



Workplace Inclusion™



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To: Employees of Rollins Family of Brands

As we continue to build a culture of inclusion at Rollins, it is important to ensure that our employees' voices are truly valued and that we are creating a workplace that promotes diversity, equity, and a feeling of belonging. We are thrilled to officially launch Employee Resource Groups or commonly referred to as ERGs. ERGs are networks that allow employees to come together based on shared cultural backgrounds, identity characteristics, life experiences or interest, and other common factors. ERGs support our commitment to building an inclusive workplace while promoting opportunities for employees to connect and support one another. As such, ERGs must align with our Inclusion Strategic Pillars of 1) Workplace, 2) Workforce, 3) Marketplace and 4) Community.

Membership in any group is available to everyone. However, it is recommended you join no more than two (2) groups at a time. You can join a group if you personally identify with the group, are a supporter (ally), or an advocate. What's great is you get to decide how you would like to participate and contribute to the ERGs.

Research supports many benefits for both employees as well as employers who have ERGs. Some of the benefits that we hope to gain are:

1. Greater personal and professional development for employees
2. An increase in employee engagement and workplace morale
3. Helping all new employees feel more connected and included - from onboarding throughout their employment
4. A more inclusive workforce that reflects the demographics of society

As new ERGs are formed over the coming months you can expect to receive more information via our internal communications and the Workplace Inclusion website.