

**UNDERTAKINGS IN LIEU OF A REFERENCE  
COMPLETED ACQUISITION BY RENTOKIL INITIAL PLC OF  
MPCL LTD (FORMERLY MITIE PEST CONTROL LIMITED)**

**Undertakings given by Rentokil Initial PLC to the Competition and  
Markets Authority pursuant to section 73 of the Enterprise Act 2002**

**Whereas:**

- (a) As a result of documents executed on 29 and 30 September 2018, Rentokil Initial PLC (**Rentokil**) acquired the pest control business of Mitie Pest Control Limited (since renamed MPCL Ltd (**MPCL**)) by way of a preferred supply agreement and a sale and purchase agreement (the **Transaction**) such that Rentokil and the pest control business of MPCL ceased to be distinct for the purposes of the Enterprise Act 2002 (the **Act**);
- (b) Under section 22(1) of the Act the Competition and Markets Authority (**CMA**) has a duty to refer a relevant merger situation for a Phase 2 investigation where it believes that it is or may be the case that the creation of that merger situation has resulted or may be expected to result in a substantial lessening of competition within any market or markets in the UK for goods or services;
- (c) Under section 73 of the Act the CMA may, instead of making such a reference and for the purpose of remedying, mitigating or preventing the substantial lessening of competition concerned or any adverse effect which has or may have resulted from it or may be expected to result from it, accept undertakings to take such action as it considers appropriate, from such of the parties concerned as it considers appropriate. In particular, the CMA shall have regard to the need to achieve as comprehensive a solution as is reasonable and practicable to the substantial lessening of competition and any adverse effects resulting from it;
- (d) As set out in the CMA's decision of 12 April 2019 (the **Decision**), the CMA believes that, in the absence of appropriate undertakings, it would be under a duty to refer the Transaction for a Phase 2 investigation;
- (e) The CMA considers that the undertakings given below by Rentokil are appropriate to remedy, mitigate or prevent the substantial lessening of competition, or any adverse effect which has or may have resulted from the

Transaction, or may be expected to result from it, as specified in the Decision;

- (f) Prior to the acceptance of these undertakings by the CMA, Rentokil entered into a legally binding agreement of 20 August 2019 to divest the Divestment Business as a going concern to a Proposed Purchaser on terms approved by the CMA, and entered into the Amended PSA on 20 August 2019 on terms approved by the CMA. The agreement to divest the Divestment Business as a going concern to a Proposed Purchaser was conditional only on formal CMA approval of the Proposed Purchaser and acceptance by the CMA of these undertakings. This agreement includes a warranty that the Proposed Purchaser has the financial resources, expertise (including the managerial, operational and technical capability), incentive and intention to maintain and operate the Divestment Business as part of a viable and active business in competition with Rentokil and other competitors in the market for the provision of pest control services to customers located in eight or more regions in the UK; and
- (g) The CMA made an Initial Enforcement Order applying to Rentokil on 9 October 2018 (as varied on 13 December 2018) in respect of the Transaction pursuant to section 72 of the Act for the purposes of preventing pre-emptive action. Pursuant to section 72(6)(b) of the Act, this Initial Enforcement Order ceases to be in force on the acceptance by the CMA of the undertakings given below by Rentokil.

NOW THEREFORE Rentokil hereby gives to the CMA the following undertakings for the purpose of remedying, mitigating or preventing the substantial lessening of competition, or any adverse effect which has or may have resulted from it or may be expected to result from it.

## **1 EFFECTIVE DATE OF THE UNDERTAKINGS**

- 1.1 These undertakings shall take effect from the date that, having been signed by Rentokil, they are accepted by the CMA.

## **2 DIVESTMENT OF THE DIVESTMENT BUSINESS**

- 2.1 Rentokil entered into the Amended PSA on 20 August 2019.
- 2.2 Rentokil shall ensure that the completion of the divestment of the Divestment Business to the Proposed Purchaser contemplated by the agreement referred to in recital (f) of these undertakings, including an

agreement to implement suitable Transitional Arrangements with the Proposed Purchaser in accordance with Annex 2 of these undertakings, takes place within a period not exceeding 38 business days (15 October 2019) from the date these undertakings take effect.

- 2.3 Rentokil shall use all reasonable endeavours to ensure the transfer of Key Staff with the divestment of the Divestment Business.
- 2.4 In the event that Rentokil fails to complete the divestment of the Divestment Business in accordance with paragraph 2.2 and 2.3 above, the CMA may, whether or not initiating the Trustee Functions as set out in paragraph 4 below, require Rentokil to divest the Divestment Business as a going concern at no minimum price to a purchaser or purchasers approved by the CMA.

### **3 APPROVAL OF PURCHASER AND TERMS OF DIVESTMENT**

- 3.1 For the purposes of the CMA approving a Proposed Purchaser and the terms of the divestment of the Divestment Business in accordance with these undertakings, Rentokil shall, save as required or permitted by the CMA, satisfy the CMA that:
- (a) the acquisition by the Proposed Purchaser of the Divestment Business, on the terms set out above, remedies, mitigates or prevents the substantial lessening of competition concerned or any adverse effect which has or may have resulted from it, or may be expected to result from it, in particular having regard to the need to achieve as comprehensive a solution as is reasonable and practicable to the substantial lessening of competition and any adverse effects resulting from it;
  - (b) the Proposed Purchaser is independent of and unconnected to- Rentokil and the Group of Interconnected Bodies Corporate to which- Rentokil belongs and any Associated Person or Affiliate of Rentokil or such Group of Interconnected Bodies Corporate;
  - (c) the Proposed Purchaser has the financial resources, expertise (including the managerial, operational and technical capability), incentive and intention to maintain and operate the Divestment Business as a viable and active business in competition with Rentokil and other competitors in the market for the provision of pest control

services to customers located in eight or more regions in the UK from the date of completion of the divestment of the Divestment Business;

- (d) the Proposed Purchaser is reasonably to be expected to obtain all necessary approvals, licences and consents from any regulatory or other authority, including (where applicable) landlord's consent to the transfer of any leasehold interest; and
- (e) the acquisition by the Proposed Purchaser of the Divestment Business does not create a realistic prospect of a substantial lessening of competition within any market or markets in the UK.

3.2 The CMA may require Rentokil to provide it with such information and documentation as it may reasonably require to satisfy the CMA that the Proposed Purchaser will fulfil the requirements in paragraph 3.1 above.

#### **4 APPOINTMENT OF A TRUSTEE**

4.1 The provisions of paragraph 4.2 to paragraph 4.7 below shall apply only as long as Rentokil has not satisfied, or where the CMA has reasonable grounds for believing that Rentokil will not satisfy, all or any part of the obligation to divest the Divestment Business in accordance with paragraph 2 above.

4.2 Within 5 Working Days of the CMA notifying Rentokil in writing that it must do so, Rentokil shall propose to the CMA for approval:

- (a) the names of at least two individuals to exercise the Trustee Functions; and
- (b) the full terms of a mandate in accordance with which the Trustee shall carry out the Trustee Functions.

4.3 Rentokil and/or any individuals nominated pursuant to paragraph 4.2 shall satisfy the CMA that, save as required or permitted by the CMA:

- (a) such nominated individuals have the necessary qualifications to carry out their mandates, and are employees or partners of an investment bank, retail bank, commercial property agent, building society or law firm or accountancy firm with an established reputation either nationwide or in a substantial part of the UK or in another EU member state;

- (b) such nominated individuals are each independent of Rentokil and of the Group of Interconnected Bodies Corporate to which Rentokil belongs and of any Associated Person or Affiliate of Rentokil or of such Group of Interconnected Bodies Corporate and of any Proposed Purchaser of the Divestment Business to be sold pursuant to these undertakings, and, in the reasonable opinion of Rentokil, are appropriate to be appointed as Trustee; and
- (c) such nominated individuals neither are, nor are likely to become, exposed, either directly or indirectly, to a conflict of interest that impairs or may be likely to impair their objectivity or independence in discharging the Trustee Functions.

4.4 Within 2 Working Days of the CMA approving, at its discretion, one or more of the persons nominated by Rentokil and their proposed mandates pursuant to paragraph 4.2 above, and subject to any modifications the CMA deems necessary for the Trustee to carry out the Trustee Functions, Rentokil shall use its best endeavours to appoint from the persons so approved one person to carry out the Trustee Functions in accordance with the mandate approved by the CMA pursuant to paragraph 4.2 above.

4.5 In the event that:

- (a) Rentokil fails to propose any person or persons in accordance with paragraph 4.2 above; or
- (b) none of the persons proposed by Rentokil pursuant to paragraph 4.2 is approved by the CMA; or
- (c) Rentokil is unable for any reason to appoint within the time limit stipulated in paragraph 4.4 above any such person following approval by the CMA,

Rentokil shall use its best endeavours to appoint from persons nominated by the CMA one person to carry out the Trustee Functions on the terms of a mandate approved by the CMA. Rentokil shall use its best endeavours to make such appointment within 5 Working Days of receiving the nominations from the CMA.

4.6 The appointment of the Trustee pursuant to paragraph 4.4 or paragraph 4.5

above shall be irrevocable unless:

- (a) a conflict of interest that impairs or may be likely to impair the objectivity or independence of the Trustee in discharging the Trustee Functions arises;
- (b) the Trustee ceases to perform the Trustee Functions; or
- (c) the CMA is otherwise satisfied that there is good cause for the appointment to be terminated in advance of the satisfactory fulfilment of the Trustee Functions.

4.7 In the event that the appointment of the Trustee is terminated in accordance with paragraph 4.6 above, Rentokil shall, if requested to do so in writing by the CMA, use its best endeavours to appoint from persons nominated by the CMA one person to carry out the Trustee Functions in accordance with such mandate as is approved by the CMA. Rentokil shall use its best endeavours to make such appointment within seven Working Days of receiving the nominations from the CMA. Where required by the CMA, the outgoing Trustee shall continue as Trustee until a new Trustee is in place and a full handover of all relevant information has taken place.

## **5 THE MANDATE**

5.1 The terms of the mandate proposed by Rentokil pursuant to paragraph 4.2 above shall, as a minimum, contain all provisions necessary to enable the Trustee to carry out the Trustee Functions including, without limitation to the generality of this paragraph:

- (a) an exclusive, irrevocable mandate to sell the Divestment Business as required by paragraph 6.1 below to a purchaser as directed or approved in writing in advance by the CMA at no minimum price and on such reasonable terms and conditions as the Trustee considers appropriate to effect an expedient sale;
- (b) a mandate to take any other steps necessary for, or incidental to, the Trustee's mandate under sub-paragraph (a) above;
- (c) a comprehensive power of attorney to the Trustee (including the authority to grant sub-powers of attorney to the Trustee's officers, employees and agents) to enable it to take all steps necessary or

appropriate to effect the sale of the Divestment Business;

- (d) a mandate to comply with any orders and/or directions given by the CMA; and
- (e) a mandate to appoint at Rentokil's expense such advisers as the CMA and/or the Trustee reasonably considers necessary or appropriate in connection with the performance of the Trustee Functions.

## **6 FUNCTIONS OF TRUSTEE**

6.1 The Trustee shall seek to procure, within such period as may be specified in writing by the CMA, the completion of the sale of the Divestment Business at no minimum price, to a purchaser or purchasers approved by the CMA in accordance with paragraph 6.3 below.

6.2 Without prejudice to the generality of paragraph 6.1 above, the Trustee shall take the following measures in relation to the Divestment Business to the extent to which such measures may be necessary to effect the divestment of the Divestment Business in accordance with the provisions of these undertakings:

- (a) the transfer or vesting of property, assets, rights, personnel, liabilities or obligations (including without prejudice any contracts, licences, authorisations, permits or consents);
- (b) any other transfer of interests that will take effect with the sale;
- (c) the adjustment of contracts, whether by discharge or reduction or assignment of any liability or obligation or otherwise;
- (d) the creation, allotment, transfer, surrender or cancellation of any shares, stock or securities; and
- (e) the formation or winding up of a company.

6.3 The Trustee shall not sell or permit the divestment of the Divestment Business to a Proposed Purchaser unless it has been directed to do so by the CMA or has obtained the CMA's prior written approval in respect of the identity of that Proposed Purchaser. The Trustee shall notify the CMA of the identity of a Proposed Purchaser as soon as reasonably practicable prior to

the signing of a legally enforceable agreement and in any event at least 20 Working Days in advance of the proposed completion of the proposed sale and purchase agreement in question.

- 6.4 Pending the divestment of the Divestment Business pursuant to paragraph 6.1 above, the Trustee shall monitor Rentokil's compliance with its obligations under paragraph 7.1 and paragraph 7.2 below and shall promptly take such measures as it considers necessary to ensure such compliance, as well as reporting in writing to the CMA, if the Trustee concludes on reasonable grounds that Rentokil is failing or will fail to comply with such obligations.
- 6.5 The Trustee may give written directions to Rentokil to take such steps as may be specified or described in the directions for the purpose of securing Rentokil's compliance with its obligations under these undertakings or enabling the Trustee to carry out the Trustee Functions. The Trustee may not require Rentokil to:
- (a) offer any reverse premium or similar inducement to a purchaser; or
  - (b) accept any actual or contingent liability towards a purchaser or otherwise in connection with the divestment of the Divestment Business which would be unusual in scope, duration or financially, having regard to the price and usual market practice in relation to similar disposals.
- 6.6 The Trustee shall, as soon as reasonably practicable, comply at all times with any reasonable instructions or written directions made by the CMA for the purposes of carrying out or securing compliance with the undertakings (or any matter incidental thereto) and shall provide to the CMA such information and reports in relation to the carrying out of the Trustee Functions as the CMA may require. The Trustee shall promptly report in writing to the CMA if the Trustee concludes on reasonable grounds that Rentokil is failing or will fail to comply with any of its obligations under these undertakings.
- 6.7 For the purpose of fulfilling the Trustee Functions, the Trustee shall not be bound by instructions of Rentokil nor shall the Trustee Functions be extended or varied in any way by Rentokil save with the prior express written consent of the CMA.

## **7 OBLIGATIONS OF RENTOKIL FOLLOWING APPOINTMENT OF TRUSTEE**

- 7.1 Rentokil shall not give any instruction or request to the Trustee which conflicts with the Trustee Functions.
- 7.2 Rentokil shall take all such steps as are reasonably necessary to enable the Trustee to carry out the Trustee Functions, including but not limited to:
- (a) complying with such written directions as the Trustee may from time to time give pursuant to paragraph 6.6 above; and
  - (b) providing the Trustee with all such assistance and information as it may reasonably require in carrying out the Trustee Functions.

## **8 REMUNERATION OF TRUSTEE**

- 8.1 Rentokil shall pay the Trustee a reasonable remuneration for the services it provides in carrying out the Trustee Functions, and shall pay the Trustee in a way that does not impede the independent and effective fulfilment of the Trustee Functions, which shall be set out in the Trustee's mandate referred to in paragraph 5 above.

## **9 INTERIM ACTION**

- 9.1 Pending the completion of the divestment of the Divestment Business in accordance with the provisions of these undertakings, save as otherwise agreed in advance in writing by the CMA, Rentokil shall minimise as far as possible any risk of loss of competitive potential of the Divestment Business and in particular ensure that: subject to the same derogations as already granted by the CMA pursuant to the Initial Enforcement Order of 9 October 2018 (as varied on 13 December 2018):
- (a) the Divestment Business is carried on separately from the Rentokil Business and the Divestment Business's separate sales or brand identity is maintained;
  - (b) the Divestment Business and the Rentokil Business are maintained as a going concern and sufficient resources are made available for the development of the Divestment Business and the Rentokil Business, on the basis of their respective pre-Transaction business plans;
  - (c) except in the ordinary course of business, no substantive changes are

made to the organisational structure of, or the management responsibilities within, the Divestment Business or the Rentokil Business;

- (d) the nature, description, range and quality of services supplied in the UK by each of the Divestment Business and the Rentokil Business are maintained and preserved;
- (e) except in the ordinary course of business for the separate operation of the Divestment Business and the Rentokil Business:
  - (i) all of the assets of the Divestment Business and the Rentokil Business are maintained and preserved, including facilities and goodwill;
  - (ii) none of the assets of the Divestment Business or the Rentokil Business are disposed of; and
  - (iii) no interest in the assets of the Divestment Business or the Rentokil Business is created or disposed of;
- (f) there is no integration of the information technology of the Divestment Business or Rentokil Businesses, and the software and hardware platforms of the Divestment Business shall remain essentially unchanged, except for routine changes and maintenance;
- (g) the customer and supplier lists of the Divestment Business and the Rentokil Business shall be operated and updated separately and any negotiations with any existing or potential customers and suppliers in relation to the Divestment Business will be carried out by the Divestment Business alone and for the avoidance of doubt the Rentokil Business will not negotiate on behalf of the Divestment Business (and vice versa) or enter into any joint agreements with the Divestment Business (and vice versa);
- (h) all existing contracts of the Divestment Business and the Rentokil Business continue to be serviced by the business to which they were awarded;
- (i) no changes are made to Key Staff of the Divestment Business or Rentokil Business;
- (j) no Key Staff are transferred between the Divestment Business and the Rentokil Business;

- (k) all reasonable steps are taken to encourage all Key Staff to remain with the Divestment Business and the Rentokil Business; and
- (l) no Confidential Information relating to either of the Divestment Business or the Rentokil Business shall pass, directly or indirectly, from the Divestment Business (or any of its employees, directors, agents or affiliates) to the Rentokil Business (or any of its employees, directors, agents or affiliates), or vice versa, except where strictly necessary in the ordinary course of business (for example, where required for compliance with external regulatory and/or accounting obligations) or any steps necessary in order for Rentokil to comply with these undertakings, including the transfer of information necessary for the divestment process, provided that, upon divestment of the Divestment Business, any records or copies (electronic or otherwise) of Confidential Information held by Rentokil in relation to the Divestment Business (or vice versa) shall be returned to the relevant business and any copies destroyed (except as may be necessary for the purposes of compliance with the obligations above).

9.2 At all times, Rentokil will actively keep the CMA informed of any material developments relating to the Divestment Business, which includes, but is not limited to:

- (a) details of Key Staff who leave the Rentokil Business or the Divestment Business;
- (b) any interruption of the Rentokil Business or the Divestment Business (including without limitation its procurement, production, logistics, sales and employee relations arrangements) that has prevented it from operating in the ordinary course of business for more than 24 hours;
- (c) all substantial customer volumes lost by the Divestment Business; and
- (d) substantial changes in the Rentokil Business's or the Divestment Business's contractual arrangements or relationships with key suppliers.

## **10 CONTINUED SEPARATION**

10.1 Rentokil undertakes not to solicit, and to procure that any member of the Group of Interconnected Bodies Corporate to which Rentokil belongs does

not solicit, for pest control services of National Customers for a period of [X] from completion of the divestiture, which, for the avoidance of doubt, includes not participating in tenders for the provision of pest control services to National Customers for a period of [X] from completion of the divestiture save as permitted by paragraph 10.2.

10.2 Rentokil is not restricted from accepting a National Customer that proactively approaches Rentokil or participating in a tender if requested to do so by a National Customer, after a period of [X] from completion of the divestiture. After the period of [X] from completion of the divestiture, Rentokil is permitted to participate in all tenders for provision of pest control services to National Customers

10.3 Rentokil undertakes not to solicit, and to procure that any member of the Group of Interconnected Bodies Corporate to which Rentokil belongs does not solicit, for employment any employees or other personnel included in the Divestiture Business for a period of [X] after completion of the divestiture of the Divestiture Business.

10.4 Subject to paragraphs 10.1, 10.2 and 10.3, except with the prior written consent of the CMA, for a period of [X] following the divestment of the Divestment Business pursuant to these undertakings, Rentokil, or any member of the Group of Interconnected bodies Corporate to which Rentokil belongs:

(a) shall not, directly or indirectly, hold, acquire, re-acquire or use:

(i) an Interest in the Divestment Business; or

(ii) any Interest in any company carrying on or having Control of the Divestment Business (other than any investments made in the ordinary course of the operation of any of the employee benefit and pension schemes of Rentokil or of any members of the Group of Interconnected Bodies Corporate to which Rentokil belongs of not more than three per cent in aggregate of the issued equity share capital in any such company, whose shares are listed or dealt with on any recognised investment exchange, which carries no more than three per cent of the voting rights exercisable at meetings of such company); or

(iii) other than in the normal course of business, any of the assets of

the Divestment Business;

- (b) shall procure that no employee or director of Rentokil or any member of the Group of Interconnected Bodies Corporate to which Rentokil belongs for as long as they are an employee or director of Rentokil or any member of the Group of Interconnected Bodies Corporate to which Rentokil belongs holds or is nominated to any directorship or managerial position in the Divestment Business or directorship or managerial position in any company or other undertaking carrying on or having control of the Divestment Business without the CMA's prior written consent;
- (c) shall not participate in the formulation of, or (other than in the ordinary course of business) influence or attempt to influence, the policy of the Divestment Business or any company or other undertaking carrying on or having control of that Divestment Business; and
- (d) shall not enter into or carry out any agreement or arrangement with any person, if the carrying out of the agreement or arrangement is intended to result or will result in any Associated Person or Affiliate of Rentokil or of any member of the Group of Interconnected Bodies Corporate to which Rentokil belongs directly or indirectly acquiring the Divestment Business or doing any of the things listed in sub-paragraphs 10.3(a), 10.3(b) and 10.3(c) above.

## **11 COMPLIANCE**

11.1 Rentokil shall comply promptly with such written directions as the CMA may from time to time give:

- (a) to take such steps as may be specified or described in the directions for the purpose of carrying out or securing compliance with these undertakings; or
- (b) to do or refrain from doing anything so specified or described which it might be required by these undertakings to do or to refrain from doing.

11.2 Rentokil shall co-operate fully with the CMA when the CMA is:

- (c) monitoring compliance with the provisions of these undertakings; and

(d) investigating potential breaches of the provisions of these undertakings.

11.3 Rentokil shall procure that any member of the same Group of Interconnected Bodies Corporate as Rentokil complies with these undertakings as if it had given them and actions and omissions of the members of the same Group of Interconnected Bodies Corporate as Rentokil shall be attributed to Rentokil for the purposes of these undertakings.

11.4 Where any Affiliate of Rentokil is not a member of the same Group of Interconnected Bodies Corporate as, Rentokil, Rentokil shall use its best endeavours to procure that any such Affiliate shall comply with these undertakings as if it had given them.

## **12 PROVISION OF INFORMATION**

12.1 Rentokil shall furnish promptly to the CMA such information as the CMA considers necessary in relation to or in connection with the implementation and/or enforcement of and/or the compliance with these undertakings, including for the avoidance of doubt, any Confidential Information.

## **13 EXTENSION OF TIME LIMITS**

13.1 The CMA may, in response to a written request from Rentokil, or otherwise at its own discretion, grant an extension to any time period referred to in these undertakings.

## **14 SERVICE**

14.1 Rentokil hereby authorises Freshfields Bruckhaus Deringer LLP, whose address for service is 65 Fleet Street, London, EC4Y 1HT, to accept service on its behalf of all documents connected with these undertakings (including any document of any kind which falls to be served on or sent to Rentokil, or any of its Subsidiaries in connection with any proceedings in Courts in the UK, orders, requests, notifications or other communications connected with these undertakings).

14.2 Unless Rentokil inform the CMA in writing that Freshfields Bruckhaus Deringer LLP has ceased to have authority to accept and acknowledge service on its or any of its Subsidiaries' behalf, any document, order, request, notification or other communication shall be validly served on

Rentokil if it is served on Freshfields Bruckhaus Deringer LLP; and service shall be deemed to have been acknowledged by Rentokil if it is acknowledged by Freshfields Bruckhaus Deringer LLP or such other nominee.

- 14.3 Paragraph 14.2 above has effect irrespective of whether, as between Rentokil and Freshfields Bruckhaus Deringer LLP or other nominees, Freshfields Bruckhaus Deringer LLP or other nominees has or continues to have any authority to accept and acknowledge service on Rentokil's or any of its respective Subsidiaries' behalf.
- 14.4 No failure or mistake by Freshfields Bruckhaus Deringer LLP or other nominees (including a failure to notify Rentokil of the service of any document, order, request, notification or other communication) shall invalidate any action taken in respect of these undertakings including any proceedings or judgment.
- 14.5 Any communication from Rentokil to the CMA under these undertakings shall be addressed to Manager, Market and Mergers Remedies Monitoring, Competition and Markets Authority, Victoria House, Southampton Row, London WC1B 4AD or such other person or address as the CMA may direct in writing.

## **15 EFFECT OF INVALIDITY**

- 15.1 Should any provision of these undertakings be contrary to law or invalid for any reason, Rentokil undertake to continue to observe the remaining provisions.

## **16 GOVERNING LAW**

- 16.1 Rentokil recognises and acknowledges that these undertakings shall be governed by and construed in all respects in accordance with English law.
- 16.2 In the event that a dispute arises concerning these undertakings, Rentokil undertakes to submit to the courts of England and Wales.

## **17 TERMINATION**

- 17.1 Rentokil recognises and acknowledges that these undertakings shall be in force until such time as they are varied, released or superseded under the Act.

17.2 Rentokil recognises and acknowledges that the variation, release or supersession of these undertakings shall not affect the validity and enforceability of any rights or obligations that arose prior to such variation, release or supersession.

## **18 INTERPRETATION**

18.1 The Interpretation Act 1978 shall apply to these undertakings as it does to Acts of Parliament.

18.2 References in these undertakings to any English law term for any legal status, interest, concept or thing shall in respect of any jurisdiction other than England and Wales be deemed to include what most nearly approximates in that jurisdiction to the English law term.

18.3 References to any statute or statutory provision shall be construed as references to that statute or statutory provision as amended, re-enacted or modified whether by statute or otherwise stated.

18.4 The headings used in these undertakings are for convenience and shall have no legal effect.

18.5 In these undertakings the word "including" shall mean including without limitation or prejudice to the generality of any description, definition, term or phrase preceding that word and the word "include" and its derivatives shall be construed accordingly.

18.6 Unless the context requires otherwise, the singular shall include the plural and vice versa and references to persons includes bodies of persons whether corporate or incorporate.

18.7 Annex 1 and Annex 2 form part of these undertakings.

18.8 For the purposes of these undertakings:

**“the Act”** means the Enterprise Act 2002;

**“Affiliate”** a person is an affiliate of another person if they or their respective enterprises would be regarded as being under common control for the purposes of section 26 of the Act;

**“Amended PSA”** means the PSA, as amended on 20 August 2019 to reduce the term of the agreement to [✂] and to make the agreement non-exclusive;

**“Associated Person”** means a person or persons associated with Rentokil within the meaning of section 127(4) of the Act and includes any Subsidiary of such a person or persons;

**“business”** has the meaning given by section 129(1) and (3) of the Act;

**“CMA”** means the Competition and Markets Authority or any successor body;

**“Confidential Information”** means any business secrets, know-how, commercially sensitive information, intellectual property or any other information of a confidential or proprietary nature;

**“Control”** shall be construed in accordance with section 26 of the Act, and in the case of a body corporate, a person shall be deemed to Control it if he holds, or has an interest in, shares of that body corporate amounting to 10 per cent or more of its issued share capital or carrying an entitlement to vote at meetings of that body corporate of 10 per cent or more of the total number of votes which may be cast at such meetings;

**“Decision”** means the CMA’s decision under section 22 of the Act dated 12 April 2019 in connection with the Transaction;

**“Divested MPCL Contracts”** means the customer contracts set out in Paragraph b of Annex 1;

**“Divestment Business”** means the Divested MPCL Contracts, and those matters listed in Annex 1 as the Proposed Purchaser reasonably deems necessary to be an effective national competitor;

**“enterprise”** has the meaning given in section 129(1) of the Act;

**“Group of Interconnected Bodies Corporate”** has the meaning given in section 129(2) of the Act; references to a Group of Interconnected Bodies Corporate shall be to the Group of Interconnected Bodies Corporate as constituted from time to time;

**“Interest”** includes shares, an interest in shares and any other interest carrying an entitlement to vote at shareholders’ meetings but does not include a contract to acquire shares in the future; and for this purpose "an

interest in shares" includes an entitlement by a person other than the registered holder, to exercise any right conferred by the holding of these shares or an entitlement to Control the exercise of such right;

**"Key Staff"** means staff in positions of executive or managerial responsibility and/or whose performance affects the viability of the Divestment Business or the Rentokil Business, as the case may be;

**"National Customer"** means a customer that is party to the Divested MPCL Contracts or any member of the same Group of Interconnected Bodies Corporate as the customer, or any person or persons associated with the customer within the meaning of section 127(4) of the Act, including any Subsidiary of such a person or persons.

**"ordinary course of business"** means matters connected to the day-to-day supply of goods and/or services by MPCL or Rentokil and does not include matters involving significant changes to the organizational structure or related to the post-merger integration of MPCL and Rentokil;

**"Proposed Purchaser"** means ServiceMaster or such other proposed purchaser for the Divestment Business;

**"PSA"** means the existing preferred supplier agreement entered into between Rentokil and Mitie Limited on 29 September 2018;

**"Retained Business"** means all MPCL assets and liabilities not relating to the Divestment Business, which for completeness includes the PSA;

**"Subsidiary"** shall be construed in accordance with section 1159 of the Companies Act 2006 (as amended), unless otherwise stated;

**"the Transaction"** means the acquisition of the pest control business of MPCL by Rentokil as a result of documents executed on 29 and 30 September 2018;

**"Transitional Arrangements"** means the arrangements listed in Annex 2;

**"Trustee"** means the person appointed pursuant to paragraph 4.4, paragraph 4.5 or paragraph 4.7 to carry out the Trustee Functions;

**"Trustee Functions"** means the functions set out in paragraph 6;

**“UK”** means the United Kingdom of Great Britain and Northern Ireland;

**“Working Day”** means any day of the week other than a Saturday or a Sunday or any day that is a public holiday in England and Wales;

**“Rentokil”** means Rentokil Initial PLC, company number 05393279;

**“Rentokil Business”** means the business of Rentokil and its Group of Interconnected Bodies Corporate carried on as at 9 October 2018;

**“MPCL”** means MPCL Limited (formerly Mitie Pest Control Limited), company number 03173779; and

**“ServiceMaster”** means SVM Finance Luxembourg 2 SARL.

**Signed by Rentokil Initial PLC and accepted by the CMA on 22 August 2019**

## **Annex 1: Matters included in the Divestment Business**

1. Subject to the requirements of the Proposed Purchaser, the Divestment Business will include the following assets, operations, employees and other personnel:

(a) **Entity:** either:

- (i) 100% of the shares in a new company incorporated as a private limited company that includes the assets that comprise the Divestment Business;
- (ii) the sale of 100% of the shares in MPCL after all assets and liabilities not relating to the Divestment Business are transferred to a new entity in the Retained Business; or
- (iii) an asset sale of the assets that comprise the Divestment Business.

(b) **Customer contracts:** The customer list for the Divestment Business will include all MPCL contracts relating to pest control services for customers located in eight or more regions of the UK (excluding the PSA as at 20 August 2019).

(c) **Employees and other personnel:**

- (i) all MPCL employees and other personnel primarily engaged in providing or supporting the Divestment Business, including central national account management capability, service technicians and those with other central functions (subject to employment law restrictions); These employees and personnel are to be transferred under the Transfer of Undertakings (Protection of Employment) Regulations 2006; and
- (ii) any personnel not listed above but who are both used (exclusively or not) in the Divestment Business and, as agreed with the Proposed Purchaser, reasonably necessary for the continued viability and competitiveness of the Divestment Business, or an adequate substitute.

(d) **Licences and permits:** The Divestment Business would include such

permits and licences that are used in the Divestment Business, to the extent transferable.

**(e) Facilities, equipment and vehicles:**

- (iii) all MPCL equipment necessary to service the Divested MPCL Contracts, including all on-site equipment related to such pest control services as well as all such leased equipment to be transferred to the Proposed Purchaser to the fullest extent possible; and
- (iv) all MPCL vehicles currently owned or leased by MPCL that are necessary to service the Divested MPCL Contracts.

**(f) Information:**

- (v) all relevant historical customer information for the Divested MPCL Contracts in the UK including contact details, enquiry, order and invoicing history.
- (vi) all relevant historical operational information, including finance, tax, IT, legal, procurement and human resources records for the Divested MPCL Contracts in the UK.

**(g) Other assets:** The Divestment Business would include any asset not listed above but which is both used (exclusively or not) in the Divestment Business and necessary for the continued viability and competitiveness of the Divestment Business, or an adequate substitute. This includes any MPCL property leases, licences and permits.

## **Annex 2: Transitional Arrangements**

- (a) A transitional services agreement to be provided to the Proposed Purchaser. The precise terms of the agreement for the provision of these services to be provided on a transitional basis are to be determined through negotiations between Rentokil and the Proposed Purchaser. The CMA will review this agreement as part of the approval of the terms of the divestiture.
- (b) The transitional arrangements to be made available to the Proposed Purchaser must, to the extent required by the Proposed Purchaser, include:
- (i) reasonable training and assistance at Rentokil's expense to the Proposed Purchaser to ensure a smooth transition of the Divestment Business;
  - (ii) supply of pest control products for an agreed transitional time period not to exceed [X] and/or reasonable assistance in liaising with suppliers to ensure a smooth transfer of products/consumables to the Proposed Purchaser;
  - (iii) other transitional services as required by the Proposed Purchaser.