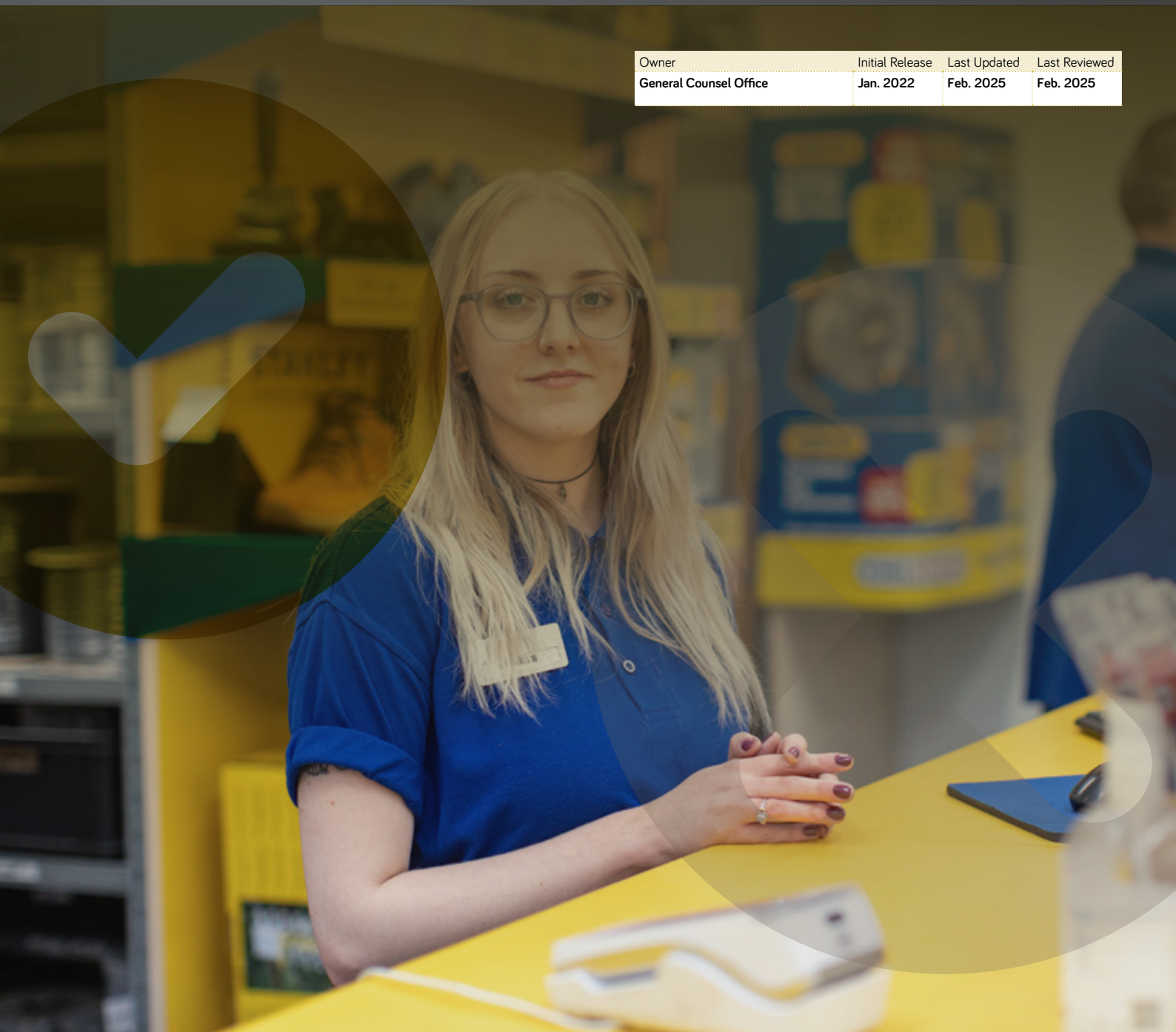


# Developing the Next Generation Policy

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

Owner	Initial Release	Last Updated	Last Reviewed
General Counsel Office	Jan. 2022	Feb. 2025	Feb. 2025





# Developing the Next Generation Policy

At Travis Perkins plc, 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 developing the next generation in the Travis Perkins Group and the industry. It outlines the importance of development to the success of our business - both today and in the future and covers; experiential, 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:

- Enable 10k apprentices to graduate by 2030, both in-house and in the wider industry, delivered via the Group's Early Careers and Apprenticeship Provider, LEAP
- Attract, develop and retain diverse talent
- Grow core capabilities and talent to deliver our strategy today and for the future
- Build and embed our purpose and values
- Successfully induct and on-board new joiners (or existing colleagues when changing roles)
- Facilitate career progression across the Group
- Ensure readiness for change (capabilities, systems, processes and ways of working)
- 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.

## 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.

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

Pete Redfern, Group Chief Executive Officer

