

# Inclusion Policy

## A CORE GROUP POLICY

### Key Points to Remember:

- We believe that drawing from the best of what the business environments and markets in which we operate have to offer will enable us to better serve our customers.
- We believe a more inclusive workforce will boost our financial performance, enhance our reputation, support innovation and increase colleague engagement.
- As a Company, we are also committed to ensuring we create and foster a working environment where everyone can feel safe, contribute, develop, be rewarded for the value they bring and enjoy long and fulfilling careers with our organisation. As such, we are opposed to all forms of discrimination, harassment and victimisation and will not accept any of these being committed towards or by any of our colleagues.
- Any decisions relating to employment practices will be objective, free from bias and based solely upon objective work criteria and individual performance.
- Rentokil Initial is an equal opportunities employer and, as such, is committed to equal pay in employment

### Scope and Audience

This policy is applicable to all colleagues globally.

### Policy Statement

This document sets out Rentokil Initial plc's (the "Company") Inclusion Policy that applies across the Company and its subsidiaries (the "Group"). Some countries may have applicable, additional local policies covering discrimination, equal opportunities and diversity are in place to ensure compliance with local laws, rules and regulations. Please speak to your local HR representative for more information on local policies. Please also refer to the Company's Code of Conduct.

### The Importance of an Inclusive Culture

A key strategic aim of the Company is to be recognised as a world-class employer of choice, which can attract, recruit and retain the best people from the widest possible pool of talent. Therefore, we are committed to creating a diverse and inclusive working environment for all colleagues by, at all times, striving to be an organisation which values everyone's talents and abilities and where everyone's participation and opportunities are actively supported and encouraged. We want to draw from the best that the business environment and markets in which we operate have to offer to better serve our customers. We believe a more inclusive workforce will boost our financial performance, enhance our reputation, support innovation and increase colleague engagement. As a Company, we are also committed to ensuring we create a working environment where everyone can feel safe, contribute, develop, be rewarded for the value they bring and enjoy long and fulfilling careers with our organisation. As such, we are opposed to all forms of discrimination, harassment and victimisation and will not accept any of these being committed towards or by any of our colleagues. This commitment includes communicating to all managers and employees, via our Code of Conduct and associated training, about their rights and responsibilities under this policy. These responsibilities include colleagues conducting themselves to help the organisation provide equal opportunities in all areas of employment, and preventing any form of harassment, victimisation and unlawful discrimination as set out in our Code of Conduct.

We will promote a working environment for all employees that is free from discrimination, harassment and victimisation of all types and where everyone will receive equal treatment regardless of (but not limited to) their:

- Age
- Religion
- Ethnic or national origin
- Marital status
- Hours of work
- Sexual orientation

- Race
- Skin colour
- Gender
- Disability
- Socioeconomic background
- Pregnancy/maternity and parental status

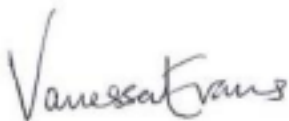
Any decisions relating to employment practices will be objective, free from bias and based solely upon objective work criteria and individual performance. We will therefore actively promote diversity and inclusion and ensure equal treatment across all employment practices and policies, including (but not limited to):

- Recruitment and selection
- Training and development
- Appraisal, pay and promotion
- Working practices (for example, hours of work or parental leave)
- Disciplinary practices
- Dismissal (including selection for redundancy)
- Retirement

When considering the recruitment, selection, development, promotion, appraisal and pay of any colleague, we will do so on merit-based objective criteria. Specifically, when it comes to recruitment, the Company will always seek to appoint the most suitable and qualified candidate for any job and will endeavour to find such candidates from the widest possible pool of talent.

### **Equal Pay**

Rentokil Initial is an equal opportunities employer and, as such, is committed to equal pay in employment. The company is committed to ensuring that its male and female employees should receive equal pay for like work, work rated as equivalent or work of equal value, and in order to achieve this will aim to maintain a pay system that is transparent, based on objective criteria and free from bias. Any pay Equality issues should be taken up under local grievance procedure, in line with local legislation.



*Vanessa Evans*  
Group HR Director

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