

## **Job Security and Wealth Creation**

### **Job Security**

Rentokil Initial is sympathetic to the need for job security among its workforce, and wherever possible attempts to avoid the loss of jobs. However, in the service businesses that comprise Rentokil Initial, the vast majority of jobs are dependent upon the retention and development of relationships with customers old and new. In the unfortunate necessity of a business having to consider compulsory job losses it is Rentokil Initial's policy that its businesses must:

- ◆ Inform the employees affected as soon as reasonably possible.
- ◆ Try to arrange another job within the business, if possible.
- ◆ Observe all legal and regulatory requirements concerning the contractual rights and welfare of employees affected.

### **Wealth Creation**

Rentokil Initial is committed to rewarding its people fairly, and to seeing them share in the company's prosperity. In addition to the basic remuneration package, it strives to offer incentive arrangements to those of its employees who are in the strongest position to influence the prosperity of the entire company or the business in which they are employed.

