

Health & Safety Policy

There is nothing more important in Rentokil Initial 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 first priority and there can be no compromise on this.

Our colleagues are at the heart of our plan to deliver profitable growth through outstanding customer service and operational excellence. We articulate it as 'Enabling **THE RIGHT PEOPLE** to do **THE RIGHT THINGS** in **THE RIGHT WAY**'. Health and safety is embedded in this plan and is the first item on our Colleague and Customer Promises; the framework for the culture of the company.

We will ensure that:

- Our leaders provide visible safety leadership and engage with colleagues to instill safe behaviors and create a strong safety culture.
- Colleagues have the training and tools to enable them to do their job safely and are empowered to make the right decisions, first time and every time about their safety.
- All health and safety risks are understood, evaluated and controlled by adopting best practice in all of our work procedures.
- Health and safety performance are regularly monitored, reviewed and publicly reported.
- We act on what we learn to continually improve our health and safety performance.

We are committed to establishing consistent health and safety procedures throughout the organization with common key performance indicators and effective management systems.

All businesses will communicate to colleagues their own health and safety policy statement reflecting this group policy, which is reviewed annually. These should describe the arrangements that the business has in place to ensure compliance with local legislation, the group's health and safety management standards, and our customers' own health and safety requirements.

Finally, colleagues must also take personal responsibility for their own health and safety and that of other people affected by their work and the decisions that they make. Colleagues must adhere to safe working practices and co-operate fully with managers on any matter relating to health and safety.

Nothing is more important to me than ensuring everyone goes home safe.



Brian Lynggaard
Operations Director, Ireland