



Protecting People. Enhancing Lives.

Modern Slavery Statement

1 January 2023 - 31 December 2023

Rentokil Initial Pty Limited ACN 000 034 597

Table of Contents

Mandatory Criteria One and Two:	3
<i>Identify the reporting entity and describe its structure, operations and supply chains</i>	
Mandatory Criterion Three:	7
<i>Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities the reporting entity owns or controls</i>	
Mandatory Criterion Four:	8
<i>Describe the actions taken by the reporting entity and any entities that the reporting entity owns or controls to assess and address these risks, including due diligence and remediation processes</i>	
Mandatory Criterion Five:	11
<i>Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks</i>	
Mandatory Criterion Six:	12
<i>Describe the process of consultation with any entities the reporting entity owns or controls</i>	

Modern Slavery Statement (1 January 2023 - 31 December 2023)

Rentokil Initial Pty Limited ACN 000 034 597

We strive to maintain the highest standards of ethical behaviour and governance compliance, and recognise our responsibility to manage our business and supply chains to identify and alleviate any potential or actual human rights violations, including modern slavery. We are committed to working with our suppliers to address potential areas of risk and resolve any aspects of noncompliance.

These principles can be found at www.rentokil-initial.com/responsible-delivery/policies, and are further detailed later in this report.

Mandatory Criteria One and Two:

Identify the reporting entity and describe its structure, operations and supply chains

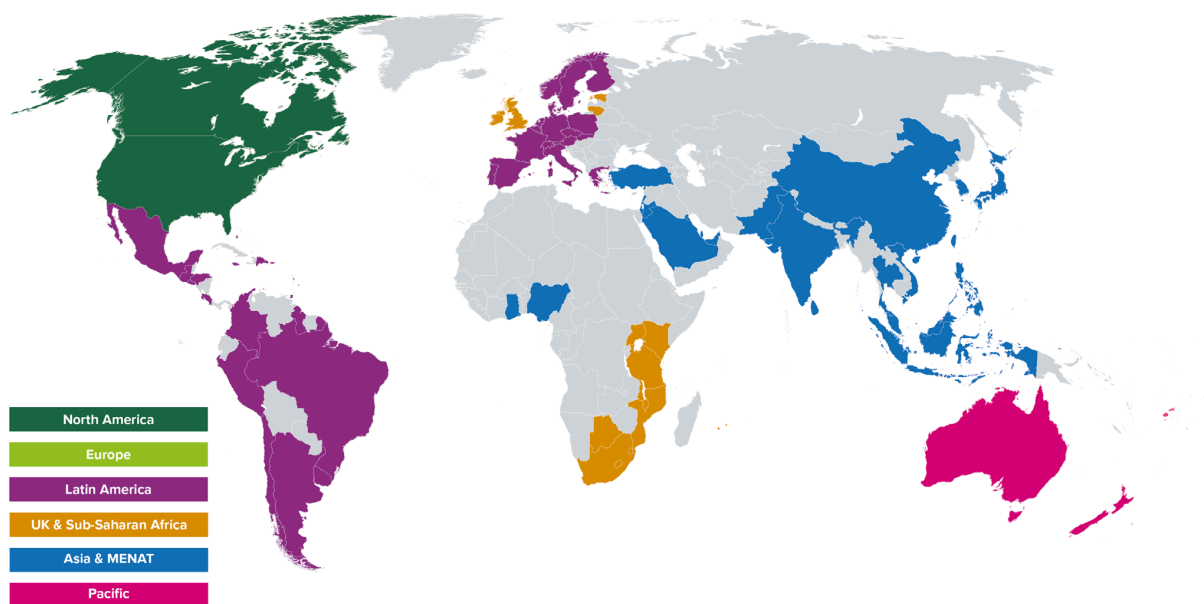
Rentokil Initial Pty Limited (**Rentokil Initial**) is a proprietary limited company incorporated in Australia, with its registered business address at Unit A1, 3-29 Birnie Ave, Lidcombe NSW 2141. Rentokil Initial owns a number of Australian subsidiaries, both trading and responsible for conducting Australian operations, and non-trading. These subsidiaries are not reporting entities.

Rentokil Initial delivers pest control, hygiene and interior plantscaping services throughout Australia, with branches in each State and Territory capital city. Rentokil Initial has three business divisions and operates under several business names, the key ones being 'Rentokil Pest Control', 'Initial Hygiene' and 'Ambius'. As at December 2023, Rentokil Initial employed approximately 1909 colleagues in Australia.

Rentokil Initial is part of the Rentokil Initial Group (**Group**), and our ultimate parent company is Rentokil Initial plc. Rentokil Initial plc has its head office in the United Kingdom.

The Group operates in 90 countries, including a number of emerging markets and countries that the Group has entered in recent years through acquisitions. Approximately 62,900 colleagues were employed in 2023, an increase of 4,300 over 2022 (58,600).

The Group operates in the following countries worldwide:



NORTH AMERICA	EUROPE & LATAM	UK & SUB-SAHARAN AFRICA	ASIA AND MENAT	PACIFIC
<p>Main business lines: Pest Control services and products, and Plants (Ambius).</p> <p>c. 22,000 colleagues.</p>	<p>Main business lines: Pest Control, Hygiene and Workwear (France); plus Plants and Dental services.</p> <p>c. 9,000 colleagues in Europe. c. 4,000 in Latin America.</p>	<p>Main business lines: Pest Control and Hygiene; plus Plants, Property Care and Specialist Hygiene</p> <p>c. 5,700 colleagues.</p>	<p>Main business lines: Pest Control and Hygiene.</p> <p>c. 19,600 colleagues.</p>	<p>Main business lines: Pest Control, Hygiene and Plants (Ambius).</p> <p>c. 2,700 colleagues.</p>

Supply Operations 2023

In 2023, Rentokil Initial traded with 470 suppliers for goods and services which made up 98% of the total procurement spend. The top 20 suppliers account for over 50% of the spend and the top 91 suppliers make up 80% of our total spend.

For core areas of supply, Rentokil Initial has established long term partnerships and supply arrangements to ensure quality and consistency of supply. For the most part, our hardware suppliers are managed by our parent company Rentokil Initial plc or Rentokil Initial Asia who have a dedicated procurement and quality team with a focus on supplier selection based on due diligence and quality audits (including Modern Slavery Risks).

Of our top 20 suppliers in 2023, 17 are based in Australia and over 52% of materials and services were sourced from within Australia. From the top 20 suppliers, 10 Suppliers submit annual reports for the *Modern Slavery Act 2018* (Cth) (**Modern Slavery Act**) and two report under the UK Modern Slavery Act 2015. Out of the remaining 8 top 20 suppliers, 7 have completed our Modern Slavery assessment in 2022 or 2023, or reviewed and agreed to comply with our Supplier Code that addresses Modern Slavery concerns. This leaves one Supplier who will be reviewed in 2024. For our

top 80% of spend suppliers, we have endeavoured to further identify the main source countries for the goods and services they provide, looking beyond where they are based.

Rentokil Initial's supply chain

The supply of products to our global businesses is managed through the Group Procurement team, who review the annual global spend for major businesses and track suppliers by category, country of manufacture and annual spend. The Group has two in-house factories in the UK which manufacture hardware and consumable products for the global business.

The onboarding of suppliers of products in Australia is managed through the Australian Procurement Team.

The Second Edition of our Supplier Code is available on the Group website in 18 languages, (www.rentokil-initial.com/responsible-delivery/ri-supplier-code-of-conduct) and outlines the standards and controls that are expected from all suppliers of goods and services to the Group. All major contracts and agreements for the supply of goods and services by both individuals and companies include a clause requiring compliance with the Supplier Code in addition to the specific clauses that relate to bribery and corruption and modern slavery. Awareness of this code is checked during supplier audits. The Supplier Code is due to be next updated in 2024.

Mandatory Criterion Three:

Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities the reporting entity owns or controls

The majority of revenues earned by our business is through route-based service activities carried out by full-time employees of Rentokil Initial and therefore under our direct control. We mandate the highest employment standards in all countries of operation, as outlined in the Code of Conduct described below.

The products used in the performance of these services are an essential but relatively minor component of the operation, making up between 5% and 15% of the service cost, depending on the business category. Nevertheless, these products are sourced through the Group's own dedicated supply chain from suppliers who are robustly vetted before being commissioned, and regularly thereafter on a risk-based frequency. The Group Risk Committee has concluded that the risk of modern slavery occurring in our immediate lines-of-business is low, but that we must not be complacent. There is always a risk of modern slavery occurring in areas of our operation where we have less visibility of our second-tier suppliers and their standards and values. Examples of these areas include short-term employment of casual labour, second-tier and third-tier suppliers of components to our main suppliers, and support services such as cleaning and security.

Assessment of risk by country

The Global Slavery Index 2023 issued by the Walk Free Foundation is used to highlight which country operations within the Group's suppliers carry a higher level of risk of modern slavery or enforced labour. As noted above, the operations within these countries need to have particularly high levels of scrutiny of subcontracted operations that are not under their direct management. Products manufactured in India, China, Malaysia and Indonesia are perceived to have a higher element of risk from a modern slavery perspective, and are therefore assigned a more frequent audit cycle. It is, however, never forgotten that there are risks of enforced labour and poor treatment of workers in every country.

The Australian business has reviewed the level of risk in each country of manufacture against the percentage spend with suppliers in that country, as shown in the below table:

Main Source Country	2023 % of spend	Estimated Proportion Living in Modern Slavery (victims per 1,000 population)*	Risk Classification
Australia	52.01%	1.6	Low
Japan	6.79%	1.1	Low
China	5.69%	4	Medium
Malaysia	3.36%	6.3	Medium
USA	2.43%	3.3	Low
France	2.23%	2.1	Low
UK	1.51%	1.8	Low
Vietnam	1.28%	4.1	Medium
New Zealand	1.28%	1.6	Low
Thailand	0.92%	5.7	Medium
Netherlands	0.90%	0.6	Low
Taiwan	0.25%	1.7	Low

* Assessed using the The Global Slavery Index 2023, based on estimated victims per 1,000 population

Rentokil Initial does not purchase any products or services from any suppliers or sub-suppliers in the Xinjiang province in China, which has been specifically identified as a very high-risk area for modern slavery.

The Group's Asian based Quality and Assurance audit team regularly visit and audit the suppliers manufacturing in Malaysia, which has the highest prevalence of modern slavery of any of the countries identified in the top 80% of our spend (according to the Global Slavery Index 2023).

Assessment Risk by Supplier

The Group classifies external suppliers as (a) Critical Suppliers (47 in 2023) which represent a high proportion of category spend, supplying unique products to multiple company markets or requiring a long lead time to substitution if required; (b) Major Suppliers (194) with a significant proportion of spend in a single country (over £0.5m) or region and/or suppliers of generic products that can be substituted at short notice; and (c) Minor Local Suppliers (2,905) representing the majority of suppliers in number, but a lower proportion of the category spend.

Critical Suppliers are audited on a prescribed frequency based on their performance trend and level of risk. The risk assessment considers manufacturing location, product criticality, supplier reliability, management capability and previous audit results, and varies from a one-year to four-year audit cycle.

Classification	No. of suppliers	% suppliers	% spend
Critical	47	1.48%	13.46%
Major	194	6.12%	59.25%
Minor	2905	91.67%	19.14%
Logistic	11	0.35%	2.39%
Internal	12	0.38%	5.47%
Total	3,169	100%	100%

Audits of all critical suppliers are conducted by a Product Quality Manager against the Rentokil Initial Supplier Management Standard, which was updated in 2023 to include more specific detail on Environmental, Social and Governance (ESG) factors. In addition to ESG reporting requirements, it specifies the required standards of product quality, regulatory compliance, factory management and delivery performance as well as adherence to Corporate Social Responsibility (CSR) standards. The audits start with two sections which focus on CSR and modern slavery; (a) within the factory concerned, and (b) through the supply chain into the factory.

Audit procedures include site inspections, interviews with management and employees, and subsequent corrective action plans for suppliers. Suppliers audited receive a Corrective Action Plan within two days of the audit and must return an initial response within two weeks. Updates on actions are requested at appropriate times, and photographs are requested to demonstrate actions taken or revisits are carried out.

Major and minor local suppliers are reviewed using an audit questionnaire (20 in 2023) and a site audit is carried out where potential issues are highlighted or the level of risk is perceived to be higher than normal. These local suppliers are audited by the Product Quality Manager in accordance with the Rentokil Initial Supplier Standard.

In 2023 Rentokil Initial performed an additional 2 in-person supplier audits for Australian based manufacturers, adding to the suppliers audited in 2022. We also continued with the online supplier

onboarding questionnaires to check on CSR and modern slavery. For the overseas manufacturers we assessed in 2023, we relied on independent audit reports.

In order to obtain a better understanding of our Modern Slavery exposure and understand the ESG risk across our supply chain, we engaged the services of Purpose Bureau in 2023. Purpose Bureau provides a Modern Slavery score to companies by profiling the company’s risk of Global Slavery Exposure by industry and the company’s Labour & Human Rights Action.

Using the above methodology, we completed a review on 57 Suppliers, covering 39% of our spend. From the baseline that has been established, we will work with the suppliers flagged as having a high Global Slavery exposure to better understand their industry risks and ensure that we are assessing and addressing associated risks accordingly.

Purpose Bureau Rating	Global Slavery Exposure	Labour & Human Rights Action	Labour & Human Rights Risk rating
Low	13.75%	87.95%	4.69%
Medium	70.04%	12.05%	79.11%
High	16.21%		16.21%

Mandatory Criterion Four:

Describe the actions taken by the reporting entity and any entities that the reporting entity owns or controls to assess and address these risks, including due diligence and remediation processes

Due diligence processes in relation to supplier management

We have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistleblowers.

In all sourcing decisions, compliance with the Group’s standards for a responsible and sustainable business approach is used as a go/no-go gate rather than as a weighting factor for decision-making. Suppliers that do not conform to required standards during the pre-selection evaluation are eliminated from the tender process. If an area of non-compliance is discovered at a new or existing supplier, they are given the opportunity to address and resolve the issue, with our support where

required. It is important that suppliers are made aware of the specific issue and the actions considered necessary to remedy the situation. Penalising the supplier directly by removing business, or not awarding a contract, is most likely to disadvantage their employees who we are trying to help. The ultimate sanction of terminating a contract is implemented when the supplier refuses to work with us to implement the required action, which has only been required twice in the last seven years.

Speak Up

The Group operates a global 'Speak Up' or whistleblowing policy. This is supported with a procedure to assist employees when 'speaking up' on a confidential basis. The policy is designed to allow employees across the Group to raise concerns internally to the Internal Audit team and to disclose information which the individual believes highlights or would indicate illegality, unethical behaviour or other serious malpractice, including any instances or suspicions of modern slavery. This obligation also includes reporting actions or practices by our suppliers which may be inconsistent with the Group's Code of Conduct, Supplier Code or Human Rights Policy. Employees or third parties are able to 'Speak Up' by using a dedicated phone line or email address and the system is managed and monitored by the Internal Audit Team with all incidents reported being reviewed.

A separate Supplier Speak Up line is available for suppliers and their employees or other stakeholders to report genuine concerns over malpractice, illegal acts or failures to comply with recognised standards of ethical behaviour that they observe at any point within our global supply chain.

Our policies on modern slavery

Rentokil Initial is committed to ensuring that there is no modern slavery in its supply chains or in any part of its business. Rentokil Initial's policies reflect its commitment to acting ethically and with integrity in all its business relationships and to implementing and enforcing effective systems and controls to that effect.

Policies in relation to slavery and human trafficking are in line with the law in Australia. Our employees also operate under a number of policies to ensure a high standard of social responsibility, governance and ethical compliance as set out in the Code of Conduct. All policies are available internally on the Group's intranet with key policies also placed on Rentokil Initial's website.

Code of Conduct

The Group's Code of Conduct (the **Code**) has been designed to help us achieve our responsibility, as one of the world's leading support services companies, to set the highest standards of conduct. It is a fundamental commitment to comply with all applicable legal requirements and with high ethical standards. The Code outlines responsibilities to colleagues, customers and to the Group. It highlights our determination to embed our values of Service, Relationships, Teamwork and Responsibility, and a culture of integrity across the Group.

Introduced in 2011, the Code was updated effective 1 January 2024. The Code is available to colleagues in multiple languages and is accompanied by an online training programme which was

refreshed at the beginning of 2024, and is a compulsory training requirement for employees over a certain work level.

Links to the Group's Codes are below:

Rentokil Initial Code of Conduct

<https://www.rentokil-initial.com/responsible-delivery/code-of-conduct.aspx>

Rentokil Initial Supplier Code

<https://www.rentokil-initial.com/responsible-delivery/ri-supplier-code-of-conduct.aspx>

Policies in addition to the Code of Conduct

In addition to the Code of Conduct and Rentokil Initial Supplier Code, the Group maintains policies on human rights, customers and suppliers, and rights of employees. Specific policies applicable to modern slavery include:

- * Dignity at Work;
- * Group Diversity and Inclusion Policy;
- * Equal Pay;
- * Human Rights Policy; and
- * Supplier Management Standard.

All of these are available on the Group website at

www.rentokil-initial.com/responsible-delivery/policies .

Compliance with the specific policies listed above, as well as to the Code of Conduct, is checked and validated each year through a Letter of Assurance process, which is cascaded down through the Group from the Chief Executive. All senior managers in the Group are each required to personally sign a letter to confirm they comply personally with key corporate policies and the Code, and that the colleagues for whom they are responsible are aware of and understand what is required of them. Details must be provided of any areas of non-compliance. The Group's Audit Committee reviews the Letter of Assurance process and outcome.

Modern Slavery Awareness training during 2023

The following training was carried out in 2023 across the Group:

- A live training session covering the 2022 Modern Slavery Statement was held with members of the Global Procurement team who are responsible for sourcing products from around the world. The training was followed by break-out sessions in which the country teams assessed the risk of modern slavery occurring in their extended supply chains and agreed actions to be followed up.

- Live training sessions were also held for the members of the Global Leadership Forum in 2023, which 96 senior leaders attended over seven two-hour events. This training also included break-out sessions in which the country operations teams assessed the risk of modern slavery occurring in their own operations and sub-contractor base and agreed actions to be followed up.
- Training for suppliers in Modern Slavery Awareness continued in 2023 using our on-line training tools.

Training in Australia

All new work colleagues over a certain work level are required to complete online Modern Slavery training on commencement of employment. 100% of our colleagues required to complete this training in Australia have completed this training module to date. All new senior managers are given a completion deadline of 30 days from commencement of employment.

Global Procurement Calls

ESG and Modern Slavery are a regular agenda item point on the quarterly Global Procurement team calls which are attended by the Pacific procurement team.

Supplier Agreements -Terms & Conditions

Rentokil Initial's supplier agreements include clauses to address modern slavery.

Reported incidences of Modern Slavery in Australia during 2023

There were no reported incidences of Modern Slavery in 2023.

Supplier's Acceptance of our Code of Conduct

In 2023, 89 new suppliers were required to review our Supplier Code and confirm they read and accepted its terms. Our Supplier Code contains information and our stance on combatting Modern Slavery.

Mandatory Criterion Five:

Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks

Rentokil Initial manages modern slavery risks in our organisation by maintaining consistent and high standards of due diligence and risk mitigation processes to monitor for and avoid modern slavery in all environments in which we operate in, regardless of whether the environment or the suppliers with whom we work are more or less vulnerable to modern slavery.

Further steps and remediation

Following a review of the effectiveness of the steps we have taken in the 2023 calendar year to ensure that there is no modern slavery in our supply chains we intend to continue with the following proactive steps to combat modern slavery in our operations and supply chain for 2023:

1. Further investigation into suppliers of services in the high-risk indirect procurement categories such as cleaning and apparel to ensure compliance;
2. Profiling our supply chain via Purpose Bureau in order to be able to priorities supplier risk;
3. The Australian Procurement Team will continue to participate in the quarterly global procurement team calls during 2024 where there will be ongoing review and discussions around modern slavery;
4. Conducting in-person audits of suppliers and requiring independent audits for overseas based manufacturers.

Mandatory Criterion Six:

Describe the process of consultation with any entities the reporting entity owns or controls

All other entities owned by Rentokil Initial are managed by the same board of directors, and follow policies set by the Group or locally by Rentokil Initial.

The directors for Rentokil Initial and each subsidiary are aware of the responsibilities under the Modern Slavery Act.

This Statement was reviewed by the Board of Rentokil Initial, which has governance over all subsidiary companies.

This Statement was approved by the Board of Rentokil Initial on 28 June 2023. The Board appointed Andrew Stone (Managing Director) to sign the Statement.



.....
Andrew Stone
28 June 2023