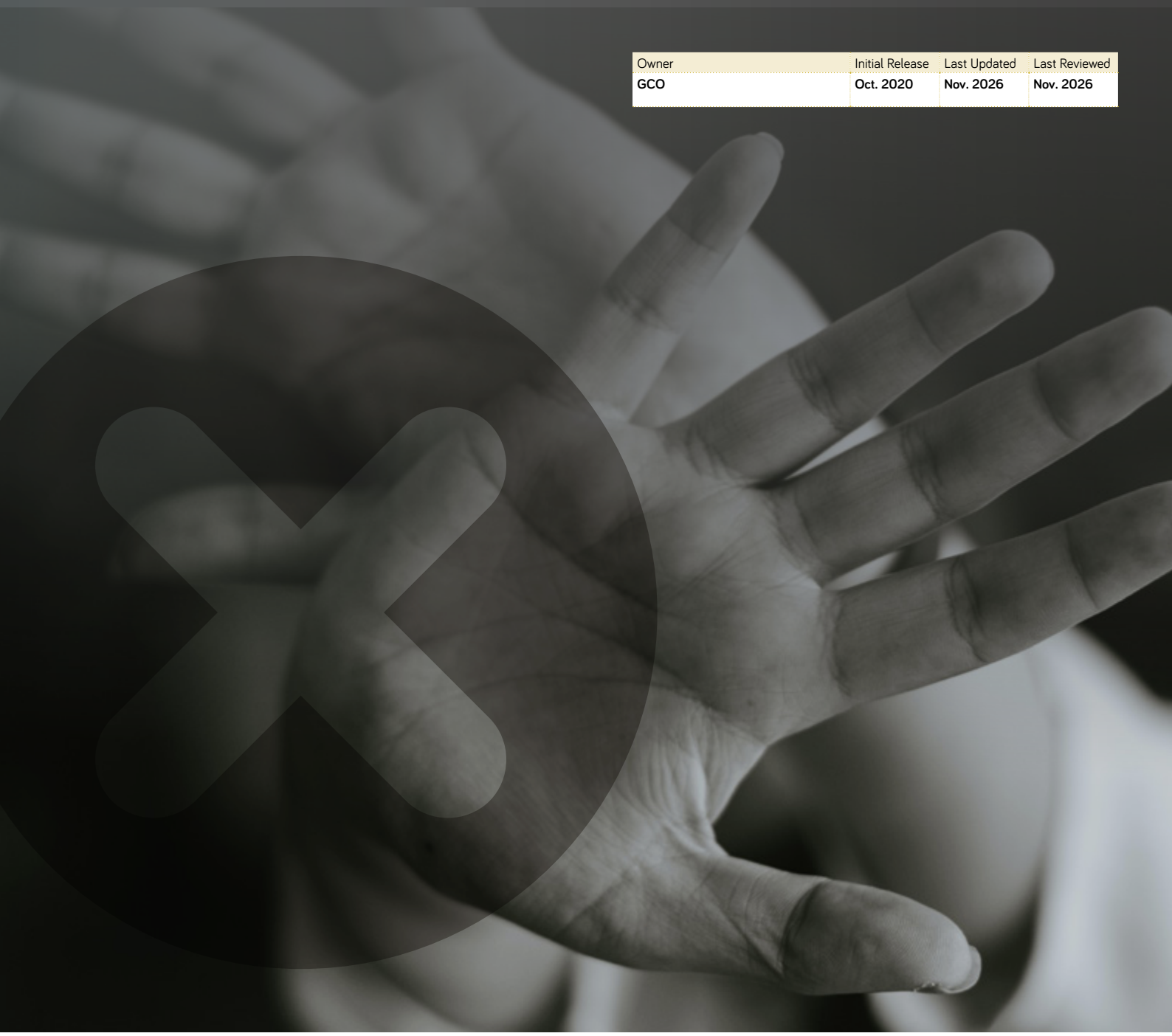
Travis Perkins plc

Modern Slavery and Human Trafficking

Owner	Initial Release	Last Updated	Last Reviewed
GCO	Oct. 2020	Nov. 2026	Nov. 2026



CALL IT OUT If you see something that you are uncomfortable with Call It Out

Travis Perkins plc

Modern Slavery and Human Trafficking

At Travis Perkins plc, 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 modern slavery and human trafficking.

Executive Summary

What does this policy address?

This policy defines the steps we need to take in order to mitigate the risk of modern slavery and human trafficking both in our business and its supply chain. This is not only in order to meet the legislative requirements of the Modern Slavery Act 2015 ("Modern Slavery Act" or the "Act") but also our moral obligations to our customers, suppliers, employees and wider society in line with our Group Cornerstones.

Who does this policy apply to?

The policy is applicable across all Group businesses and covers all officers, agents, employees and temporary workers globally.

Doing the Right Thing

- We will assess Modern Slavery and Human Trafficking risks in our business and supply chain.
- We will comply with all relevant employment and human rights laws for the countries in which we operate.
- We will conduct due diligence on labour agencies to reduce the risk of slavery.
- We will conduct due diligence on contractors to reduce the risk of slavery.
- We will define clear supplier expectations and assess supplier compliance according to identified risk.
- We will make guidance available to suppliers and customers to support their due diligence programmes.
- We will provide training to employees including the 'red flags' of Modern Slavery and Human Trafficking.
- We will provide a whistle-blowing line for employees to anonymously report any concerns.
- We will monitor performance against Key Performance Indicators to continually improve.

What this means for you

All officers, employees, agents and temporary workers:

DO

- Do recruit in line with the Group's recruitment policies.
- Do make sure you conduct due diligence on high risk suppliers, labour agencies, freighting companies or contractors that you deal with.
- Do complete your Modern Slavery and Human Trafficking training.
- Do report any known or suspected modern slavery or human trafficking incidents to your line manager or via our anonymous Speak Up portal.

Speak Up!

Scan here:

DON'T

- **Do not** appoint temporary manual labour into the business outside of the preferred agency listings for which due diligence processes are in place.

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

Approved by the Group Leadership Team

Travis Perkins · Toolstation · BSS · Keyline Civils Specialist · CCF · tf solutions

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