



# Anti-Bribery and Corruption Policy

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At Travis Perkins, 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 policy on bribery and corrupt practices.

## What does this policy address?

This policy defines the steps we need to take in order to mitigate the risk of bribery and corruption in the business, with particular reference to key areas such as Gifts and Hospitality, Sponsorship and Donations. This is not only in order to meet the legislative requirements of the Bribery Act 2010 but also our moral obligations to our customers, suppliers, employees and wider society in line with our Group Values.

**It is not the intent of this policy to prevent activity designed to foster and build relationships which remain vital to the continuing success of our businesses. However this policy does set out that such activity must follow two overarching principles: Be Proportionate and Be Transparent.**

## Who does this policy apply to?

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

## Doing the right thing

- We shall not offer or give bribes with the hope or expectation that an inappropriate business or personal advantage will be received, or to reward an inappropriate business or personal advantage already given.
- We shall not seek or accept inappropriate payments from a supplier that we know or suspect expects to receive business in return for the payment.

## What this means for you

All officers, employees, agents and temporary workers:

### ✓ DO

- Be transparent regarding any gifts and hospitality you are offered, or offer, to all third parties and document any such activity in the Gifts and Hospitality register in line with our approval limits.
- Make sure you conduct due diligence on all third parties you deal with and only contract with them once you are satisfied that they will not bribe or attempt to bribe on your behalf.
- Complete your Anti-Bribery and Corruption Training.
- Report any known or suspected bribery incidents to Group Legal or via our anonymous

### ✗ DON'T

- **Do not** offer, give, seek or accept anything of value where it could reasonably be seen as improperly influencing a business decision (i.e. where the gift is of sufficient value to change the business decision).
- **Do not** offer or give gifts or hospitality to public officials or their families.