

Code of Ethics

Rentokil Initial's principal asset is its people and their commitment to provide a consistent and quality service to its customers. In conducting its business and striving to meet its corporate aims, its employees and directors will adopt the following principles:

- Exercise honesty and diligence in performing their duties and undertaking their responsibilities
- Maintain high standards of integrity, morality and competence
- Not contravene national laws and relevant regulations in the conduct of their duties
- Not enter into any activity that may result in a conflict of interest with the company
- Not accept anything of value which could be described as an inducement or which could impair their judgement
- Not use the company's confidential information for personal gain
- Not act in a manner that could discredit the company
- Be loyal in all matters affecting the company, including matters relating to customers and others with whom the company has a commercial relationship
- Not permit any act by a business or an employee carried out in connection with the running of a Rentokil Initial business that is considered to be corrupt, either under relevant law or by reference to good business practice