

Health and Safety policy

Rentokil Initial is committed to ensuring that 'Everyone Goes Home Safe' at the end of their working day. Our colleagues, our families and our customers rely on this commitment to ensure colleagues feel safe, supported and valued in their work lives, enabling us to deliver the exceptional service our customers expect. The health and safety of our people and customers will always be our first priority and there can be no compromise on this.

Our colleagues are at the heart of our daily operations, keeping the customer at the centre of our focus as we strive to become the partner of choice, delivering profitable growth through outstanding customer service and operational excellence.

We ensure that:

- Our leaders provide visible safety leadership and engage with colleagues to instil safe behaviours and create a strong safety culture.
- Colleagues have the training and tools to enable them to do their job safely and are empowered to make the right decisions, the first time and every time, about their safety.
- All health and safety risks are understood, evaluated and controlled by adopting best practice in all of our work procedures.
- Health and safety performance is regularly monitored, reviewed and publicly reported.
- We act on what we learn to continually improve our health and safety performance.
- We have consistent health and safety procedures throughout the organisation with common key performance indicators and effective management systems.

All businesses communicate their own health and safety policy statements to their local colleagues reflecting this Group policy, which is reviewed annually. These describe the arrangements that the business has in place to ensure compliance with local legislation, the Group's health and safety management standards and our customers' own health and safety requirements.

Finally, our colleagues take personal responsibility for their own health and safety and that of other people affected by their work and the decisions that they make. Colleagues must adhere to safe working practices and cooperate fully with managers on any matter relating to health and safety.

Nothing is more important to me than ensuring everyone goes home safe.

A handwritten signature in black ink that reads 'Mike Duffy'.

[Mike Duffy \(Aug 4, 2026 19:14:43 GMT+1\)](#)

Mike Duffy
Chief Executive

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