



# Corporate Criminal Offence Policy

At Travis Perkins plc, how we work is as important as what we do.

Owner	Initial Release	Last Updated	Last Reviewed
GCO	Sept. 2021	April 2025	April 2025





# Corporate Criminal Offence Policy

At Travis Perkins plc, how we work is as important as what we do. Our Group Values underpin the way we work to deliver outstanding service for our customers. That's why we expect colleagues to do the Right Thing. This means we have a zero tolerance on Tax Evasion.

## → Executive Summary

### What does this policy address?

In line with our Values the Travis Perkins Group is committed to conducting business honestly, professionally and fairly. This includes ensuring that we pay the correct amount of tax and do not engage in, or facilitate, tax evasion in accordance with the Criminal Finances Act 2017.

### Who does this policy apply to?

This policy is relevant to all employees, Directors and associated persons\* of the Travis Perkins Group of companies. It also covers all types of taxes payable by the Group (irrespective of whether they originate in the UK or overseas).

## Doing the Right Thing

- We shall comply with all applicable tax laws and we will report any known or suspected tax evasion incidents to our Group Legal team. We will cooperate with HMRC, law enforcement agencies and investigators and support prosecution or disciplinary action where sufficient evidence exists.
- We shall not tolerate or facilitate tax evasion, or attempted tax evasion, by others.
- We shall ensure we have adequate prevention procedures in place.

## What this means for you

All officers, employees, agents and temporary workers:

### ✓ DO

- **Do** be mindful of tax evasion risks associated with our business and carry out business fairly, honestly and transparently.
- **Do** complete your Corporate Criminal Offence Training.
- **Do** ensure your business unit has completed a tax specific risk assessment in-line with requirements of our Minimum Standards in this area of information.
- **Do** report any known or suspected instances of tax evasion to the Legal team or via our Speak Up Hotline.

**Speak Up!** Hotline 0800 890 011  
then key in 833 331 1347

### ✗ DON'T

- **Do not** engage in tax evasion or assist anyone else to engage in tax evasion.
- **Do not** do business with companies with a reputation for fraudulent activity including tax evasion. Make sure you conduct a due diligence exercise on all third parties you deal with and only contract with them once you are satisfied that they are compliant with all applicable tax laws.



This policy will be reviewed annually and we will continue to communicate our performance with our stakeholders.

Approved by the Group Leadership Team

\*Agents, distributors, consultants, contractors, trainees, apprentices, seconded staff, home workers, casual workers and agency staff, volunteers, agents, sponsors, suppliers, sub-contractors, representatives or any other person associated with the Travis Perkins Group. It also applies to subsidiaries, joint ventures and organisations performing services for Travis Perkins Group, or their employees, wherever in the world located.