

Rentokil
Initial

20
23

Sustainability
Report



Introduction

Warami!

(Warami means hello in Dharug dhalang, the aboriginal language of the Dharug people who were the original inhabitants of the land on which I live.)

It may seem strange to open an introduction to a Sustainability Report for Aotearoa New Zealand with a word from an ancient Australian language, but I think it speaks to the importance of respect for indigenous peoples and the extent to which the global community can learn from the way that New Zealand has embraced its cultural heritage. To that extent, New Zealand has been a leader and I have been privileged to lead and learn from a wonderful team within the Rentokil Initial business in New Zealand. I would like to thank our colleagues for their commitment to our customers, the business, the environment and the community in the way they go about their work.

It is highly likely that 2023 will be declared the hottest year on record. With operations in 93 countries and deep expertise in pest control, Rentokil Initial experiences the impact of climate change from a front row seat. The climate change that we witness is not just limited to global warming. We see impacts on land use, water supplies and air quality along with effects of chemical pollutants, habitat loss and accumulation of plastics. Our mission is simple: **Protecting People. Enhancing Lives. Preserving our Planet.** If we are to be true to this mission, we must act.

Our customers value our services because we are the experts in the fields in which we operate. Our global scale and investment in R&D puts us at the forefront of innovation in our industries. Importantly, a focus on sustainability is built into our innovation processes and our business decision making. It is in this way that we make Sustainability sustainable. It is not an afterthought or an add-on, but rather something that is embedded in our business fabric. We see this brought to life with our world leading Pest Connect system, our re-engineering of Hygiene Services and our commitment to Ambius and the greening of indoor environments. So while this is our first Sustainability Report for New Zealand, it builds on the collective efforts of thousands of colleagues and many years and decades of work. I am certain that this will be the first of many reports to come.

My sincere thanks go to our colleagues, both locally and globally, who have contributed to this report, but more importantly who have contributed their ideas, their passion and their commitment to making Rentokil Initial a great place to work and a force for good with respect to the planet.

Haere ora, Haere pai

Go with wellness, go with care



Andrew Stone
Managing Director, Pacific



Our Commitment

Rentokil Initial is a world-wide leader, delivering commercial pest control services, effective hygiene solutions and expert interior landscaping, all founded on a mission to create healthier spaces and safer environments for people to visit and work in.

Our position in the industry provides us with the prime opportunity to drive the change we want to see; to take action across our business to develop an effective service, a thorough expertise, ceaseless innovation and a true commitment to sustainability.

We aim to establish our credentials in this space by focusing on our use of resources, developing more efficient and effective practices that will reduce our environmental impact across greenhouse gas emissions and energy consumption, water use and waste generation.

In 2019, we established eleven work streams to help us take practical steps to deliver our long-term ambition and have made several public commitments to a sustainable future, notably a target of Net Zero by 2040 with a reduction in the amount of electricity, plastics and packaging used. We are working on a number of innovative products and have a range of low toxic treatments that reduce the need for pesticides and chemicals across all our product lines in an effort to assist our customers' with their own sustainability goals. Environmental awareness has been embedded into all aspects of our business and we closely monitor our risks to and impacts on the environment, ensuring they are considered in all business decisions.

Our Responsible Business approach is central to our **RIGHT WAY** plan which strives to deliver profitable growth through outstanding customer service and operational excellence. It is focused on colleague expertise, standard lean operations, high levels of service and leadership in both innovation and digital arenas, 'enabling **THE RIGHT PEOPLE** to do **THE RIGHT THINGS** in **THE RIGHT WAY**'.

At Rentokil Initial, our vision of sustainability lends itself to the welfare of our colleagues and our partners. Our people are absolutely crucial to achieving our sustainability goals so we keep our colleagues involved and informed, with every opportunity to put forward their own ideas so we can instate behavior changes for our day-to-day, together.

Sustainability is at the heart of everything we do and we recognise the importance of acting responsibly. We are applying our resources, scale and influence to proactively protect the environment and our people.

We have aligned our global activities with the United Nation's universal call to action, centered along the lines of:

- Good Health and Wellbeing
- Quality Education
- Gender Equality
- Decent Work and Economic Growth
- Responsible Consumption and Production,
- Climate action
- Partnerships for the Goals



Together we collaborate with like-minded operations to coordinate the RI Sustainability Framework.

Locally, we have joined this network of more than 500 diverse organisations of all sizes, sectors and locations, dedicated to investing in sustainability.



Journey to Net Zero

- ▶ **TARGET:** to be Net zero by 2040 established
- ▶ New emissions intensity target set to achieve a 20% reduction by the end of 2025.

- ▶ Transition plans underway
- ▶ First renewable energy contracts introduced
- ▶ 52 bolt-on acquisitions returning £146.6 million revenues

- ▶ Emissions intensity reduced by 9.6% against the expected 20% target to be met by the end of 2025
- ▶ Fleet transitions in UK and Europe progressing well with more sustainable fumigation service trials underway
- ▶ Acquisition of Terminix with circa \$2 billion revenues and 52 other bolt-on acquisitions bringing in a further £125 million in revenue.

- ▶ New environment data management system to be introduced

- ▶ **TARGET:** Reduce our emissions intensity by 20% before the end of 2025
- ▶ **TARGET:** 10% of the Europe & UK fleet to be ULEVs

- ▶ **TARGET:** 90% of properties using renewable energy
- ▶ **TARGET:** 100% of the EU and UK fleet to be ULEVs
- ▶ **TARGET:** a 70% reduction in emissions from fumigation

- ▶ **TARGET:** 100% of our fleet is ULEVs
- ▶ **TARGET:** Net zero operations
- ▶ Any residual emissions are offset

2020

2021

2022

2023

2025

2030

2040



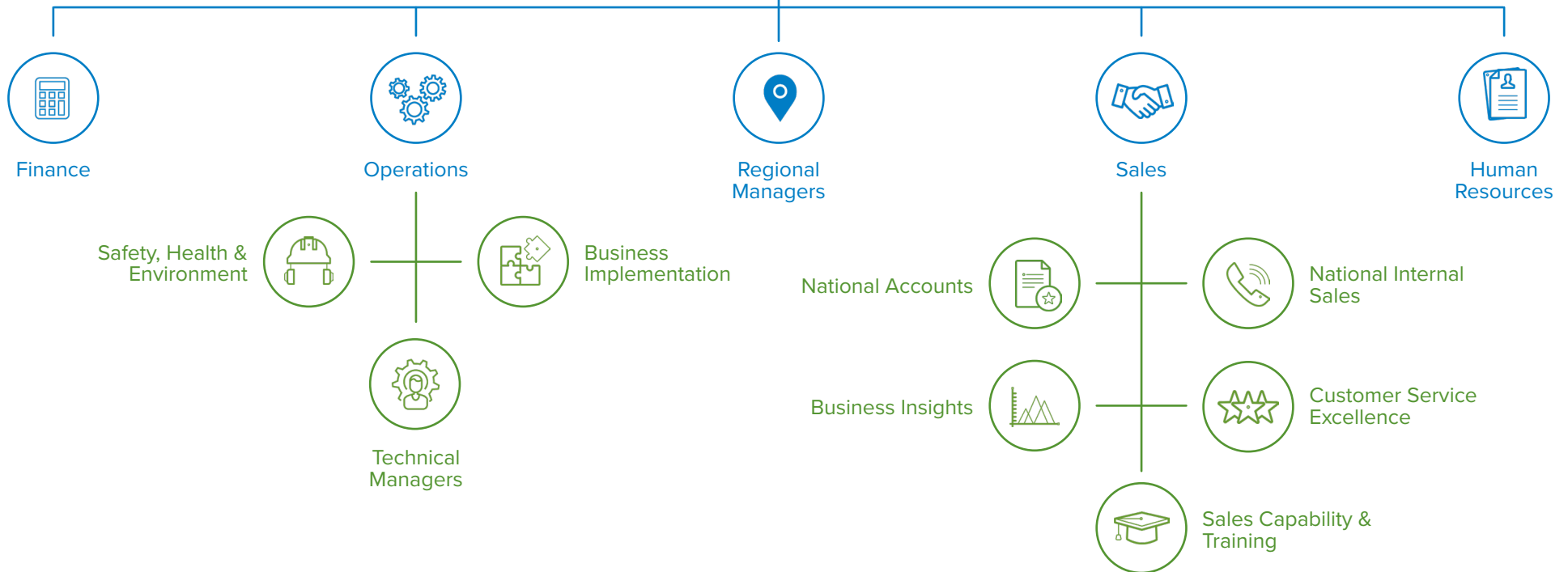
Governance



Andrew Stone
Managing Director, Pacific



Craig Wilson
Managing Director, NZ & Fiji





The Strategy

We have developed a business-wide operational approach to environmental sustainability. Our environment plan was developed in 2020 and is built on three core pillars:



Sustainable Workplaces

We are improving the energy efficiencies of our properties by incorporating sustainable building fixture alternatives to minimise our carbon footprint.



Sustainable Operations

We are continuing to enhance our business by viewing our operations through an environmental lens so we can drive sustainable procedures.



Sustainable Products

We are introducing sustainable innovations that:

1. have been sourced from recycled materials
2. can be recycled
3. help to conserve water or
4. limit plastic waste.



Thriving People

We will continue your to embrace Diversity & Inclusion, challenging the status quo through open mindfulness. We will keep educating and promoting sustained wellbeing.



The Strategy

Approved by the Board in 2020, our overarching environment plan is built around:

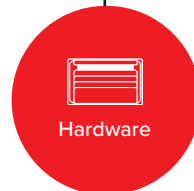
Four pillars

Specific global actions with individual targets.



Eleven Workstreams

Strengthen with specific actions and individual short to medium-term targets.





The Strategy

The main elements of our strategy are:



We are moving to non-toxic services, including sustainable solutions for fumigation.



Our paper products are sourced from solely sustainable suppliers.



Our hardware products are designed to meet established sustainability goals.



We are working to reduce our carbon emissions from vehicles and colleague mobility.



We are engaging with our suppliers to minimise their own climate-related impacts



We are measuring and reducing our waste to zero landfill and incineration.



We are shifting to sustainable energy tariffs and property efficiency



We are fostering an environment where our colleagues are at the centre of our change.



We are building a company that reflects our communities and values everyone's views



We are implementing initiatives to create safe and fulfilling work lives for our colleagues



We are committed to being a world-class Employer of Choice that strives for equity.

Each element has priorities, activities and goals through to 2040, and is delivered through country action plans.



Highlights



Sustainable Workplaces

In 2022, we have reduced CO2 emissions by **37.4%** since 2018.

As of 2022, our paper reduction is at **40%**.



Sustainable Operations

We have introduced **46** hybrids in to our fleet.

We are targeting a **30%** reduction in water usage across all divisions.



Sustainable Products

Lumnia's LED bulbs are saving our customers up to **70%** in energy costs.

We are steadily progressing with our intention to convert **90%** of our customers to a paperless environments



Thriving People

Living wage introduced in **2020**

Line Managers in all regions trained in Mental Health First Aid.



Sustainable Workplaces

We are improving the energy efficiencies of our properties by incorporating sustainable building fixture alternatives to minimise our carbon footprint.

Paperless Environment

Our paper reduction is at 40%



We have made black & white and double sided printing the default setting, with pin codes being implemented to reduce printing.



Vehicle inspection checklists required for Health & Safety compliance transferred to the new SHE app - developed and implemented in both NZ and Fiji - and made available to all divisions.



Safety Data Sheets and approved Chemical lists have been added to the tablets and phones of Line Managers across all divisions eliminating the need for paper copies.

- ✓ Safety Data Sheets filed in Rentokil Initial's shared Google drive.
- Plan for all service employees and Operations to access via phone or tablet devices including Approved Chemical lists saved to home screen on mobile devices for emergency services access if required
- ✓ WorkSafe Chemical inventory toolkit held in electronic form.



Eradication of paper from the business by adding more inspections to the SHE-App

1. Ladder Inspection ;
2. Vehicle familiarisation ;
3. PPE Inspection



MyRentokil Project aims to convert 90% of our customers to our online platform, reducing the need for Quality Audit folders and thus paper used by Pest Operations at customer sites.

Trial to be conducted at Hamilton Pest Branch which has Pest Service folders containing approximately 25-40 paper documents.



Energy Consumption

Our CO2 emissions have reduced by 37.4% since 2018



We have sourced energy suppliers that offer 100% renewable options in New Zealand.

We have signed with 100% renewable energy provider Ecotricity.



We have introduced an agile work policy.

Almost 50% of our Shared Services workers are permanently working from home. The remainder of our support & management workers have flexible work arrangements (i.e. both home & office).



We aim to install LED lighting at all Rentokil Initial locations upon lease renewal or relocation.

Three of our eight offices have already been upgraded to this alternative lighting.



We have conducted a Property Footprint review

We are redesigning our Head Office layout to be a more functional and versatile work environment, incorporating hot desks, group hubs and a clear desk policy.

Reporting

We have implemented Pacific reporting on energy usage



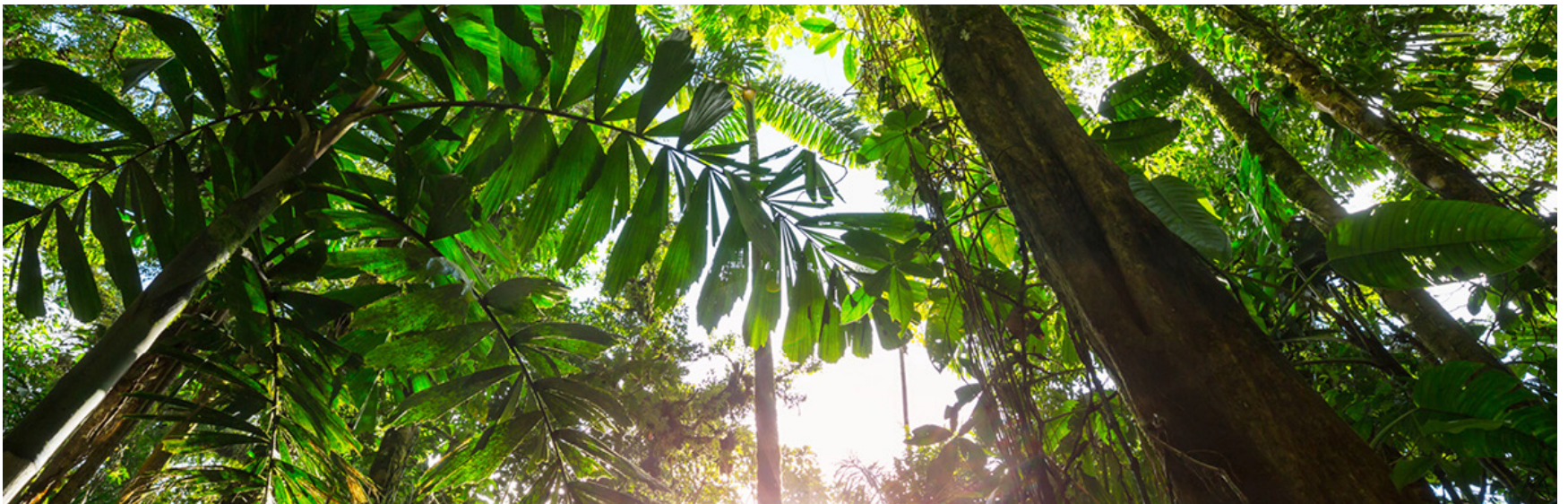
We are reporting our CO2 emissions from electricity and gas usage

Environment

We have implemented Carbon Off-Setting



We are the corporate supporter of Rainforest Rescue - Daintree Rainforest





Sustainable Operations

We are continuing to enhance our business by viewing our operations through an environmental lens so we can drive sustainable procedures.



Landfill


We are committed to the year-on-year reduction of our Waste to Landfill


-  A Battery Recycling Programme has been implemented in all Rentokil Initial locations across New Zealand.
 1. Both branches and depots recycle all alkaline batteries through our provider Metal Man.
 2. We track the number of batteries used versus the number of batteries recycled.
-  Bulbs from our Electronic Fly Killer units (EFK) are recycled by our national provider, Interwaste, to reduce our contribution to landfill.
-  For our feminine hygiene units (FHU), we are trialling a liner from the United Kingdom that contains less plastic.
-  We are investigating compostable liners, made from certified compostable resins, with a plan to reduce our use of polyethylene (PE) plastic liners by a 150 tonnes per year.
-  We are introducing Waste Usage targets with an expected increase of 1% in recycling per year.

Fleet

Our aim is to achieve Net Zero carbon emissions by 2040.

-  46 hybrid vehicles have been introduced into the New Zealand fleet.
-  We have been consulting with our fleet provider, LeasePlan, to implement viable electric vehicle fleet solutions.

It was determined that a full EV fleet is not currently feasible as field vehicles are taken home by our employees.
-  A vehicle police has been established focusing on the adoption of newer and smaller vehicles which have less of a CO2 impact.

This strategy is already in practice with our approved suppliers, Toyota and Ford.
-  We are exploring possible hydrogen options available in the New Zealand market.

Route optimisation

We regularly conduct evaluations to ensure service delivery is along the most efficient route.

-  This planning includes whole-of-life asset management as well as fuel emission minimisation.



E-Waste

We have enacted a programme that drives to recycle all company owned devices on replacement,



Approved provider, Iron Mountain, prepares a monthly report on the number of devices recycled by weight.

Phones that have reached their end of life are broken down and recycled in an environmentally friendly way with up to 95% of their material being recycled into other products.

Proceeds from the mobile phone recycling scheme helps **Sustainable Coastlines**, a New Zealand charity with the goal to see 60% less litter on our coastlines by 2030. They are empowering communities to take action for their local beach through coastal clean-up events, educational programmes, public awareness campaigns, and litter data collection.

Water Usage

We aim to reduce water usage across all divisions by 30%



We introduced an on-site servicing model that will eliminate or reduce the need for machines, used across the business to wash our Hygiene units.

The project was completed for all New Zealand operations between 2016 and 2017.

Reporting

We have implemented Pacific-wide reporting on recycling and waste to landfill numbers



We report on the year-on-year percentage of recycled waste as well as our reduction in waste going to landfill across all of our Pacific operations.



Social Responsibility

At Rentokil Initial, we are driven to be a world-class employer of choice and strive to maintain the highest standards of ethical behaviour and governance compliance.

Our working environment has been built on diversity and is committed to the safety of all our people through fairness, dignity and respect. To foster and support this inclusive culture we maintain a set of policies, designed to promote equal treatment and value the uniqueness of all our employees so they can enjoy long and fulfilling careers with our organisation.

We recognise our responsibility in managing our business and supply chains to identify and alleviate any potential or actual human rights violations. Rentokil Initial does not tolerate forced or coerced labour, servitude or slavery under any circumstances. We work directly with our suppliers to address potential areas of risk and resolve any aspects of noncompliance, ensuring their conformance with our required standards.

Environment policy

Rentokil Initial's purpose is Protecting People and Enhancing Lives which aligns closely with our commitment to take action on climate change and reduce the environmental impact of our operations.

We are committed to delivering net zero carbon emissions by goal coupled with our ambition for environmental leadership to protect the future of the planet, but it is also the right thing to do for quality, more efficient and differentiated business.

We have implemented a business-wide operational approach to be built around three core pillars of specific actions which will enable:

- Sustainable Solutions**
 - Reduce the environmental impact of our products through continuous improvement.
- Sustainable Operations**
 - Reduce the carbon emissions from our vehicles.
 - Reduce waste sent to landfill and for incineration.
 - Work with our suppliers to minimise their own environmental impacts.
- Sustainable Workplace**
 - Purchase our property energy from renewable sources to improve our energy efficiency.
 - Ensure that our colleagues have the training and change to help us achieve our environmental goals.

We are driving the execution of our global environment plan to continuously assess, monitor, report on and improve our performance. All businesses will communicate to colleagues their own environmental policy, which is reviewed annually. These should describe in place to ensure compliance with local environmental legislative requirements.

We will ensure our colleagues are involved, informed and given suggestions on how to improve our environmental performance and innovation of all our people.

Andy Ransom
Andy Ransom
Chief Executive
Published: May 2023

Rentokil Initial plc Registered in England and Wales Company No: 533279
Registered office: Compass House, Manor Royal, Crawley, RH10 9PY

Dignity at Work & Human Rights policy

Modern Slavery Statement 2022

Introduction
This statement by Rentokil Initial plc and its subsidiaries (the Company) describes the work that has been done during the financial year ended 31 December 2022 to minimise the risk of enforced labour and human trafficking occurring in any of our global businesses or supply chains. This is the seventh statement made in accordance with the UK Modern Slavery Act 2015.

The Company strives 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 non-compliance.

Our Business
Rentokil Initial plc is a global leader in the provision of pest-based services which protect people and enhance lives. Throughout the world, demand for higher standards of public health, indoor food safety legislation and compliance with workplace regulations are driving demand for our service expertise.

The Company operates in 91 countries, including a number of emerging markets and countries that we have entered in recent years through acquisition. In 2022, the Company completed the acquisition of Termite, a leading pest control business with the majority of its operations in North America. Approximately 58,600 colleagues were employed in 2022 following the acquisition of Termite (2021: 46,000).

The Company's RIGHT WAY plan focuses the business on:

- five geographic regions – all operating on a low cost, single entity operating structure; and
- three categories of business: Pest Control, Hygiene & Wellness, and Woodcare.

Regions

Region	Main business lines	Colleagues
NORTH AMERICA	Pest Control services and Plants (America)	21,309 colleagues – a significant increase on prior year following the acquisition of Termite.
EUROPE AND LATIN AMERICA	Pest Control, Hygiene and Wellness (France), Asia Points and Dental services.	8,558 colleagues in Europe, 3,293 in Latin America.
ASIA AND OCEANIA	Pest Control and Hygiene, Care, Specialist Hygiene and Dental services.	4,899 colleagues
AFRICA AND MENA	Pest Control and Hygiene.	18,457 colleagues.
PACIFIC	Pest Control, Hygiene and Plants (Australia).	2,488 colleagues.

3 From 1 January 2022 we changed our regional and category reporting (see reported last year).

Health and Safety policy

There is nothing more important in Rentokil Initial than ensuring that "Everyone is safe working day. Our colleagues, our families and our communities are our top priority. Health and safety will always be our number one priority."

A key strategic aim of the Company is to be recognised as a world-class employer of choice, which can attract, recruit and retain the best people from the widest possible pool of talent. Therefore, we are committed to creating a diverse and inclusive working environment for all colleagues by, at all times, striving to be an organisation which values everyone's talents and abilities and where diversity, inclusion and equality are actively supported and encouraged. We want our workforce to reflect the diverse nature of the business environment and markets in which we operate and the customers that we serve. We believe a more diverse and inclusive workforce will boost our financial performance, enhance our reputation, support innovation and increase colleague engagement.

As a Company, we are also committed to ensuring we create a working environment where everyone can feel safe, contribute, develop, be rewarded for the value they bring and enjoy long and fulfilling careers with our organisation. As such, we are opposed to all forms of discrimination, harassment and victimisation and will not accept any of these being committed towards or by any of our colleagues. This commitment includes communicating to all managers and employees, via our Code of Conduct and associated training, about their rights and responsibilities under this policy.

These responsibilities include colleagues conducting themselves to help the organisation provide equal opportunities in all areas of employment, and preventing any form of harassment, victimisation and unlawful discrimination as set out in our Code of Conduct.

We will promote a working environment for all employees that is free from discrimination, harassment and victimisation of all types and where everyone will receive equal treatment regardless of (but not limited to) their:

- Age
- Religion
- Ethnic or national origin
- Marital status
- Hours of work
- Sexual orientation
- Race
- Skin colour
- Gender
- Disability
- Socioeconomic background
- Pregnancy/maternity and parental status.

Any decisions relating to employment practices will be objective, free from bias and based solely upon objective work criteria and individual performance. We will therefore actively promote diversity and inclusion and ensure equal treatment across all employment practices and policies, including but not limited to:

- Recruitment and selection
- Training and development
- Appraisal, pay and promotion
- Working practices (for example, hours of work or parental leave)
- Disciplinary practices
- Dismissal (including selection for redundancy)
- Retirement



Supply Chain

Along with our company wide policies, we have also constructed a comprehensive Code of Conduct where we outline our stance on:

Rentokil Initial Supplier Code – 2nd Edition 2

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It is a fundamental commitment, one that sets the standards for our colleagues and highlights our determination to embed our values of Service, Relationships, Teamwork and Responsibility within our culture.

A clause requiring compliance with the Supplier Code is included in all major contracts and agreements for the supply of goods and services by both individuals and companies. With it we set out their required compliance with all applicable legal mandates and expected high ethical principles, including to the specific clauses that relate to bribery and corruption and modern slavery. It lines up the way we do business with the way we expect our suppliers to interact with us and guides the way they operate within their own organisations and suppliers.

Every new supplier is evaluated against these precepts to ensure their standards and integrity follow our own guidelines. Those that do not conform to the required criteria during the pre-selection evaluation are eliminated from the tender process.

With our existing merchants, we aim to audit one to two businesses per year to ensure their continued adherence with our protocols. If an area of non-compliance is discovered, the supplier is given the opportunity to address and resolve the issue, with our support where required.

In cases where a provider is yet to begin their sustainability journey, we offer our counsel during their on-boarding, assisting with the setting of goals and continuing on to the planning of their next steps.



Sustainable Products

We are introducing sustainable innovations that:

1. have been sourced from recycled materials
2. can be recycled
3. help to conserve water or
4. limit plastic waste.



Embracing more non-toxic solutions

To find better ways to prevent, detect and target infestations and hygiene challenges, wherever possible, using non-toxic treatments.



Making a difference with every innovation

To deliver our services and design every new innovation we bring to market with sustainability firmly in mind.



Living, breathing and acting sustainably

To look at all aspects of our operations, workplaces and supply chain, working with our people to build a culture of sustainability, where we're proactively taking measures to reduce our environmental impact.



Reducing, reusing, Recycling

To measure and reduce the waste we generate as a business to zero landfill and incineration, while increasing the use of recycled materials in our products and across our operations.



Partnering to preserve the planet

To build long-term partnerships that support greater biodiversity and positively benefit the environment for future generations.





PestConnect brings pest control into the digital age through range of sustainable non-toxic solutions. It effectively controls rodent infestations, saving up to 60% in rodenticide use thereby reducing our impact on the environment and wildlife.

It replaces technician visits to check potentially empty traps and paper-based notes with 24/7 digital monitoring, rapid rodent control that result in more targeted visits, online access to data and data insights into pest activity.

Each PestConnect installation is tailored to the business with our expert technicians conducting a full site survey of premises to comprehensively determine the pest risks that need to be addressed.

All pest activity and service history is recorded on our customer portal, myRentokil, making it a zero paper resource that provides real-time information including risk assessments, recommendations and trends.



PestConnect provides businesses with 24/7 pest monitoring.

The pest control devices in the Connect family use sensors to detect, capture or provide bait to rodents and deliver alerts for rapid action.



Rat Riddance Connect

Rigorously tested to meet the needs of businesses that require a non-toxic solution, this device provides 24/7 monitoring.

Our technicians are alerted immediately upon trigger of the capture of a rodent, immediately alerting our technicians of an instant capture.



The device can distinguish between a capture and a false trigger and has a replaceable shoe to maintain hygiene standards.

RADAR Connect

This award-winning, humane mouse trap eliminates mice by providing a non-toxic and HACCP-certified solution.

This rodenticide-free environmentally friendly solution employs CO2 action to automatically dispatch mice detected in the device, effectively and immediately.

Dispatched mice are contained within the device to prevent contamination.



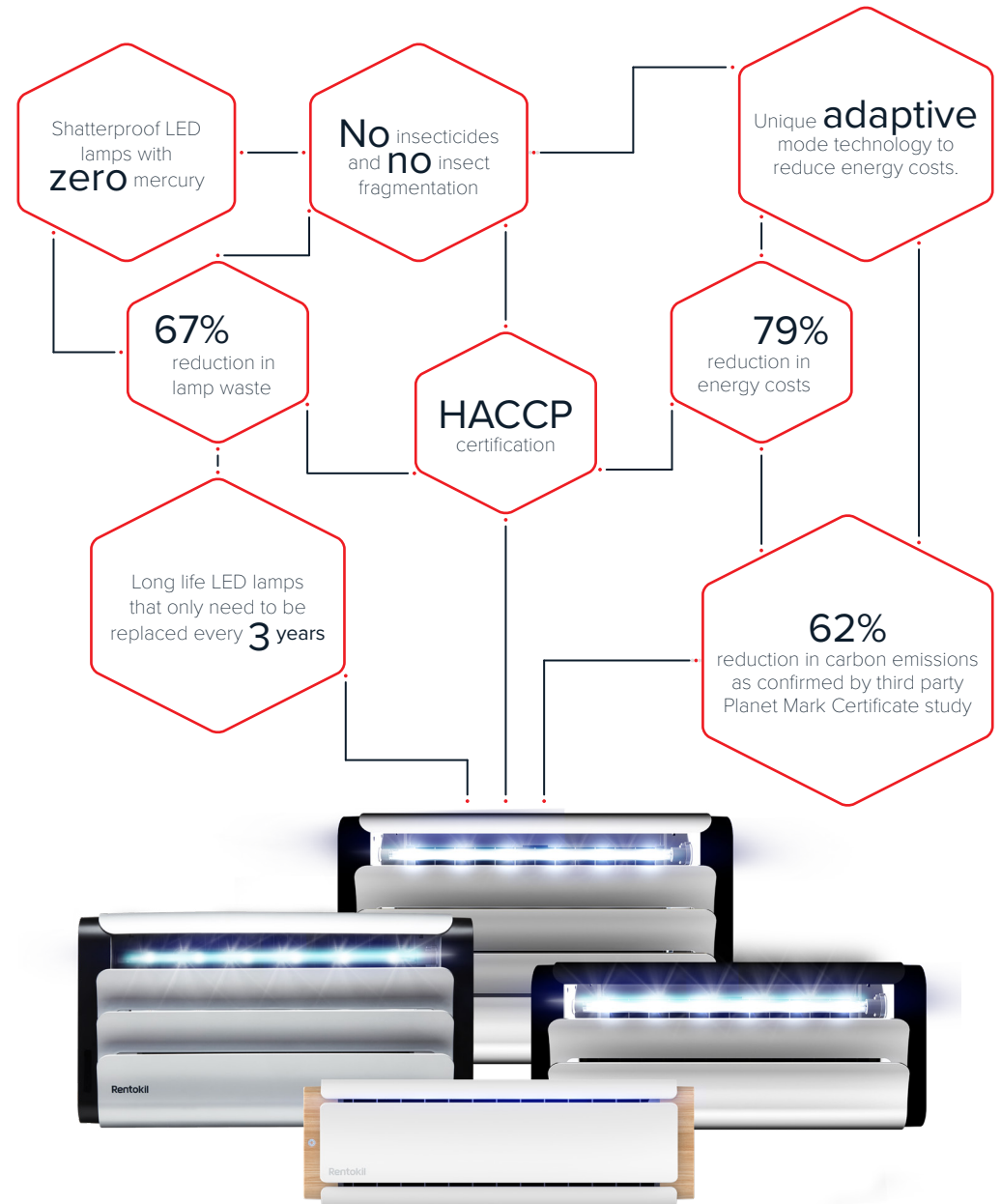
The Lumnia Range

The world's first range of insect traps to use LED light, this innovative, modern day solution counters an age-old problem to attract, hygienically and efficiently.

Rentokil Initial has spent over 25 years developing this unique encapsulation technology and with over 12 patents protecting the IP it is a cut-above anything else in today's market.

To date over **260,000** Lumnia units have been installed across **60+ countries**, delivering significant cost and emissions reductions world-wide.

Lumnia has delivered **49,500,000 kilowatt hour** of electricity savings for our customers equal to over **38,700 tonnes of CO₂**



The Lumnia works by trapping insects on an adhesive film affixed to the bottom of the unit. The screen winds automatically, at regular intervals, encapsulating the dead insects to manage the risk of contamination and eliminating the odds for a secondary infestation. Catch rate is further increased with the option for a rear glueboard.

Sustainable Solutions

We are rationalising our product offering to our core **Signature range** as a way to not only reduce wastage but also increase efficiency and productivity.



All our Hygiene bins use liners containing **47.5%** recycled material.

We estimate this change will save around 2 tonnes of virgin plastic annually.



Our Signature dispensers use **100%** recycled plastic bags cutting out around **0.4446 tonnes** of virgin plastic waste annually.

We have also removed any unnecessary adhesive fixing pads to save an estimated **183.7kg** of waste annually.

Our new soap bottles replace virgin grade High Density Polyethylene (HDPE) with post-consumer recycled High Density Polyethylene (rHDPE) to reduce virgin plastic usage by over **20 tonnes** per annum.

The formulation of our hand-care solutions are readily **biodegradable** and do not contain **microplastics**.

We are introducing battery-free scenting units with housing made from a single **recycled** polymer and consumables in sustainable materials.



With our online portal, myInitial, we are completely paperless in our reporting.



Our new Signature Scent is **aerosol** and **propellant-free**.



Our improved Air Fresh Fan consumable range delivers:

A change in packaging to **replace** the aluminium ring pull with a screw cap and integrate PCR material to reduce virgin plastic usage.

A reformulation to ensure **optimal** fragrance while reducing chemical usage and waste

We have selected a supplier who can provide us with **biodegradable** consumable packaging.

The Initial range of soaps adhere to and maintain the strict criteria set by the European Union and Nordic Swan Ecolabel **accreditations**.



Sustainable Solutions

Green walls

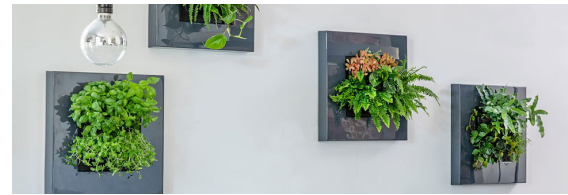
This collection of solutions transforms the indoors into vibrant and unique space, all while purifying the air, reducing the ambient temperature and creating a sense of well-being.



Our system utilises trays and mounting panels that are manufactured from **UV-stabilised, recycled polypropylene**, which meets the requirements for international Green Building certification.

Each tray is equipped with a reservoir that allows for the reuse of stored water.

The individual housing is easily attached to a heavy duty black recycled plastic mounting panel and can be replaced on a one-by-one basis to reduce waste.



The smaller LivePicture design with the option of an Anthracite - Bamboo matte - finish, which makes it a **biodegradable** solution.

As a frame mounted on castors with no plumbing and only requiring a power point, the **mobile** green wall creates an instant green screen and is our option for the flexible, smart office.



From harvesting to preservation, our moss alternative is **100% eco-friendly**. The entirely natural product has been stabilised with non-toxic substances and reaped sustainably by hand. It has no harmful bacterial load so does not attract dust or insects and is fire-resistant certified.





Recycling Initiatives

Rentokil Initial is committed to reducing our environmental impact in terms of waste and we are continuing to make steps in this area towards the goal that ensures 100% of our waste material will be reused, recycled or re-purposed for energy by 2035. Current measures include:

Plastic



All depreciated plastic products are sent to recycling facilities once their 'used by suitability' has been reached.

Our sanitary liners are Biodegradable High Density Polyethylene which are degradable by 90% within 6 months.

All plastic containers are recycled through approved recycling providers and processed into other products.

Paper



The implementation of printing guidelines and processes has seen a significant reduction in office paper usage, resulting in 291 trees being saved over the course of 2020/2021.

We also launched a paperless project aimed at converting our customers to myRentokil giving them online access to their documentation and reducing printing.

Batteries



Through the management of our waste facility providers across New Zealand, we have recycled 0.98 tonnes since launch.

Fluorescent tubes

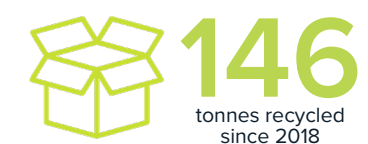


We have successfully diverted 22 tonnes of batteries from landfill each year.

Organic waste



Cardboard





Thriving People

We will continue to embrace Diversity & Inclusion, challenging the status quo through open mindfulness.
We will keep educating and promoting sustained wellbeing.

RAISE Services

For all our employees & their families



We are replacing our existing provider EAP and have selected RAISE. Their service will commence on the 1st of November, 2021.

Medical Insurance

For all our employees & their families



We offer fully-paid medical insurance, effective 3 months after their start date.

Diversity & Inclusion

For all colleagues



Our Equal Opportunity Policy has been completed and communicated.



The Living Wage was instated, company wide, in 2020.



We utilise **Your Voice Counts** employee surveys on a bi-annual basis to ensure we are incorporating their feedback into our on-going business strategies.



We promote a Speak-Up policy by providing a confidential and anonymous platform which employees can use to raise concerns without consequence.

Mental Health & Wellbeing Community Programme

We ensure all our employees are well-informed and have access to advise about their mental health.



We have been developing our online U Plus community to share information and resources as well as links to professional services that are available to all our staff.



Our Line Mangers, in all regions, have been trained in Mental Health First Aid.

Community Projects

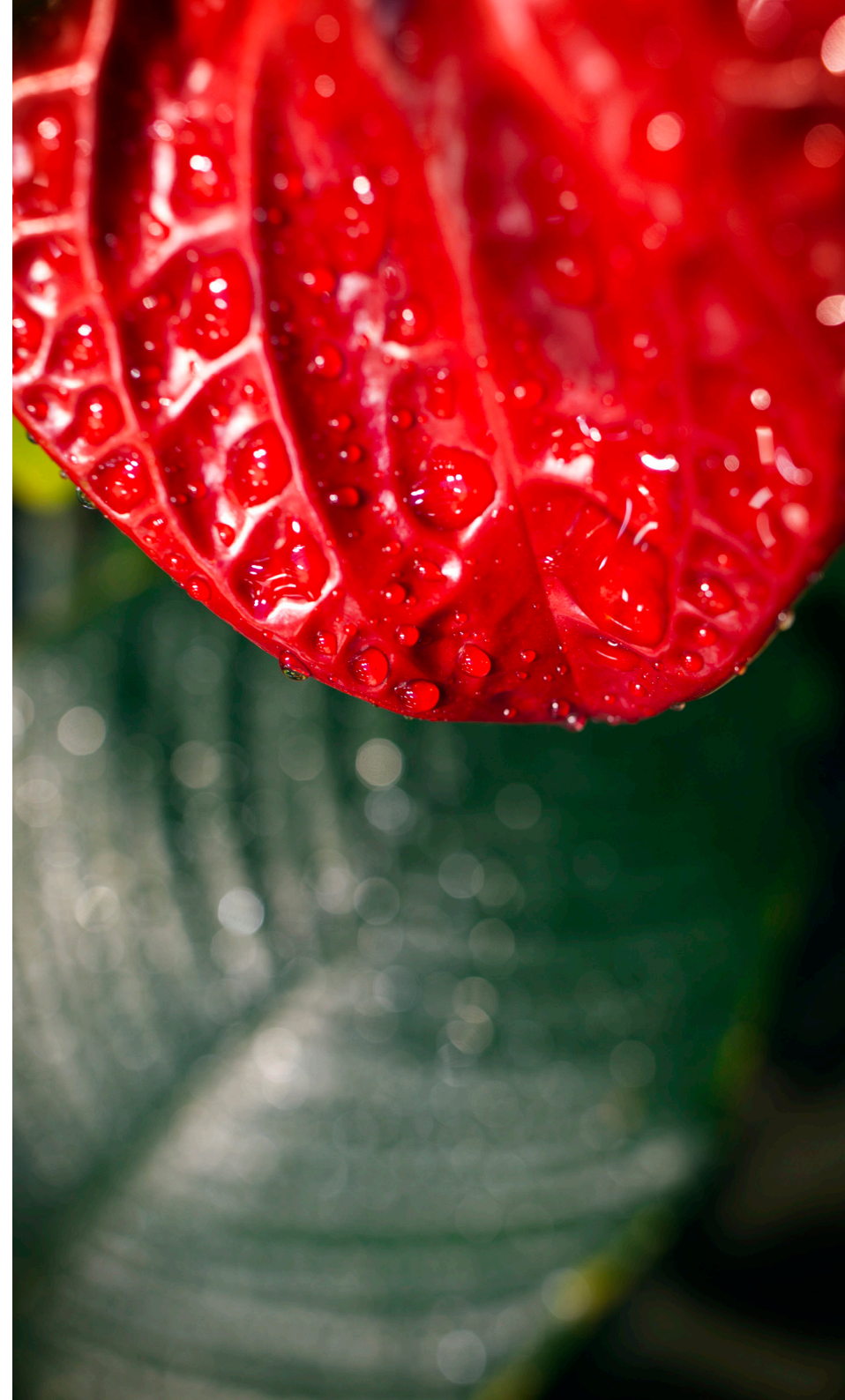
Engaging with local councils, school and ventures to support sustainability initiatives.



We took part in Hamilton City Council's funding for native seedlings.



Jon Thompson of Rentokil Initial is leading a campaign that enlists schools to grow seedlings, giving students the opportunity to learn about native trees.

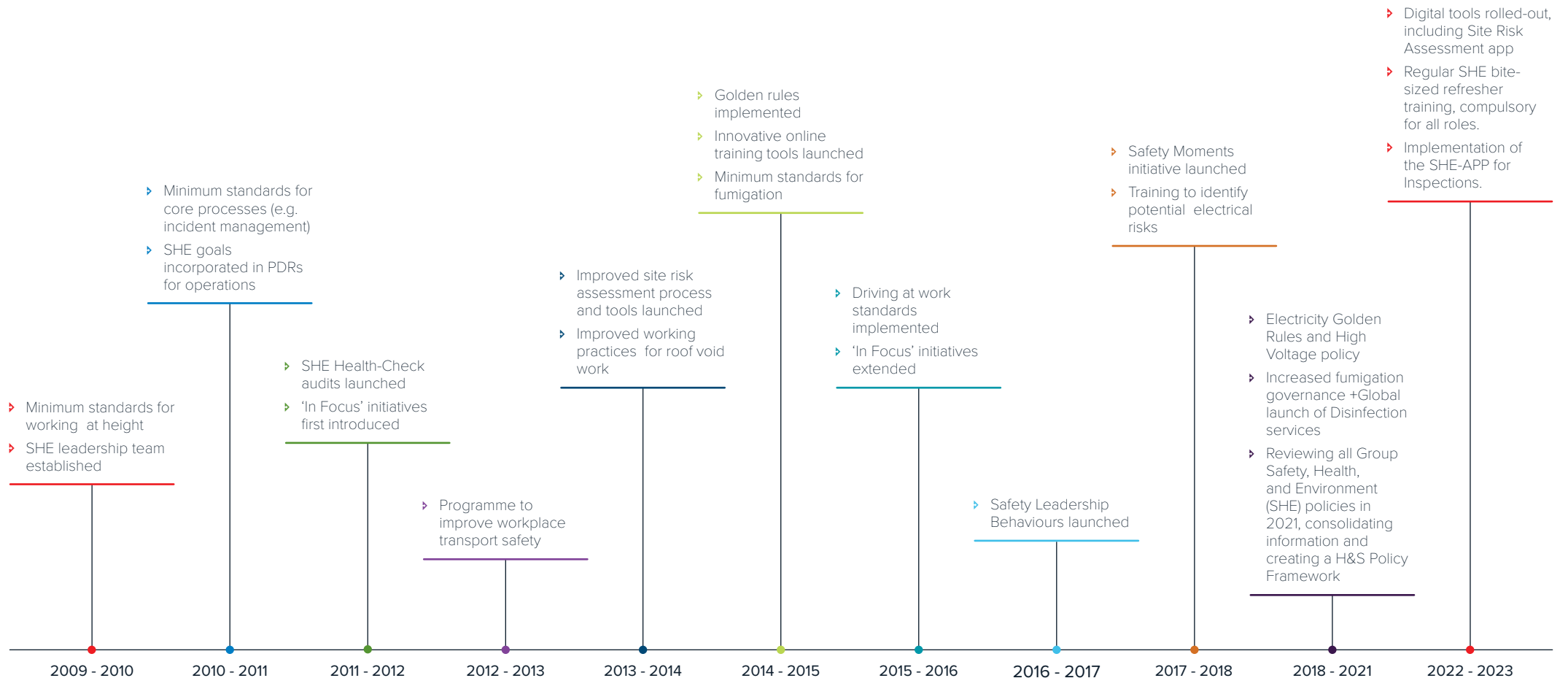




Health & Safety

There is nothing more important to us than ensuring that ‘Everyone Goes Home Safe’ at the end of their working day.

Health & Safety will always be our priority, with no compromise, and our approach comprises of company-wide and national programmes, focusing on operational protocols and actions taken to reduce risk and designed to be implemented with consistent progress.





Our affiliations

Rentokil Initial has been recognised across the globe in areas such as service excellence, colleague training and development, workplace culture, international trade and mergers and acquisitions.

MEMBER OF

Dow Jones Sustainability Indices

In Collaboration with RobecoSAM

Comprises global sustainability leaders as identified by S&P Global through the Corporate Sustainability Assessment (CSA), representing the top 10% of the largest 2,500 companies in the S&P Global BMI based on long-term economic, environmental and social criteria.



We are a Silver Partner of this not-for-profit organisation has been protecting and restoring rainforests since 1999, by purchasing properties of high conservation value rainforest and protecting their biodiversity.



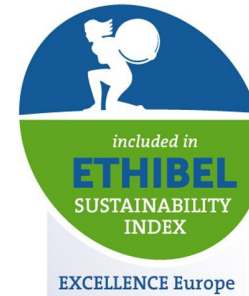
"Prime" status is granted to those companies achieving best in class ESG performance, based on the sector exposure to environmental, social and governance impacts. The threshold for "Prime" status is based on absolute performance expectations which differ by industry.



This not-for-profit charity runs the global disclosure system for an assortment of organisations, managing their environmental impacts through a system that has resulted in unparalleled engagement on environmental issues worldwide.



The project is aimed at making multinationals more transparent and accessible as well as improving the workers' and worker representatives' capability to exercise a regular and aware monitoring on corporate activities and decisions.



Our quality mark for investing exclusively in shares or bonds listed on their Investment Register and scoring above average in our sectors in terms of CSR.



FTSE4Good

The Index Series is designed to measure the performance of companies demonstrating specific Environmental, Social and Governance (ESG) practices.

Transparent management and clearly defined ESG criteria make suitable tools for a wide variety of market participants when creating or assessing sustainable investment products.



Our partnership with Cool Earth protects 1,000 acres, mitigating carbon released through deforestation, equivalent to our 2017 carbon footprint.



Composed of the 120 highest-ranking listed companies as evaluated by V.E in terms of their performance in corporate responsibility and reflecting the same regional weighting distribution as the Equities methodology coverage.

Rentokil Initial

Pest control and hygiene services

16 Leonards Road,
Mount Wellington,
Auckland 1060

 0800 736 865

 <https://www.rentokil-initial.co.nz/>