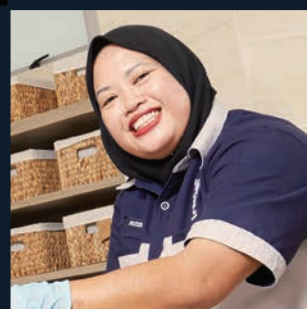
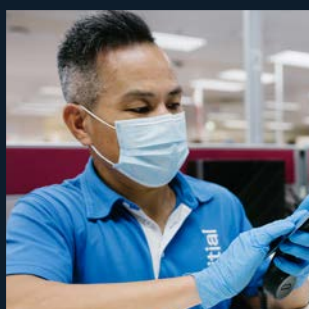




Our Gender Pay Report for 2020



THE QUEEN'S AWARDS
FOR ENTERPRISE:
INTERNATIONAL TRADE
2017



THE QUEEN'S AWARDS
FOR ENTERPRISE:
INNOVATION
2018



Forward

Continued progress in 2020

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 and by the Financial Times as a 2020 Diversity Leader.

This report shows our UK gender pay performance for 2020 along with our progress since 2017 for Rentokil initial overall and our entities with over 250 employees, Rentokil Initial 1927 and Rentokil Initial UK.

The make-up of the UK workforce changed significantly from 2019 to 2020 with the acquisition of Cannon Hygiene contributing to a 15% increase in headcount. The reporting period was also impacted by COVID-19, with the use of employee support schemes and management taking pay waivers. Despite this we continue to have no material gender pay gap between men and women, with a median of -3% and a mean -11%, which is significantly better than the UK average of 15.5% reported by the Office for National Statistics.

While these are encouraging results overall, and we continue to make good progress in building our female representation in senior management roles (on a like-for-like basis female colleagues now account for 30% of roles compared to 28% in 2019) and our 2019 employee survey shows 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 frontline 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

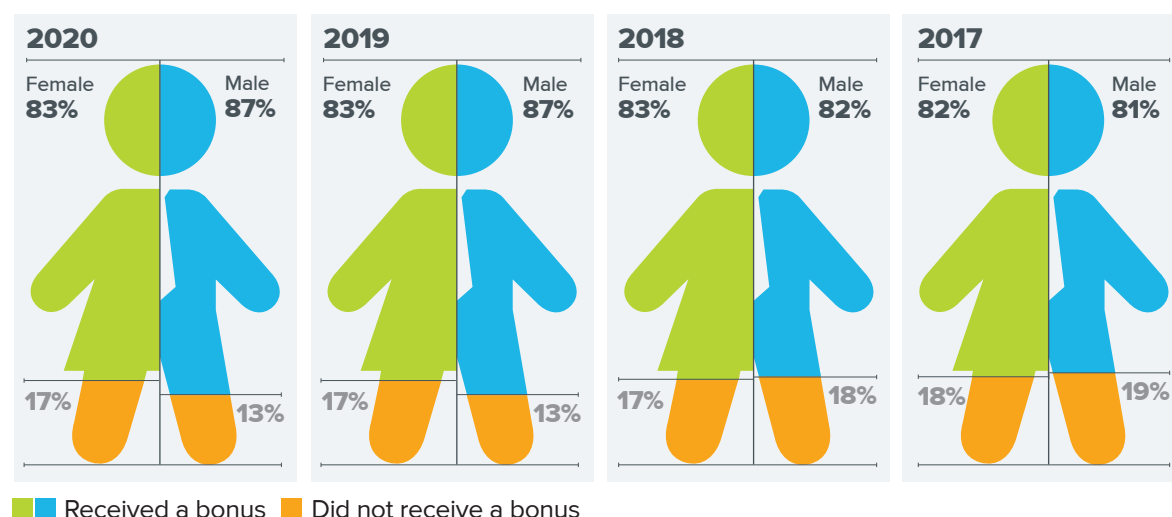
All UK employees



Our Overall Gender Pay Progress at Rentokil Initial

Company	2020	2019	2018	2017
Hourly pay mean (average)	-11%	-6%	-2%	0%
Hourly pay median	-3%	-2%	1%	-2%
UK average	15.5%	17.3%	17.8%	18.4%
Bonus mean (average)	19%	9%	37%	23%
Bonus median	5%	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	2020			2019			2018			2017		
	F	M	Gap	F	M	Gap	F	M	Gap	F	M	Gap
Q1	34%	66%	-6%	31%	69%	-3%	32%	68%	8%	30%	70%	8%
Q2	25%	75%	-1%	28%	72%	0%	22%	78%	1%	25%	75%	0%
Q3	25%	75%	0%	24%	76%	1%	29%	71%	0%	24%	76%	1%
Q4	30%	70%	0%	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?

- Since 2017 we have taken a number of steps to improve the gender diversity of our Board. Since 1st April 2020, the Rentokil Initial Plc Board is 50% female (up from 25% in 2016).
- We also continue to make progress on female representation in senior management roles, with female colleagues now making up 30% of roles compared to 24% in 2016.
- The steps we have taken to improve the gender diversity of our Board and senior leadership resulted in us being placed 7th in the 2021 Hampton-Alexander Report (up from 9th in 2019, 32nd in 2018 and 46th in 2017).
- We are also building a strong pipeline of talented women with the potential to progress to senior leadership positions in the organisation and to that end we have made further progress on the gender diversity of our succession plans in 2020, with women now comprising 31% of our named successors for senior leadership roles (up from 26% in 2019).
- Further down the organisation, 38% of successors for leadership roles in our regional businesses and corporate functions are now women, up from 35% in 2019, ensuring we focus on developing and promoting female talent throughout the business and not just for our most senior positions.
- Our latest Corporate Graduate Scheme comprises over 50% women and our most recent 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

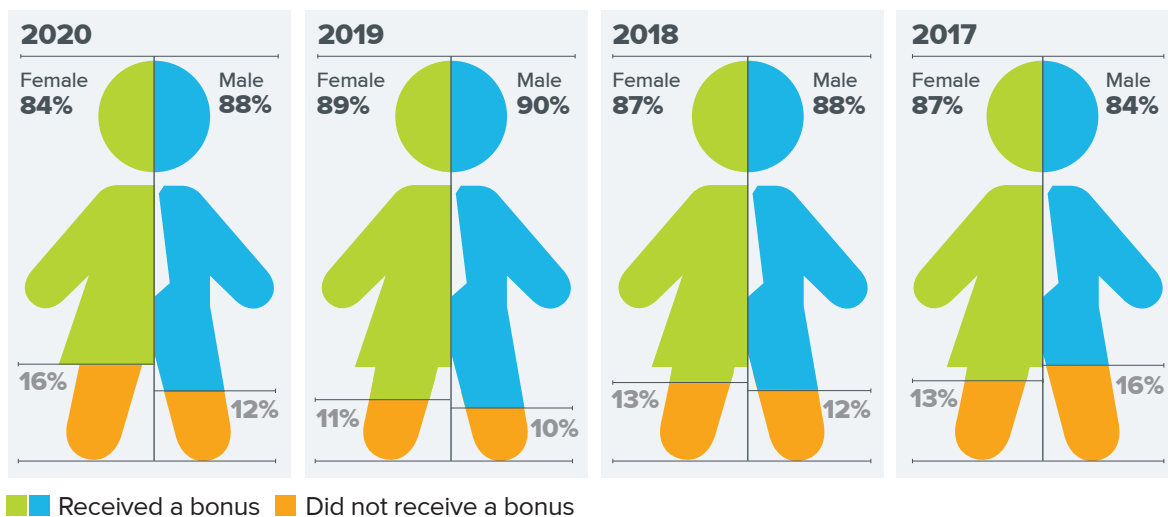
This is our main employer in the UK providing pest control, washroom hygiene and plant services and interior landscaping.



Our Overall Gender Pay Progress at Rentokil Initial

Company	2020	2019	2018	2017
Hourly pay mean (average)	-11%	-3%	-2%	0%
Hourly pay median	0%	1%	3%	2%
Bonus mean (average)	15%	1%	-2%	4%
Bonus median	4%	-1%	3%	11%

Proportion of employees receiving a bonus



Percentage of males and females in each pay quartile

Quartile	2020			2019			2018			2017		
	F	M	Gap	F	M	Gap	F	M	Gap	F	M	Gap
Q1	34%	66%	-12%	31%	69%	-1%	29%	71%	-6%	28%	72%	2%
Q2	23%	77%	-1%	24%	76%	-1%	22%	78%	0%	22%	78%	-1%
Q3	26%	74%	0%	27%	73%	0%	29%	71%	1%	29%	71%	1%
Q4	31%	69%	-1%	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.

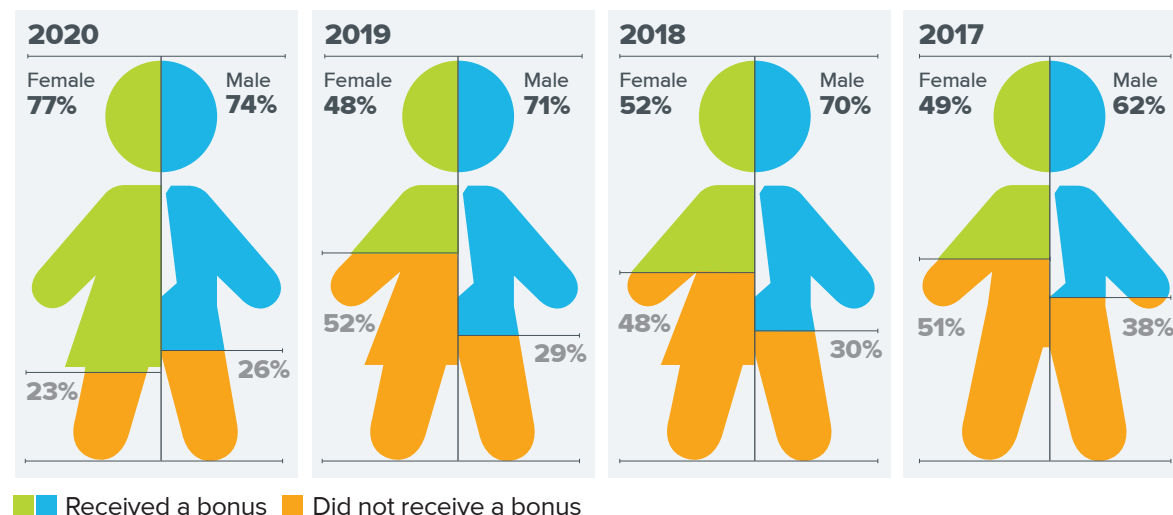
The smaller population of this entity means that the statistics are more prone to fluctuations compared to Rentokil Initial UK and Rentokil Initial as a whole.



Our Overall Gender Pay Progress at Rentokil Initial

Company	2020	2019	2018	2017
Hourly pay mean (average)	15%	22%	18%	26%
Hourly pay median	17%	24%	26%	18%
Bonus mean (average)	35%	27%	60%	40%
Bonus median	31%	26%	28%	23%

Proportion of employees receiving a bonus



Percentage of males and females in each pay quartile

Quartile	2020			2019			2018			2017		
	F	M	Gap	F	M	Gap	F	M	Gap	F	M	Gap
Q1	25%	75%	-4%	25%	75%	-4%	21%	79%	12%	21%	79%	4%
Q2	23%	77%	2%	28%	72%	3%	25%	75%	4%	32%	68%	2%
Q3	44%	56%	2%	51%	49%	1%	49%	51%	4%	49%	51%	-2%
Q4	41%	59%	1%	49%	51%	-4%	48%	52%	4%	46%	54%	-3%