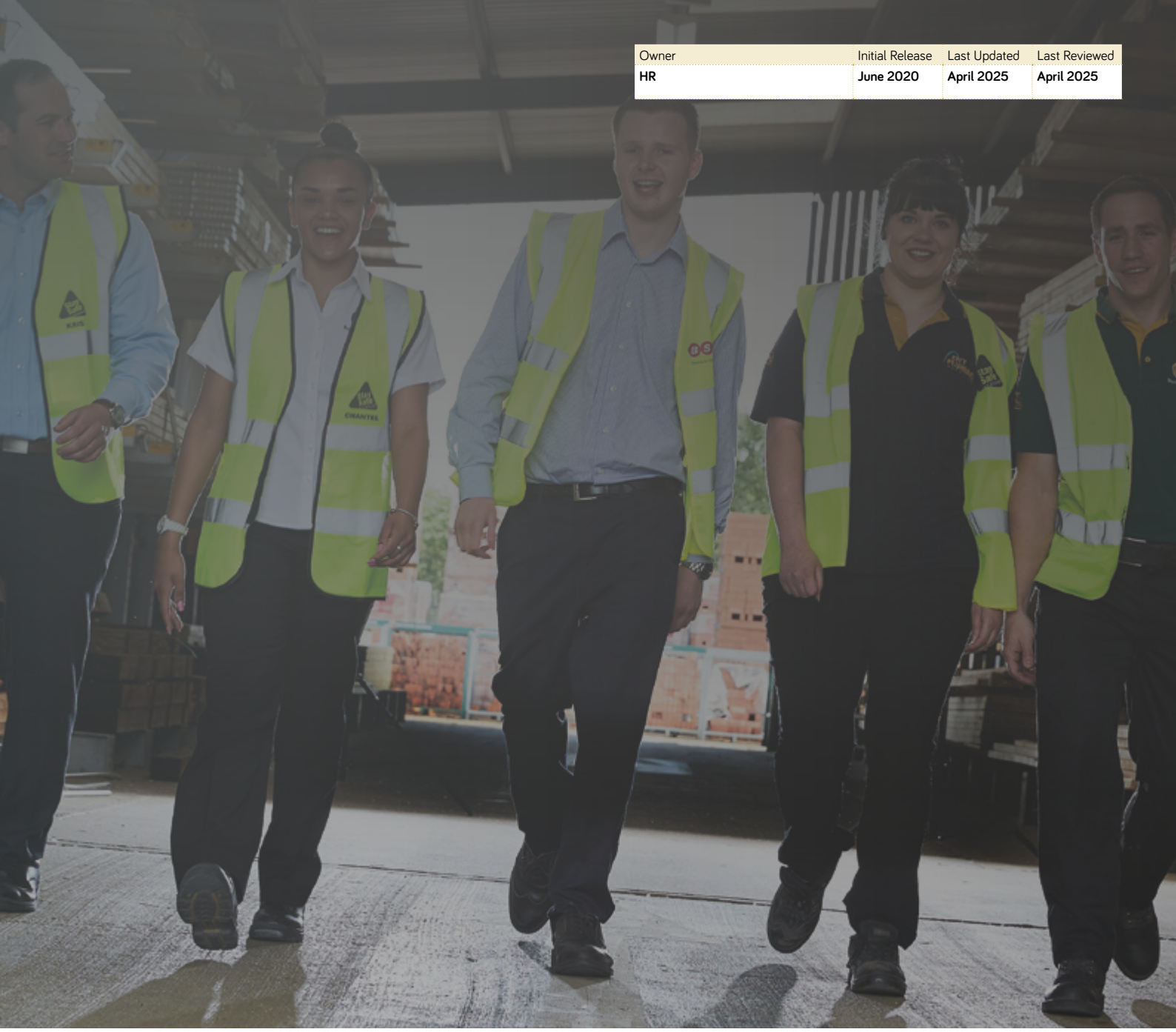
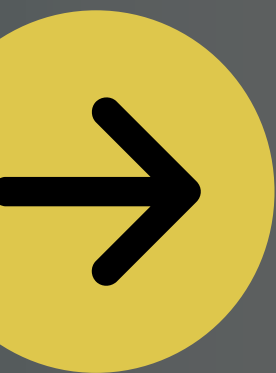


# Diversity, Equity & Inclusion Policy Statement

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

Owner	Initial Release	Last Updated	Last Reviewed
HR	June 2020	April 2025	April 2025





# Diversity, Equity & Inclusion Policy Statement

You be you, it makes us, us!

## → Executive Summary

### Our Vision

It's our vision to build a culture of belonging where everyone can be themselves. Where they have the skills, confidence, ambition and support to feel and perform at their best; driving the strength and diversity of thought that will help us and our industry to innovate and change quicker, redefining how we build for a brighter, more sustainable future - building communities and enriching lives.

### Our Approach

It's proven that diverse business teams produce better results through diversity of thinking and experience. At Travis Perkins plc our values support the ability for everyone to be at their best and be themselves at work. For us diversity, equity and inclusion is not driven by targets, it is driven by the need for a high performing business and a culture where the desire to 'Do the right thing' sits at the core of what we do. Our businesses are a key part of the local community and it is important that our teams reflect the rich and diverse talent in our local communities in which we serve.

### Who does this policy apply to?

The policy is applicable across all Group businesses and covers all colleagues and temporary workers.

## What this means for you

### ✓ DO

- **Be empowered;** help build a culture of belonging where everyone can be themselves
- **Be kind;** always consider other people's beliefs and feelings
- **Be curious;** continue to educate yourself and others to achieve our D,E&I vision
- **Be an ally;** support individuals who raise concerns under this policy
- **Be aware;** stand up to behaviour which doesn't support this policy, or any of our related policies, and call it out if you witness bullying, harassment, victimisation, and any form of unacceptable behaviour

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

## Doing the Right Thing

Diversity, equity and inclusion is not only the right thing to do, but helps support the delivery of our business strategy through attracting and retaining talent to help drive the strength and diversity of thought that will help us and our industry to innovate and change more quickly. Where we're redefining how we build for a brighter, more sustainable future - building better communities and enriching lives.

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

Approved by the Group Leadership Team