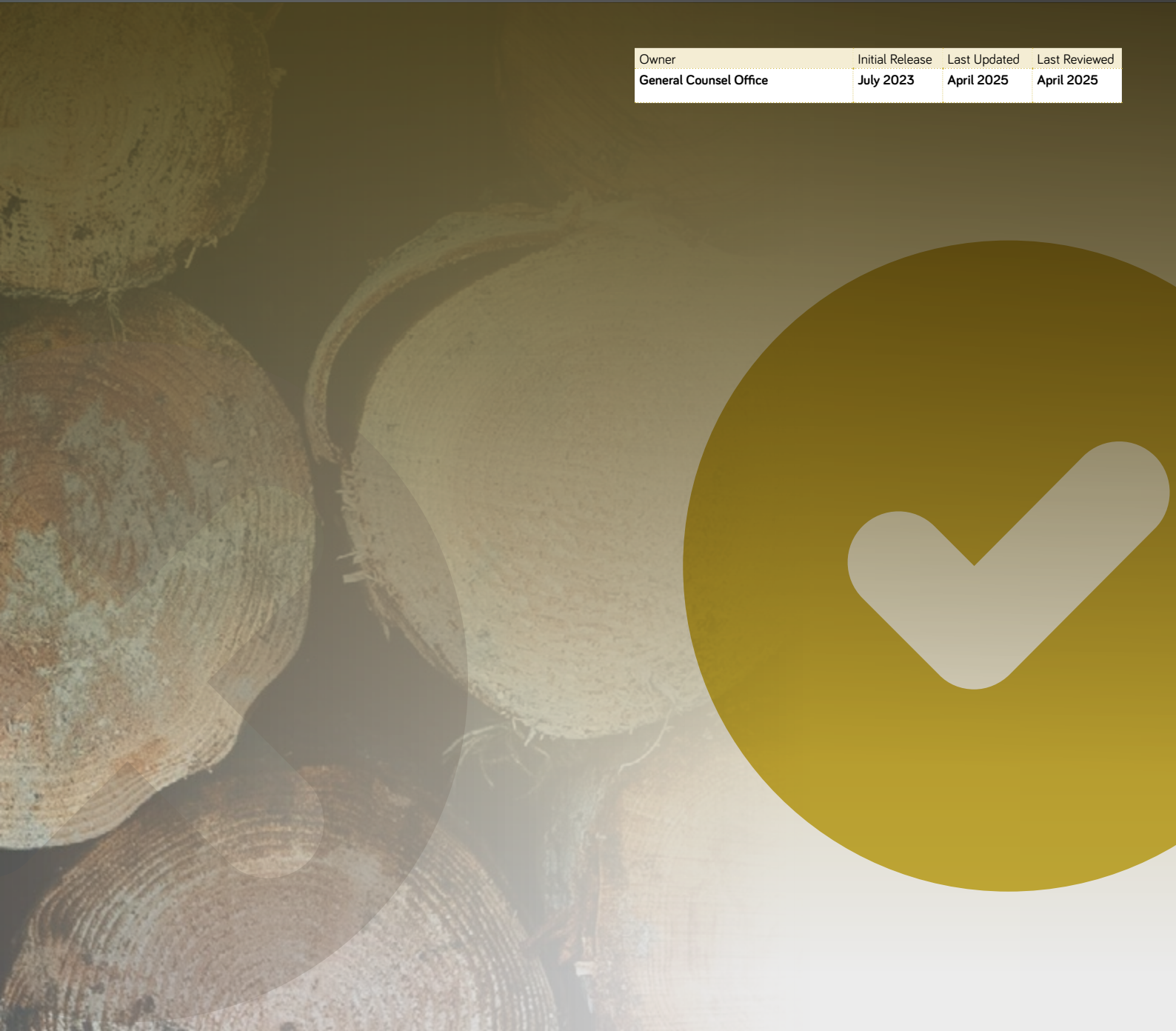


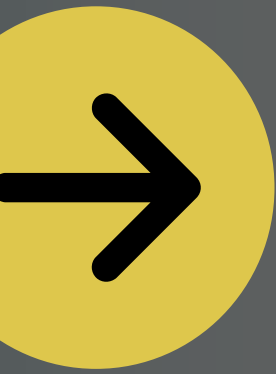


Conflict of Interests Policy

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

Owner	Initial Release	Last Updated	Last Reviewed
General Counsel Office	July 2023	April 2025	April 2025





Conflict of Interests Policy

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

→ Executive Summary

What does this policy address?

As noted in our [Code of Conduct](#), decisions must be made with the best interests of the Group as a whole in mind. We must never allow external relationships or interests (for example friends, family or any financial or political interest) to affect our decisions. Situations like these could create a conflict of interest and should be avoided where possible but, when they do arise, we need to be transparent and manage them very carefully. This policy sets out how this is done in practice.

Who does this policy apply to?

This policy is applicable across all Group businesses and covers employees and all others working on our behalf globally (including, but not limited to, company directors, agents and temporary workers).

Doing the Right Thing

- We will act in the best interests of the Group and its stakeholders and seek to avoid any relationship, influence or activity that will impair, or might appear to impair, our ability to make fair and objective decisions when performing our jobs
- Where such a situation cannot be avoided we will report this promptly to our Line Manager and together take steps to remove or mitigate the Conflict of Interest
- Travis Perkins plc expects behaviours of employees and agents to model high ethical standards of behaviour in accordance with our Group values

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

Approved by the Group Leadership Team

What this means for you

All officers, employees, agents and temporary workers:

✓ DO

- **DO** report any potential Conflicts of Interest promptly to your line manager
- **DO** review your reported Conflicts of Interest on a regular basis to ensure these are kept up to date
- **DO** report any known or suspected Conflicts of Interests to [Group Legal](#) or via our Speak Up Hotline on:

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

✗ DON'T

- **DO NOT** put your own personal interests ahead of those of the Group
- **DO NOT** engage in, or facilitate Insider Trading (e.g. use confidential information about the business to buy/sell shares in order to realise profit on the Stock Exchange)