


## Return to Work Policy

Rentokil Initial is committed to assisting employees who have sustained injuries or illnesses to return to full and gainful employment. We are dedicated to providing an effective rehabilitation program, which is continually reviewed and updated in accordance with legislation and regulatory requirements.

In pursuing this commitment we will:

- Prevent injury and illness through a safe and healthy working environment.
- Recognise and complement throughout our program our other organisational policies and procedures where relevant.
- Commence the illness and injury management process as soon as possible after the occurrence of an injury or illness in a manner consistent with medical advice.
- Provide early reporting systems and early intervention procedures at the workplace that will enable employees to stay at work or return to work as soon as it is safely possible after the injury.
- Make every effort to assist in the safe and early integration of injured or ill employees back into the workplace following the occurrence of an injury or illness by the provision of safe and appropriate work.
- Take participation in an injury or illness management program not prejudice an injured or ill worker. Return to work plans will be reviewed regularly.
- Expect employees to participate and co-operate in an agreed rehabilitation program. This is an employee responsibility.
- Facilitate our illness and injury management program so it operates effectively by consulting with employees or their representative.
- Maintain confidentiality of employees' information during return to work and rehabilitation.
- Manage all claims in an equitable, timely and efficient manner.
- Provide appropriately qualified expertise for injury management activities.

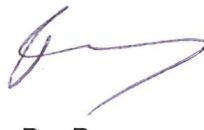
This signed statement of Policy confirms our commitment.



**David Peterson**  
Managing Director  
Rentokil Pest Control



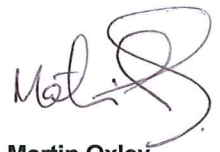
**Greg Worthington-Eyre**  
Managing Director  
Pink Hygiene Solutions



**Ray Borg**  
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Ambius Pacific



**Geoff Polkinghorne**  
Managing Director  
New Zealand & Fiji



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