



Global Human Rights Policy

Scope

Terminix supports and seeks to promote fundamental human rights in the communities we serve. This Global Human Rights Policy applies to our business enterprise, our brands, our employees and our stakeholders. Many of the standards outlined in this policy are in line with human rights concepts advanced by other international organizations.

We understand that local laws or regulations may result in some degree of variation in interpretation or application of this policy, but Terminix believes that the basic tenets set forth below should serve as our minimum business standards for working conditions and human rights.

Equal Employment, Diversity and Inclusion

Terminix is an Equal Employment Opportunity employer. We believe working with employees from diverse backgrounds improves our thinking, makes us more creative and allows us to better achieve our collective goals for our employees, customers, franchisees and other stakeholders.

Embracing a diverse work environment is vital to how we treat our employees, customers and suppliers. Diversity embodies all the differences that make us unique, including, but not limited to, race, gender, gender identity, age, citizenship, color, national origin, creed, religion, age, marital status, disability, military/veteran status, sexual orientation, genetic information or any other legally protected status.

At Terminix, diversity and inclusion are integral parts of who we are and how we do business. Our diversity strengthens and empowers us, making us better able to serve each other, our customers and our communities. We are committed to fostering a culture where all employees are treated with dignity and respect and given an opportunity to contribute to our success. We encourage our employees to use their diversity of thought, experience, background and perspectives to instill trust and drive empowerment with each other, our franchisees and suppliers and, more importantly, our valued customers. Our culture of inclusion is about sparking innovation and transforming Terminix into the leading provider of residential and commercial services.

Health, Safety and the Environment

Terminix is committed to exceeding the expectations of our customers, while protecting the health and safety of our employees and customers and preserving the quality of our natural environment and the communities in which we serve. We seek to comply with applicable laws and regulations and, where necessary, implement more stringent internal standards to minimize or eliminate environmental, health and safety (EHS) risks. We train our employees in responsible EHS practices and hold them accountable to comply with and support our EHS policies and standards. Further, we endeavor to work cooperatively and transparently with our stakeholders, including our employees, suppliers, customers and other business partners, in pursuit of EHS excellence.

Prohibiting Forced Labor and Child Labor

The employment relationship should be voluntary and the terms of employment must comply with applicable laws and regulations. Terminix prohibits the employment of forced labor or child labor. While child labor is prohibited, legitimate internship programs may engage children when the internship is permitted by local law, part of a formal educational program and properly established and supervised.



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Open Communication and Freedom of Association

Terminix recognizes and values each individual employee and prefers to deal directly with its employees about their concerns or issues. To do this we provide and encourage open communication through a variety of resources and avenues. For this reason it is paramount that our employees enjoy the right to individually decide whether, without coercion or pressure, to join or refrain from joining any lawful organization.

Terminix is committed to complying with laws pertaining to freedom of association, consultation and collective bargaining. However, Terminix will also continue to make clear its preference to remain union free. We do not believe a union is necessary at Terminix, nor do we believe it is in our employees' best interest, the best interest of the company or the best interest of our customers. We do not believe our employees should have to pay a union for their voice to be heard. We believe that by working and engaging one another in open, honest and direct communications, without the intervention of a union, we will attain more satisfying careers and prosper together.

Compensation

Terminix, as an employer, provides its employees with compensation and benefits that are competitive, while rewarding employees for their contributions to our business objectives. We also monitor and ensure that our compensation and benefits programs are compliant with all applicable laws. Additionally, Terminix makes every effort to explain its compensation and benefits programs and to ensure all taxes and other deductions are disclosed to employees.

Community Involvement

Terminix is built on a commitment to serve our customers and the communities where our employees live and work. Service is in our name and at the very core of all that we do. It is not only our responsibility to give back to the communities where we live and work, it is our privilege.

At Terminix, sharing our expertise goes hand-in-hand with sharing our resources. While specific opportunities vary from country to country, Terminix donates money, volunteer hours, and in-kind services to a variety of concerns that touch thousands of lives. Our employees also positively impact the communities where they work and live by serving as board members and volunteering their time for a variety of non-profit organizations.

Ethical Conduct and Expectations for Those With Whom We Do Business

Terminix is committed to doing the right thing. Our goal is to follow the highest industry standards of ethical business conduct in all areas of our operations. This includes our relationships with our business partners, including our franchisees, suppliers, vendors, consultants and contract labor. These relationships are defined by contracts which are based on lawful and ethical practices. In furtherance of these relationships, we request that our business partners adopt and enforce standards similar to those in this policy.

As a global business, Terminix is committed to engaging in reasonable due diligence and screening of all with whom it works to ensure compliance with laws that regulate international trade. Because our business may cross international borders, we understand that standards may vary and reflect local practices. While recognizing local, regional and national laws, customs and practices, we will comply with the Foreign Corrupt Practices Act and wherever possible seek the cooperation, collaboration and support of our various business partners in advancing best practices and the highest ethical standards in our business transactions.



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Enforcement

To promote compliance with this policy, Terminix informs employees and business partners of this policy and posts it on our company intranet site and in our locations. We also encourage our employees who believe that this policy, our Code of Conduct or our Global Anti-Bribery Policy has been violated to report any suspected violations through the company's Ethics and Compliance Office, including the Ethics Helpline. No retaliation will be tolerated against anyone who in good faith raises a concern about possible violations of this policy.

The Terminix Ethics Helpline is available to our employees 24 hours a day, seven days a week by telephone, email or on the web:

Telephone: 1 (800) 937-9888 (United States)

Email: ethics@Terminix.com

Website address: www.ethicspoint.com