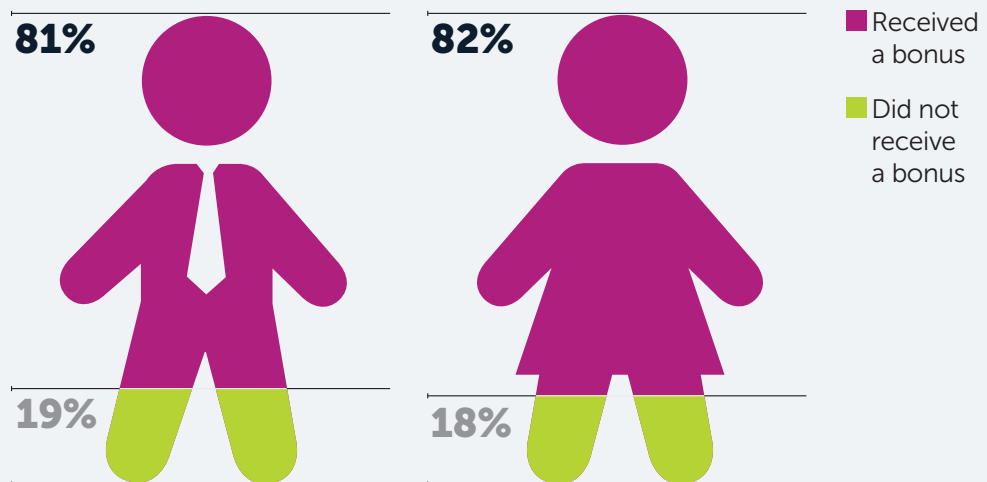
	Difference between males and females	
	Mean	Median
Hourly pay	0%	-2%
Bonus	23%	8%

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 2017. It also captures the mean and median difference between bonuses paid to men and women in the year up to 31 March 2017, i.e. for the 2016 performance year and in the 12 months to 31 March 2017.

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 the UK business. This can be evidenced by the low gender pay gaps recorded for hourly pay.

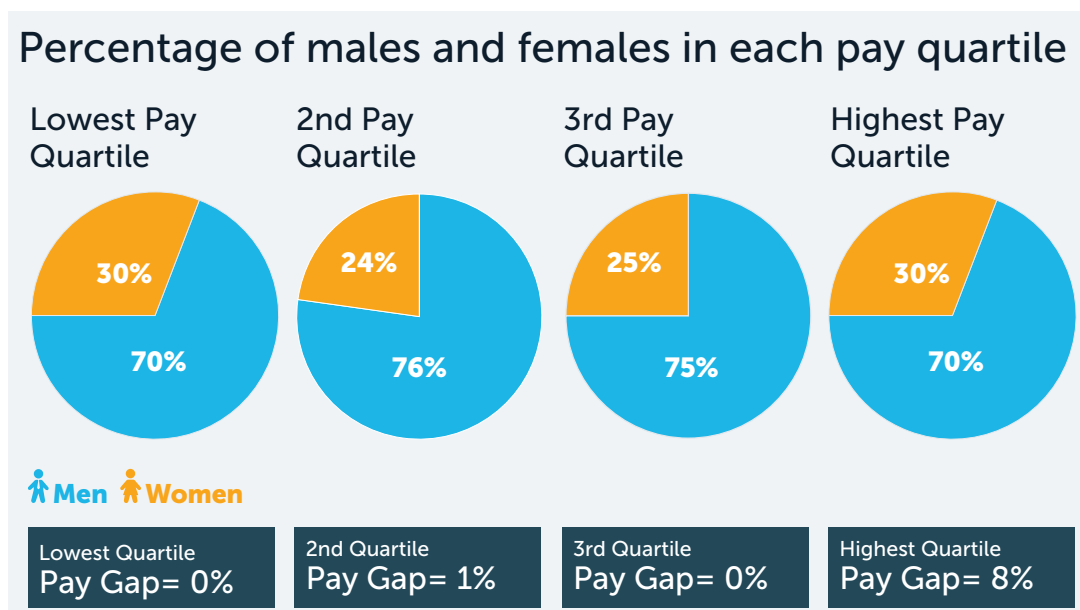
When looking at the bonus results, where the gap is more pronounced, this is due mainly to there being more men in senior roles who command higher short and long-term variable pay opportunities, in line with our global grading and reward system. We are currently seeking to address this by recruiting, developing and internally promoting more women into senior roles.

Proportion of employees receiving a bonus



This shows a **1%** difference between the number of men and women being paid a bonus for their performance.

Pay and Bonus Gap for all UK employees/cont.



The above image illustrates the gender distribution at Rentokil Initial in the UK across four equally sized quartiles, each containing around 820 colleagues, and the pay gap between men and women in each quartile.

Rentokil Initial is committed to addressing gender 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 frontline operations roles that will create the pipeline of women for middle and senior manager roles
- Monitoring and reporting on a monthly basis the diversity split throughout the organisation

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.

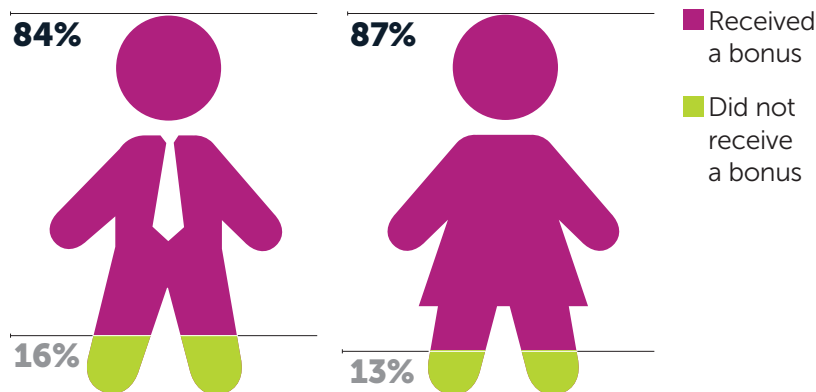
Rentokil Initial UK Ltd

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

Pay and Bonus Gap

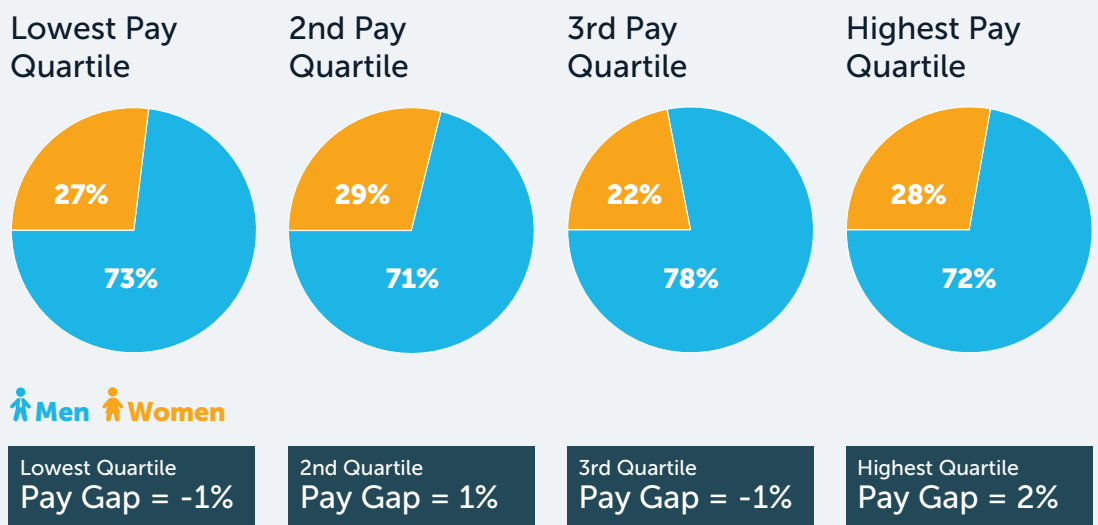
	Mean	Median
Hourly pay	0%	2%
Bonus	4%	11%

Proportion of employees receiving a bonus in 2016/17



This shows a **3%** difference between the number of men and women being paid a bonus for their performance.

Percentage of males and females in each pay quartile



Peter Cox Ltd

This company is the market leader in the repair and preservation of property.

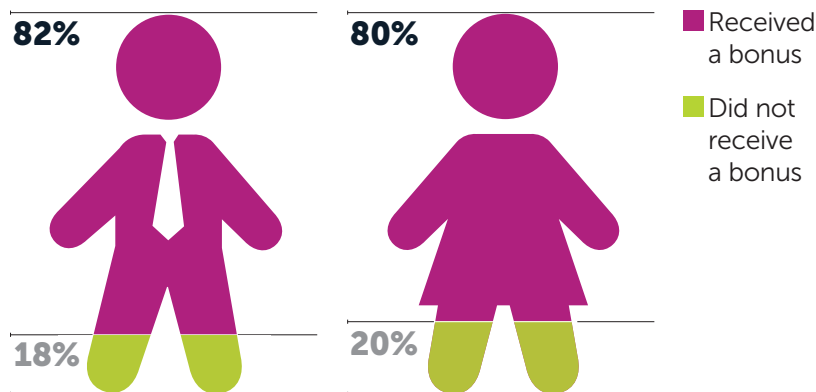
Pay and Bonus Gap

	Mean	Median
Hourly pay	27%	23%
Bonus	69%	-10%

Peter Cox was acquired by Rentokil Initial in 2015. Females are generally employed in more junior administrative roles. Surveyors, technicians and managers are usually male, as is typical within the building industry.

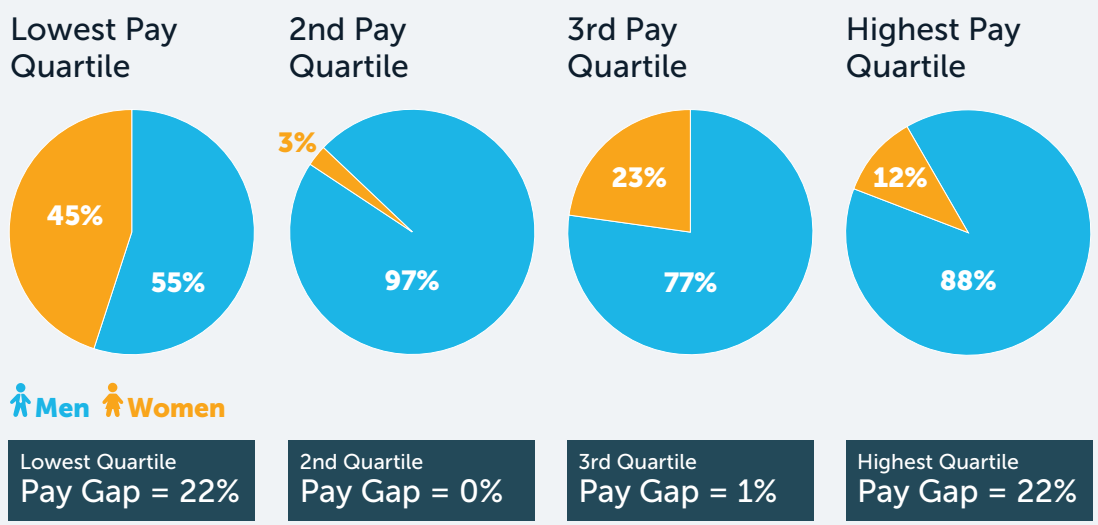
We are developing our employer value proposition to encourage more females to work for the business.

Proportion of employees receiving a bonus in 2016/17



This shows a **2%** difference between the number of men and women being paid a bonus for their performance.

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	26%	18%
Bonus	40%	23%

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 2016/17



This shows a **13%** difference between the number of men and women being paid a bonus for their performance.

Percentage of males and females in each pay quartile

