Travis Perkins plc

Human Rights Policy

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

Owner	Initial Release	Last Updated	Last Reviewed
General Counsel Offi	July 2023	Nov. 2026	Nov. 2026



Travis Perkins · TOOLSTATION · BSS · Keyline CIVILS SPECIALIST · CCF · tf solutions

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

Travis Perkins plc

Human Rights Policy

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

At Travis Perkins Group, we aspire to be the career destination of choice. Our Purpose and Values underpin the way we work to deliver outstanding service for our customers. We care about, support and challenge each other to grow and thrive in our business.

Executive Summary

What does this policy address?
This policy defines the steps we take in order to ensure we recognise and respect the human rights of all those involved in our business and supply chain. This is not only in order to meet legislative requirements but also our moral obligations to our customers, suppliers, employees and wider society. Our policy is developed in line with the United Nations (UN) Guiding Principles on Business and Human Rights and the International Labour Organization's (ILO) Declaration of Fundamental Principles and Rights at Work. Our policy is informed by the International Bill of Human Rights and the OECD Guidelines for Multinational Enterprises.

Who does this policy apply to?
The policy is applicable across all Group businesses and covers all employees, agency and temporary workers (such as consultants or contractors) globally. We expect our suppliers to protect the rights of their workers and promote good working practices for all those involved in the supply chain.

Note: "Suppliers" includes suppliers of goods for resale, goods not for resale, service providers and other partners.

What this means for you

DO

Within our own business

- **Do** recruit in line with the Group Diversity Policy and Encouraging Equal Treatment Policy
- **Do** behave, think and act safely. Read and act in accordance with the Safety & Wellbeing Policy
- **Do** complete assigned Modern Slavery training

Working with our supply chain and other third parties

- **Do** follow the Minimum Standard for Responsible Sourcing when onboarding new suppliers and managing existing suppliers. (Contact your business Responsible Sourcing Lead for further information)
- **Do** make sure you conduct due diligence on high risk suppliers, labour agencies, freighting companies or contractors that you deal with
- **Do** complete Responsible Sourcing training where this has been assigned to you
- **Do** report any known or suspected human rights issues to your line manager or via our Speak Up portal:

Speak Up!

Scan here:

Reports may be made anonymously.

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 · tfsolutions

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

Human Rights Policy

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

Executive Summary (continued)

Doing the Right Thing

Using the framework provided by the UN Guiding Principles on Business and Human Rights, we undertake to promote and protect human rights in our own operations and we expect our partners to adhere to business principles consistent with our own. We prohibit discrimination, forced, trafficked and child labour and are committed to safe and healthy working conditions and the dignity of the individual and respect the right to freedom of association and collective bargaining.

- We will seek to prevent or mitigate adverse human rights impacts that are directly related to our operations, products or services or supply chain, namely:
  - freedom of association and the effective recognition of the right to collective bargaining
  - the elimination of all forms of forced or compulsory labour
  - the abolition of child labour
  - the elimination of discrimination in respect of employment and occupation
  - a safe and healthy working environment
- We will undertake due diligence processes to identify potential areas of adverse impacts and identify ways to prevent or mitigate those risks
- We will conduct due diligence on products and suppliers identified as posing higher risks
- We will communicate our expectations and policies to our suppliers
- We will develop and implement relevant policies and processes
- We will provide training to our colleagues to raise awareness of human rights and modern slavery
- We will undertake investigations as appropriate where human rights violations are identified or the potential for human rights violations is suspected
- We will do our best to help remedy any adverse impacts we have caused or contributed to. Where an adverse impact is linked through suppliers or service providers, we will require that the supplier undertakes this remediation role, and we will monitor the process and outcome to verify that appropriate action is taken