

TRAVIS PERKINS plc

Terms of Reference of the Stay Safe Committee

Our belief is that nothing we do is more important than making sure we all go home safe and well at the end of every day to our family and friends. That's why ensuring each other's physical and mental well-being is a Cornerstone of our business.

1. Purpose and Role

a. The purpose of the Plc Board Stay Safe Committee (the 'Committee') is:

- To encourage and assist the Group's executive management, in its drive towards achieving and maintaining industry-leading culture and performance in Health, Safety and Well-being.

b. The role and responsibilities of the Committee are:

- To oversee and guide the ongoing positive development of the Group's Health, Safety and Well-being culture.
- To review with, and support, the Executives in their effective management of Health and Safety in line with the guidance provided by the Health and Safety Executive.
- To review and approve the Company's Health and Safety policies and obtain assurance that these meet or exceed legal obligations and become and remain industry-leading.
- To approve the Company's Health, Safety and Well-being strategy and plan, obtaining assurance that it adequately addresses the principal Health, Safety and Well-being risks of the organisation, is sufficient for its size and complexity of the business and is appropriately resourced.
- To seek assurance that each Business Unit is appropriately organised for Health and Safety and to monitor performance of each against its Safety and Well-being Improvement Plan.
- To review and monitor performance on, and compliance with, Health and Safety objectives, policies and plans and support management to identify and implement appropriate corrective action to raise performance where required.
- To receive reports on any extraordinary Health and Safety issues or incidents, review findings from investigations and recommend actions including, where appropriate, sharing learnings across the organisation and wider industry.
- To make recommendations to the Board on steps to be taken where the Committee considers action or improvements are necessary.
- To report to the Board on the work of the Committee and ensure that directors of the Company are kept informed of their Health and Safety responsibilities and duties.

- To receive and review reports from the Group HSE & Fleet Director on regulatory changes and the impact of these on the business.

2. Authority and Accountability

The Committee is authorised by the Board to investigate, using the resources of the Group HSE & Fleet Director, any activity relating to its purpose and role. It is accountable to the Board, for encouraging, supporting and guiding the Executives, to ensure company Health and Safety performance and approach to colleague well-being becomes and remains industry leading.

3. Composition

The Committee shall consist of not less than three Directors, one or more of which shall be an independent non-executive Director, and one shall be the Group Chief Executive Officer. Regular attendees will be the Group HSE & Fleet Director, the Group Chief Operating Officer and the Group HR Director.

The Board should satisfy itself that all members have a level of Health and Safety training and, at least one member of the Committee, has recent and relevant Health and Safety knowledge and experience. The Chair of the Committee shall be appointed by the Board. The Company Secretary or his or her nominee shall be secretary to the Committee, and shall circulate minutes of meetings of the committee to all Board members.

4. Meetings

The Committee will normally hold no fewer than three meetings during the year. A quorum shall be two members, and the Committee may be convened from time to time at the request of any member of the Committee or the Board.

Periodic visits to branch locations, individually or as a Committee will be made to maintain familiarity with the nature of the business and to observe Health and Safety standards in practice.

5. Resources

The Committee shall be provided with sufficient resources to undertake its duties.

Approved by the Stay Safe Committee 6 July 2021

Approved by the Board of Directors of Travis Perkins plc 30 July 2021