



EQUAL OPPORTUNITIES POLICY

Rentokil Initial plc seeks to ensure that all employees of itself and its subsidiary companies (“the Group”) and all applicants for employment will be given equal opportunities irrespective of their sex, marital status, race, colour, ethnic or national origin, disability or trade union membership, in all aspects of employment, training and benefits.

The Group is committed not only to the letter of the law, but also to the promotion of equal opportunities in all fields. The Group seeks to fulfil this commitment through the application of employment policies and procedures which are consistent and equitable for all employees and which recognise the expertise and ability of each individual. To this end it is the responsibility of individual employees to ensure that no individual is treated less favorably or discriminated against by reason of their sex, marital status, race, colour, ethnic or national origin, disability or trade union membership. Sex discrimination includes sexual harassment, which is behaviour of a sexual nature or other conduct based on sex which is unwanted, offensive and unreciprocated and affects the dignity of men and women at work. Racial discrimination includes racial harassment.

Rentokil Initial Australia is committed also to ensuring that all requirements of the Australian Equal Opportunities and Anti-Discrimination legislation are followed.