

Fundamental Rights of Employees

Rentokil Initial recognises that its employees are its principal asset and in its dealings with them is committed to treating them with fairness, respect and integrity and its actions in this area are guided by the following principles:

- ◆ Abide by all relevant laws in the countries in which it operates.
- ◆ Promote equal opportunity at all levels of the company on such matters as sex, marital status, race, colour, religious beliefs, ethnic or national origin, age, disability or trade union membership, and seek to eliminate any form of unfair discrimination.
- ◆ Operate free of any unacceptable treatment of employees, such as physical punishment, abuse of female employees, slavery, or other forms of abuse including the exploitation of children.
- ◆ In those territories where international opinion believes there to be a generally low standard of employment or human rights, then the company would put in place appropriate additional management processes to ensure that this policy is observed in such territories.
- ◆ Respect the right of employees to belong, or not to belong, to a trade union, including the right to participate in its activities and/or to become an official of the union. Allow employees reasonable time off in order to carry out official duties or to undergo relevant training in connection with trade union activities.
- ◆ Pay employees at the very least sufficient to cover their basic needs and provide them with the opportunity to improve their skills and capabilities.
- ◆ Provide a safe and healthy working environment.
- ◆ Inform employees as soon as practicable of the business strategy and any major changes which might affect them as a group or individually.
- ◆ Receive representations from employees through national or international works councils, recognised trade unions, or other recognised groups where appropriate.
- ◆ Have clear grievance and appeal procedures, in each business, which are justly applied and clearly communicated.

