	Document Title	Document No: 1.1
	<b>Health &amp; Safety Policy</b>	Revision No: 002
		Original Date: May-07
	Approved By: Director, Corporate Development & People	Review Date: Apr-09

## 1.0 Purpose

This procedure documents the Health & Safety Policy of Rentokil Initial and sets out arrangements for the creation and review of the policy.

## 2.0 Scope

This policy is applicable to Rentokil Initial in all its operations and functions including those situations where employees are required to work off-site.

## 3.0 Definitions

### Health & Safety Policy

This document sets out the essential requirements for Health & Safety management within Rentokil Initial. The Health & Safety policy shall provide an outline that ensures compliance with relevant Health & Safety regulations states the overall Health & Safety objectives and ensures improvement of Health & Safety performance.

## 4.0 Procedure

- 4.1 Rentokil Initial Pty Ltd will have a Health & Safety Policy.
- 4.2 The policy will include a commitment to:
  - A Health & Safety Risk Management approach,
  - The establishment of measurable Health & Safety objectives and targets,
  - Compliance with Health & Safety Legislation, Codes of Practice and Standards,
  - Effective dissemination of Health & Safety information,
  - Effective employee consultation,
  - Allocate adequate financial and physical resources for implementation
  - The effective implementation of the policy, and
  - Continuous improvement of Health & Safety Performance
  - Management responsibility for Health & Safety
- 4.3 The Policy shall be signed by the current Regional Director, Corporate Development & People.
- 4.4 The Policy shall be reviewed every year or where there is a change in Director and the version number recorded on the policy
- 4.5 The Policy shall be displayed in a prominent location at each Rentokil Initial site
- 4.6 The Policy shall be reviewed in consultation with employees or employee representatives
- 4.7 The Policy shall be discussed with all new employees at induction
- 4.8 The Policy shall be posted on the Rentokil Initial Intranet site and Rentokil Initial Website
- 4.9 Specialised Policies will be developed where necessary to support the outcomes of the Health & Safety Policy.


## 5.0 Responsibility

### Director

- Shall sign and approve the current Health & Safety Policy.

### National H&S Manager

- Ownership of this procedure
- Prepare and ensure consultation occurs on the Policy throughout Rentokil Initial.
- Review the Policy and ensure the version number is recorded on the Policy.

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**Divisional Technical Managers / National H&S Manager**

- Provide advise and support on specific Health & Safety co-ordination

**Branch Manager**

- Ensure current Health & Safety Policy is displayed in a prominent location on site
- Ensure that employees are aware of the Health & Safety Policy location and its contents

**The People Manager**

- Ensure that the Health & Safety Policy is included in Company Induction programs.

**6.0 References/Appendices**

Reference 1: Rentokil Initial Health & Safety Policy