



Protecting People. Enhancing Lives.

Modern Slavery Statement

1 January 2024 - 31 December 2024

Rentokil Initial Pty Limited ACN 000 034 597

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Modern Slavery Statement (1 January 2024 - 31 December 2024)

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.

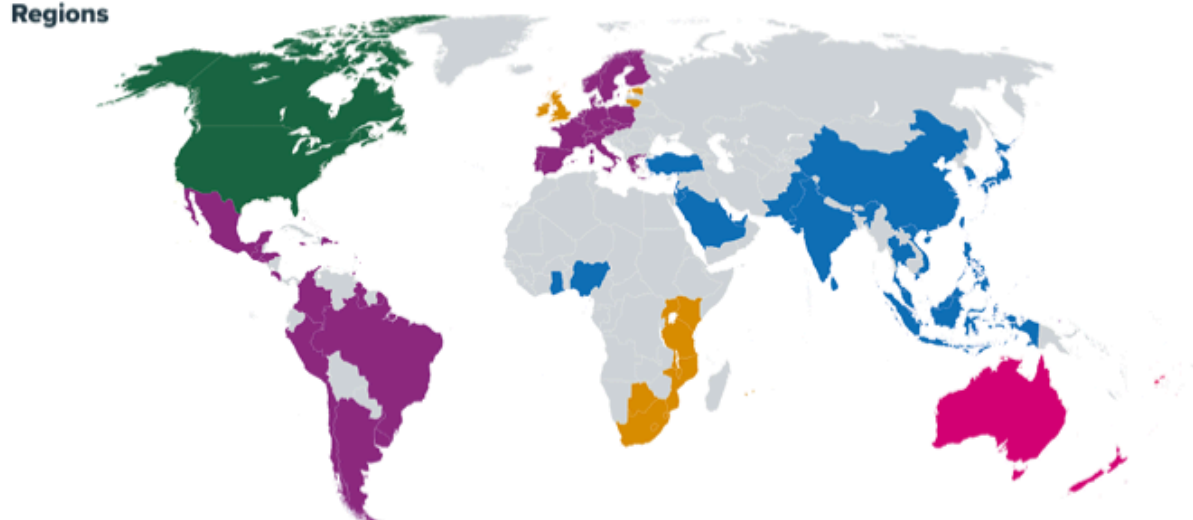
Rentokil Initial delivers pest control, hygiene and interior plantscaping services throughout Australia, with branches in each State and Territory capital city. Rentokil Initial has three business divisions and operates under several business names, the key ones being 'Rentokil Pest Control', 'Initial Hygiene' and 'Ambius'. As at December 2024, Rentokil Initial employed approximately 1937 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 89 countries, including a number of emerging markets and countries that the Group has entered in recent years through acquisitions. Approximately 68,500 colleagues were employed in 2024, an increase of approximately 5,600 over 2023.

The Group operates in the following countries worldwide:

Regions



North America	Europe & LatAm	UK, Ireland, Baltics & Sub-Saharan Africa	Asia and MENAT	Pacific
Main business lines: Pest Control services and products, and Plants (Ambius). c. 22,000 colleagues	Main business lines: Pest Control, Hygiene, and Workwear (France); plus Plants, and Dental services. c. 9,000 colleagues in Europe c. 6,500 in Latin America	Main business lines: Pest Control and Hygiene; plus Plants, Property Care, and Specialist Hygiene. c. 5,300 colleagues	Main business lines: Pest Control and Hygiene. c. 21,900 colleagues	Main business lines: Pest Control, Hygiene, and Plants (Ambius). c. 2,800 colleagues.

Supply Operations 2024

In 2024, Rentokil Initial traded with 434 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 90 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 2024, 16 are based in Australia and over 53% of materials and services were sourced from within Australia. From the top 20 suppliers, 9 Suppliers submit annual reports for the *Modern Slavery Act 2018* (Cth) (**Modern Slavery Act**). Out of the remaining 11 top 20 suppliers, five (5) positively confirmed that they had read and adhered to the Third Edition of the Supplier Code that addresses modern slavery concerns. Four suppliers are part of our global supply chain and three (3) have been assessed by our Global QA team to meet our Rentokil Initial Gold ESG Standards and one achieved Bronze status following audits. The remaining two suppliers are low risk suppliers. 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 onboarding of suppliers of products in Australia is managed through the Australian Procurement Team.

The Third Edition of our Supplier Code (**Supplier Code**) is available on the Group website in 19 languages, ([Supplier Code – Rentokil Initial plc](#)) 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.

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 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 Malaysia, Thailand and China 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.

For the top 80% of spend, 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	2024 % of spend	Estimated Proportion Living in Modern Slavery (victims per 1,000 population)*	Risk Classification
Australia	45.06%	1.6	Low
Mixed Supply**	11.17%	4	Medium
China	5.18%	4	Medium
Japan	4.34%	1.1	Low
Malaysia	2.99%	6.3	Medium
France	2.96%	2.1	Low
USA	2.18%	3.3	Low
New Zealand	2.02%	1.6	Low
UK	1.18%	1.8	Low
Vietnam	1.11%	4.1	Medium
Netherlands	1.03%	0.6	Low
Thailand	0.84%	5.7	Medium

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

** Mixed Supply refers to items with components sourced mostly in China but also Europe and or Australia and hence the Risk Classification assigned is that of China.

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).

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.

Assessment Risk by Supplier

The Group classifies external suppliers as (a) Critical Suppliers (40 in 2024) 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 (75) 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 (3,568) 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	40	1.08%	13.32%
Major	75	2.02%	53.24%
Minor	3568	96.09%	24.54%
Logistic	7	0.19%	1.82%
Workwear	18	0.48%	5.93%
Internal	5	0.13%	1.16%
Total	3713	100.00%	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.

A total of 20 audits (13 Critical Suppliers) were conducted in 2024. These audits are mostly carried out by members of the Global Quality team who have been trained to detect signs of modern slavery and include specific assessment of the risks of human rights in the primary operation and its extended supply chain. Two of the audits in 2024 were carried out by trained auditors from an international customer, witnessed by the Rentokil team. In Australia, an in-person audit was carried out by the Head of Procurement for a key nursery supplier.

In 2024, 24 key suppliers received and acknowledged the Supplier Code, which contains information and our stance on combatting Modern Slavery. We also continued with the online supplier onboarding questionnaires to check on CSR and modern slavery. For the overseas manufacturers we assessed in 2024, we relied on independent audit reports.

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. Colleagues 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. There were no reports on the Supplier Speak Up line in 2024 related to supplier malpractice.

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** [Code of conduct – Rentokil Initial plc](#)) 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.

In the Human Rights section of the Code, we state that Rentokil Initial will under no circumstances make use of forced or coerced labour, servitude or slavery and will only employ individuals who are working of their own free will. It further states that no colleague will be deprived of identity papers, or be required to provide financial inducements to the Company, to facilitate their employment.

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 & Human Rights; and
- * Group Diversity, Equity and Inclusion Policy; and
- * Anti-Corruption Policy.

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 2024

The following training was carried out in 2024 across the Group:

1. In April, a live training session covering the company's latest Modern Slavery Statement was held with members of the Global Procurement team who are responsible for sourcing products from around the world.
2. In September, an Asian Supplier Sustainability Conference was held to train our Asia Suppliers in our ESG standards, including a specific plenary session on Modern Slavery. This on-line conference was attended by 175 people including global and local suppliers, Rentokil country management and Rentokil procurement teams
3. Training for suppliers in Modern Slavery Awareness continued in 2024 using our on-line training tools. In total 138 individuals from 47 companies have given the training.
4. A new training course covering Environmental Social and Governance was launched for suppliers this year. A total of 203 suppliers have been initially invited to complete the new course, of which 12 have started the course.

Training in Australia

All new senior managers 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. They 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 2024

There were no reported incidences of Modern Slavery in 2024.

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 2024 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 2025:

1. Implementation of Social metrics related to our workforce into our new ESG reporting platform;
2. The Internal Audit team will conduct a "thematic audit" on the processes used by countries to recruit temporary and seasonal workers and the agencies used in this regard;
3. The Modern Slavery Awareness Training module used for all front-line managers will be revised and updated in 2025;
4. Training of the c.100 most senior leaders who are members of the Global Leadership Forum to reinforce the training held two years ago;
5. Ongoing assessment of the risk of modern slavery by the Global Procurement Forum, including a training session covering this latest statement and break-out sessions to examine risks at a regional and country level;
6. Formal review of suppliers of services in the high-risk indirect procurement categories such as cleaning, haulage and security; and
7. The Australian Procurement Team will conduct in-person audits of local suppliers.

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 18 June 2025. The Board appointed Andrew Stone (Managing Director) to sign the Statement.



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Andrew Stone

18 June 2025