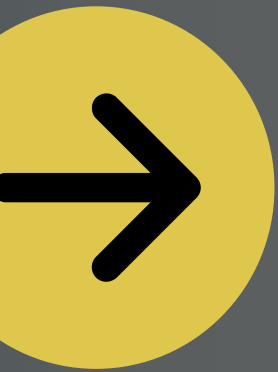


Corporate Criminal Offence Policy

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

Owner	Initial Release	Last Updated	Last Reviewed
Corporate Communications	Sept. 2021	Sept. 2022	Sept. 2022





Corporate Criminal Offence Policy

At Travis Perkins, how we work is as important as what we do. Our Group Cornerstones 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 on Tax Evasion.

→ Executive Summary

What does this policy address?

In line with our Cornerstones the Travis Perkins Group is committed to conducting business honestly, professionally and fairly. This includes ensuring that we pay the correct amount of tax and do not engage in, or facilitate, tax evasion in accordance with the Criminal Finances Act 2017.

Who does this policy apply to?

This policy is relevant to all employees, Directors and associated persons* of the Travis Group of companies. It also covers all types of taxes payable by the Group (irrespective of whether they originate in the UK or overseas).

Doing the right thing

- We shall comply with all applicable tax laws and we will report any known or suspected tax evasion incidents to our Group Legal team. We will cooperate with HMRC, law enforcement agencies and investigators and support prosecution or disciplinary action where sufficient evidence exists.
- We shall not tolerate or facilitate tax evasion, or attempted tax evasion, by others.
- We shall ensure we have adequate prevention procedures in place.
- We will report our carbon progress in the Annual Report and Accounts every year.

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

Nick Roberts, Group Chief Executive Officer

*Agents, distributors, consultants, contractors, trainees, apprentices, seconded staff, home workers, casual workers and agency staff, volunteers, agents, sponsors, suppliers, sub-contractors, representatives or any other person associated with the Travis Perkins Group. It also applies to subsidiaries, joint ventures and organisations performing services for Travis Perkins Group, or their employees, wherever in the world located.

What this means for you

All officers, employees, agents and temporary workers:

✓ DO

- **Do** be mindful of tax evasion risks associated with our business and carry out business fairly, honestly and transparently.
- **Do** complete your Corporate Criminal Offence Training.
- **Do** ensure your business has completed a tax specific risk assessment in-line with requirements of our Minimum Standards in this area of information.
- **Do** report any known or suspected instances of tax evasion to the Legal team or via our Speak Up Hotline.

Speak Up! Hotline 0800 890 011
then key in 833 331 1347

✗ DON'T

- **Do not** engage in tax evasion or assist anyone else to engage in tax evasion.
- **Do not** do business with companies with a reputation for fraudulent activity including tax evasion. Make sure you conduct a due diligence exercise on all third parties you deal with and only contract with them once you are satisfied that they are compliant with all applicable tax laws.