

Rentokil Initial Hong Kong Limited

SAFETY & HEALTH AND ENVIRONMENT (SHE) POLICY

Rentokil Initial Hong Kong Limited places a high value on work safety of employees, emphasizing “**there is nothing more important in Rentokil Initial than ensuring that Everyone Goes Home Safe at the end of their working day**”. Hence, we commit that we take all reasonably practicable steps to provide a safe and health working environment to our employees, and eliminate all potential incidents which could result in injury or ill health. Besides, we value having a joyful and healthy workforce. We believe that having a joyful and healthy workforce is the cornerstone for the long term success of the organization. We pledge to promote physical and mental well-being among ourselves with emphasis on various areas, including: healthy eating, physical activity and mental wellbeing. Meanwhile, as a responsible enterprise, we are determined in protecting the environment, and continually improve our environmental protection performances, for example, conserving resources, reducing waste generation, reducing emissions and preventing harmful effects such as pollution etc. We strive to minimize the environmental impacts of our operations for contribution to the environment. This policy provides a framework to the development of the SHE objectives in order to fulfill the health, safety and environmental requirements of the interested parties.

Led by the Top Management, The company will:

1. take all reasonably practicable steps to guide all employees to understand and work together to fulfill and maintain this Policy;
2. annually review this Policy, SHE performance, and Safety Management System;
3. request employees and business associates to perform their responsibilities with regards to SHE, which are related to their work;
4. comply with the local legislations in terms of SHE;
5. establish a system to identify, assess and develop the best ways for practices so as to eliminate hazards at work and limit the impacts on the environment;
6. develop the code of practice, procedures and standard practice on SHE for operation;
7. take SHE requirements into considerations and adopt safe work procedures while planning and carrying out company activities (e.g. operations, sales, human resource, finance);
8. provide the necessary resources, including information, instruction, training, supervision and the right tools and protective equipment etc., to ensure work safety and fulfil our Environmental Commitment;
9. regularly promote and publicize SHE in daily operations so as to increase employees' awareness;
10. identify the internal and external issues, and address their risks and opportunities for the SHE management system;
11. ensure that SHE is included as an integral part of our business performances review and assessment;
12. establish and maintain a system to encourage 2-way communication with the participation and consultation with our employees on SHE matters, and will seriously consider and adopt useful opinions/suggestions to address SHE issues/ improve SHE standards.

I and Rentokil Initial Hong Kong Management Team are committed to do our utmost to ensure continuous improvements to the SHE performance of our company in the future.


Eugene Chau
General Manager
3rd August, 2026

