

Equal Employment Opportunity Policy

Rentokil Initial will provide equality of opportunity for all employees and applicants for employment and in doing so will observe the provisions and spirit of relevant Anti-Discrimination/Equal Opportunity Legislation.

This policy applies to all employees and any other person associated with the organisation, including:

- managers and employees,
- full-time, fractional (ie part-time) and casual staff,
- fix term contractor and temporary staff,
- probationary staff,
- people providing services on a contract basis,
- Clients and customers.

The policy applies to both on or off site, or in or out of working hours, including, for example at social functions, conferences, business trips and Christmas parties.

Equality of opportunity will apply to all phases of employment including selection and appointment of staff, promotion, training and development, performance management, compensation, benefits and terms and conditions of employment.

An employee's gender, marital status, physical, intellectual, psychological or psychiatric disability, race, colour, ethnicity, social origin, pregnancy, parental status, family responsibilities, national origin, religion, sexual orientation, transgender status, age, political conviction or trade union activity will not be grounds for discrimination.

All managers and employees are required to ensure adherence to the relevant legislation and guidelines on Equal Opportunity.

The EEO Coordinator at Rentokil Initial is the People Manager. When responding to the inappropriate behaviors outlined in this policy managers and employees should refer to the Grievance Handling Procedure available on the internet under Our Company/Policies.

Date of Issue: 1st August 2007