

Rentokil Initial

Health and Safety (H&S) Management Standards

Introduction

Background

Rentokil Initial (RI) is the global leader in commercial Pest Control and Hygiene services operating in over 80 different countries and cultures across the world. Our purpose is to Protect People, Enhance Lives and Preserve the Planet.

There is nothing more important in RI than ensuring that 'Everyone Goes Home Safe' at the end of their working day. Our colleagues, our families and our customers rely on this commitment. Health and safety will always be our priority and there is no compromise on this. Our colleagues are at the heart of THE RIGHT WAY strategic plan and health and safety is embedded in this plan.

These publicly available Standards interpret and support our global H&S Policy Statement and form the basis for the development and implementation of H&S management systems in all RI businesses in order to protect the H&S of our colleagues and customers and ensure compliance with legal requirements, RI policies and standards and customer requirements.

Scope

These Standards apply to all RI businesses across the world. They have been written to apply to businesses of all types and sizes by focussing on underlying principles rather than detailed prescription. These principles are such as to make them applicable across a wide range of geographical, legislative, social and cultural contexts.

The objectives of these Standards are to:

- Support the implementation of our H&S Policy Statement across RI.
- Provide a risk-based H&S management system framework, consistent with ISO 45001 and other guidance for effective H&S management.
- Set out and formalise the expectations for progressive development and implementation of more specific and detailed H&S management systems in all RI businesses.
- Provide auditable criteria, against which H&S management systems across RI can be measured.
- Drive continual improvement in H&S performance.

Review and Document Control

These Standards are reviewed at least every three years. If required, they are revised and reissued to all RI businesses to ensure any changes can be reflected in the local H&S management systems.

Next Review Date: July 2027

SUMMARY STANDARDS AND PERFORMANCE REQUIREMENTS

LEADERSHIP AND ACCOUNTABILITY

1. Directors and managers understand their accountabilities and demonstrate leadership and commitment to H&S.
2. A H&S management system is established, implemented and maintained in each country of operation to protect our colleagues, business and customers and ensure compliance with legal, RI and customer requirements.

ASSESSING AND MANAGING RISK

3. H&S hazards arising from our activities are identified and associated risks are assessed and managed.
4. The Group's behaviour based 'Golden Rules' are integrated into our operational controls and communicated to all colleagues.

PEOPLE, TRAINING AND TOOLS

5. Colleagues are fit for work, competent, have the right equipment to perform their work and behave in a safe and responsible manner.
6. Colleagues are informed, consulted and encouraged to participate in H&S matters and are empowered to make the right decisions for their H&S.

PERFORMANCE MEASUREMENT

7. H&S performance is monitored to evaluate and measure progress towards the achievement of goals and targets, the effectiveness of operational controls and compliance with legal requirements and RI policies and standards.
8. Accidents, incidents and cases of work-related illness are reported, investigated and analysed to identify the root cause(s) and prevent recurrence.

REVIEW AND IMPROVEMENT

9. The country leadership team review H&S performance during monthly performance reviews to ensure the H&S management system is implemented and achieving the intended outcome.
10. We act on what we learn from our performance measurement processes and implement annual operating plans to maintain and continually improve our H&S performance.