

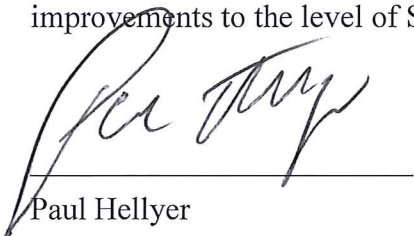
## **Rentokil Initial Hong Kong Limited Safety & Health and Environment (SHE) Policy**

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. Meanwhile, as a responsible enterprise, we continually improve our performances, for example, conserving resources, 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.

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 companions to perform their responsibilities regarding to SHE that 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. ensure that SHE is included as an integral part of our business performances review and assessment;
11. establish and maintain a system to encourage 2-way communication 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 level of SHE performance of our company in the future.



Paul Hellyer

Managing Director

Rentokil Initial Hong Kong Limited

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