

Rentokil Initial South Africa: Health and Safety Policy

June 2026

At Rentokil Initial South Africa (RISA), our paramount commitment is to ensure that **"Everyone Goes Home Safe"** at the close of each working day. This is a responsibility we owe to our valued colleagues, their families, and our customers, and it underpins our global Health and Safety policy.

Our colleagues are the cornerstone of our ambition to achieve sustainable, profitable growth through exceptional customer service and operational excellence. Our guiding principle is: **"THE RIGHT PEOPLE, DOING THE RIGHT THINGS, THE RIGHT WAY"**. Health and safety is deeply ingrained in our company's DNA and stands as the foremost element of both our Colleague and Customer Promises; the very foundation of our organisational culture.

We hereby affirm our commitment to Rentokil Initial Plc's Health & Safety Policy and its full implementation within RISA. We firmly believe that robust health and safety management is integral to the success of our business. To this end, we will ensure that:

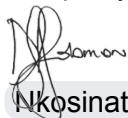
- Our leadership demonstrates visible and proactive safety leadership, actively engaging with colleagues to cultivate safe behaviours and foster a strong safety culture throughout the organisation.
- All colleagues receive comprehensive training and are equipped with the necessary tools and personal protective equipment to perform their duties safely. Furthermore, they will be empowered to consistently make informed and responsible Health and Safety decisions.
- We cultivate a thorough understanding of health and safety risks, emphasising rigorous risk evaluation and the implementation of effective mitigation strategies through the adoption of best practices in all our operational procedures.
- Health and safety performance is systematically monitored, regularly reviewed, and transparently communicated to all colleagues.
- We are committed to continuous improvement in our health and safety performance by diligently learning from all safety incidents and near misses.
- We strive to engage our customers to align health and safety standards, ensuring that our Technicians are provided with a safe working environment that minimises risk and prevents occupational injuries while working on external sites.

As the Managing Director, I personally guarantee that our business operations will maintain comprehensive written health and safety management systems. These systems will clearly define the responsibilities of all managers and detail the specific arrangements for the effective control of operational hazards. Furthermore, these systems will include robust protocols for the communication of all health and safety matters to colleagues, as well as the ongoing monitoring and review of our health and safety performance to ensure full compliance with all legal obligations and to drive progressive enhancements in our safety record.

I also wish to underscore that every employee bears a personal responsibility for their own health and safety, as well as the health and safety of our customers and any other individuals who may be affected by their work. Therefore, strict adherence to safe working practices is mandatory, and full cooperation with managers and supervisors on all matters pertaining to health and safety is expected.

For me, nothing is more critical than ensuring that everyone returns home safely at the end of each day.

This policy will be subject to an annual review to ensure its continued relevance and effectiveness.



Nkosinathi Solomon : Managing Director Sub-Sahara Africa