Modern Slavery and Human Trafficking Statement

Modern Slavery Act 2015

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

The Company is committed to improving our practices to combat slavery and human trafficking.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the Company's operations based in the United Kingdom

Organisational structure

We are a Delaware, United States, limited liability company formed in October 2020. Our principal business address in the United Kingdom is ServiceMaster House, Whittle Estate, Cambridge Road, Leicester, LE8 6LH. We do business under the names ServiceMaster Clean, ServiceMaster Restore, Merry Maids, TruGreen and Rosemary Bookkeeping.

The Group employs around 1000 full time and 500 part-time staff with a global annual revenue of $400m.

Our policies on slavery and human trafficking

The Company is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. In light of the obligation to report on measures to ensure that all parts of our business, franchise and supplier network are slavery free we have put in place a designated Anti-Slavery and Human Trafficking Policy. Our Anti-Slavery and Human Trafficking Policy demonstrates our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our franchise or supplier network.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we have in place:

Human Resource procedures

- A comprehensive range of policies and practices have been applied including an Equality & Diversity and formal grievance and disciplinary policies to protect and ensure that staff rights and responsibilities are upheld.
- Regarding pay, the Company pays hourly rates equivalent to or above the National Minimum Wage rates.

Procurement procedures

- Engage with our franchisee and supplier base.
- Identify and monitor potential risk of slavery and human trafficking in our franchisee and supplier network.
- Incorporate safeguards within the tender process to address slavery and human trafficking with potential new franchisee and suppliers.

Franchisee & Supplier adherence to our values

The Company has a zero tolerance to slavery and human trafficking. To ensure all those in our supply chain (including contractors) and franchisee network comply with our values we have in place a supply chain compliance action list:

- Engage with supplier base to secure a commitment to work with the Company to identify and monitor slavery and human trafficking down the supply chain.
- Register all supplier responses as part of onboarding and periodically reviewed and updated
- Engage with potential new franchisee & suppliers about commitment to the Company's Anti-Slavery and Human Trafficking Policy.

Raising awareness

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our franchisees, supply chains and our business, we provide training to our staff, and we intend to include Modern Slavery as a regular agenda item to be discussed at management meetings with relevant information to be cascaded through the organization. Monitoring will be managed through the current, Disclosure of Conflict of Interest.

APPROVED BY SENIOR MANAGEMENT PERSONNEL OF SERVICEMASTER COMPANY

ALAN LEWIN, MANAGING DIRECTOR

DATE: 04 FEBRUARY 2025