

# Safety and Wellbeing Policy Statement

June 2023

As a leading partner to the construction sector we are the UK's biggest distributor of building materials, but at our heart is our purpose which goes beyond our materials and technology. We are committed to help build better communities and enrich lives, and we believe that nothing we do is more important than making sure we all go home safe and well at the end of every day to our families and friends. That's why ensuring each other's physical and mental well-being is part of our 'We Care' value.

## Our Commitments

- Drive our safety culture by being risk focused, aiming to prevent harm to anyone affected by our activities.
- Support our colleagues to make informed life choices that contribute to their physical, mental, social and financial fitness.
- Openly report our performance, bad and good.
- Use our industry leadership position to collaboratively benchmark safety and well-being practices to drive positive change within our sector and beyond.

## Our Principles

- We are relentless in our pursuit of everyone going home safe and well every single day; creating an environment where colleagues can step back from a task and stop work if they think it is unsafe, knowing they'll be supported to 'call things out' if they think the situation or behaviour isn't right.
- We believe that colleague well-being and safety are interrelated and of equal importance.
- We take the necessary action to reduce significant safety and well-being risks arising from what we do.
- We recognise that being a great safety leader is an integral part of being successful in our business whatever your role.
- We expect colleagues to only do a task if they've been trained and are competent to do it safely, taking responsibility for their safety and other people's.
- We consistently apply our Just Culture Principles to enable us to learn from incidents.

## Our Governance

- Each of our businesses operate within the Group's Health and Safety Arrangements detailing key roles and responsibilities and in line with the Group's Safety Management System.
- We expect our suppliers to achieve, as a minimum, the Health and Safety standards detailed in our Supplier Manual.
- Health and Safety assurance is provided to the leadership teams and plc board through our 3-lines of defence principle.



**Nick Roberts**  
Group Chief Executive Officer

We are all responsible for ensuring that we have a healthy culture of continuous safety and well-being improvement across the Group where we look out for each other. This is something the Group and I take very seriously. To that end it is a condition of working for us that you behave, think and act safely in order to uphold our 'We Care' value. In doing so, we can all help make sure everyone goes home safe and well every single day, physically and mentally fit to come back the next.