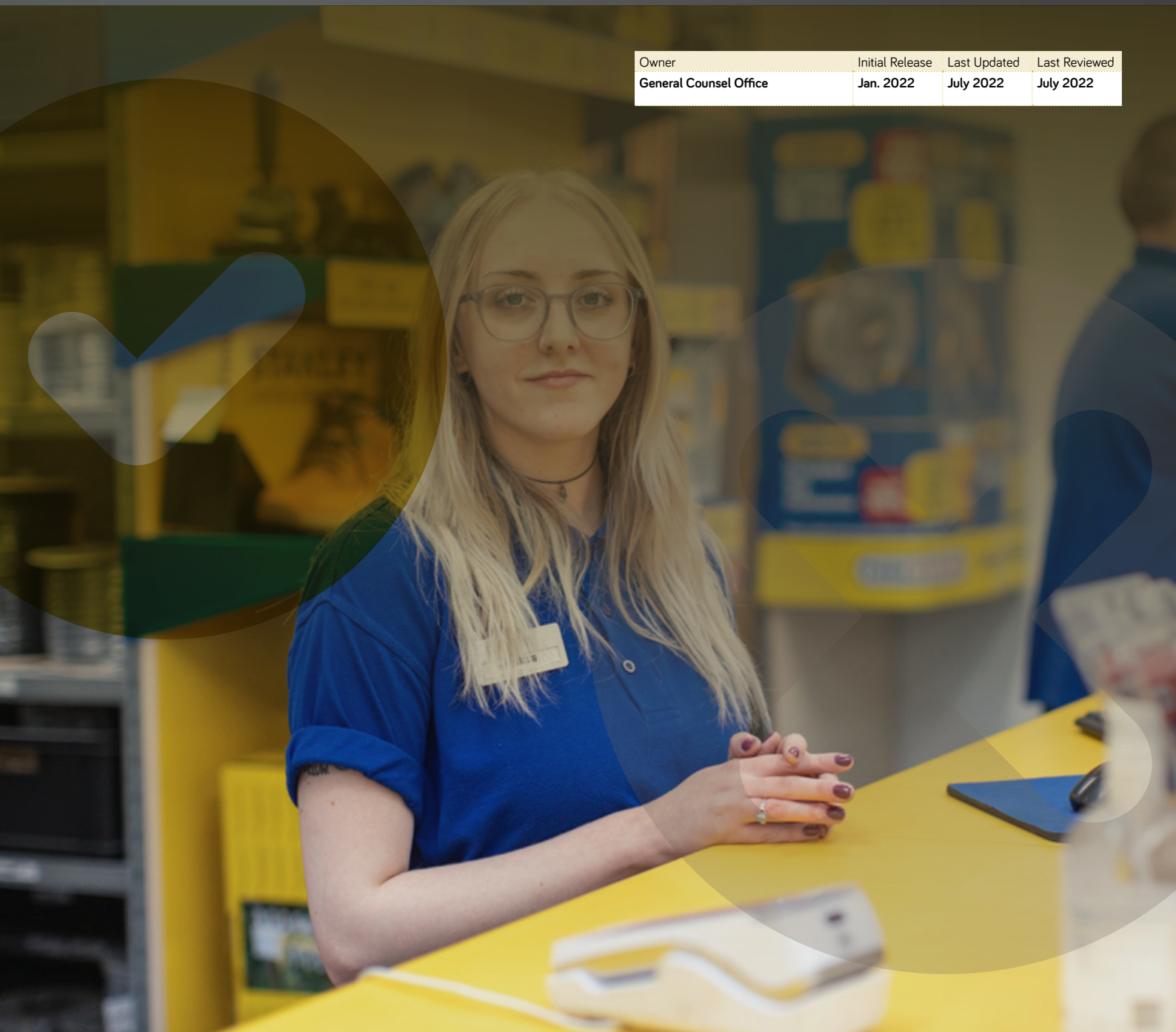


# People Development Policy

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

Owner	Initial Release	Last Updated	Last Reviewed
General Counsel Office	Jan. 2022	July 2022	July 2022





# People Development Policy

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

At Travis Perkins Group, we aspire to be the career destination of choice. Our Purpose and Values underpin the way we work to deliver outstanding service for our customers. We care about, support and challenge each other to grow and thrive in our business.

## → Executive Summary

### What does this policy address?

This policy defines the approach to learning and development in the Travis Perkins Group. It outlines the importance of development to the success of our business - both today and in the future and covers both accredited and non-accredited learning.

### Who does this policy apply to?

The policy is applicable across all Group businesses and covers all colleagues.

### Our Commitment

## Doing the right thing

- We will invest in the learning and development of teams and individuals in order to improve capability and overall business performance. In addition it is our ambition to create conditions for a learning culture where regular great development conversations take place and there are meaningful opportunities to develop.

### This will enable us to:

- Attract, develop and retain talent
- Grow core capabilities to deliver our strategy
- Build and reinforce our purpose and values
- Successfully induct and on-board new joiners (or existing colleagues when changing roles)
- Develop potential for the future
- Facilitate career progression across the Group
- Ensure readiness for change (systems, processes and ways of working)

## What this means for you

### ✓ DO

#### All colleagues:

- **Do** take responsibility for your own development.
- **Do** expect and seek feedback, coaching and support from your line manager and peers.
- **Do** take advantage of the development on offer, it is there to help you to be at your best.
- **Do** see development as a continuous journey and experiences, more than just a series of one off events.

- Continue to improve performance building upon our strengths
- We will ensure that licence to operate learning is provided where necessary to be compliant with regulations and the law.
- We will ensure that learning and development is available to all colleagues.
- We will ensure that learning is delivered in the most appropriate format.
- We will source, design and deliver development to deliver against business requirements.
- We will align some of our learning to our critical roles in the business.