

## Stay Safe Committee

### Terms of Reference

#### Purpose

The Stay Safe Committee assists the Board of Directors of Travis Perkins Plc in reviewing the Group's Health, Safety and Wellbeing performance, policy and strategy providing assurance that adequate Management focus is placed on developing a culture that ensures everyone goes home safe and well every single day.

#### Membership & Secretariat

The Committee shall consist of not less than three Directors, one or more of which must be an independent non-executive director and one the Group Chief Executive Officer. Regular attendees include; the,

- Group Chief HR Officer
- Group General Counsel & Company Secretary
- Group HSE & Fleet Director

Secretariat support will be provided by the Group's Secretariat function.

The Committee Chair will be appointed by the Board and must be an independent non-executive director. Regular training appropriate to the Committee's role will be provided to ensure it can discharge its duties correctly.

#### Meetings

The Committee will normally hold four a year. The quorum for meetings will be two members. The Committee may be convened from time-to-time at the request of any member of the Committee, the Board or the Group HSE & Fleet Director.

The independent non-executive director Committee members will, as required and in any event not less than annually, meet with the Group HSE & Fleet Director without Management. In addition Group HSE & Fleet Director will have free and full access to the Committee Chair.

The duration of meetings will be suitably sufficient to enable the issues tabled to be fully understood and debated. Minutes of Committee meetings will be circulated to the Board.

#### Duties

1. Review and scrutinise the Group's Health, Safety and Wellbeing performance, including assurance results.
2. Approve the Group's Health, Safety and Wellbeing policy and strategies ensuring they are aligned to the Board's risk appetite.
3. Approve the Annual Health and Safety Assurance Programme satisfying themselves that it is of sufficient scope and scale to address the key risks posed by the Group's operations.

4. Review the circumstances, key findings and lessons learnt from fatal and major Health and Safety incidents, including those arising from Speak Up contacts; holding management to account for the implementation of improvement actions resulting from reviews / lessons learnt.
5. Via periodic 'Deep Dives', delivered by the relevant Managing Director, review and challenge Business Unit Health, Safety and Wellbeing performance and improvement activities to seek assurance that adequate focus is being placed on such matters in line with the Board's risk appetite.
6. Receive reports on changes to legislation detailing how they will impact the Group's Health and Safety management arrangements and hold Management to account to close any gap(s) identified.
7. Maintain an appreciation of the key Health and Safety risks associated with the Group's activities - this will include members separately spending one day a year visiting locations with the Group HSE & Fleet Director.
8. Assist the Remuneration Committee and the Board in relation to setting and reviewing progress of any annual bonus target(s) in relation to Health, Safety and Wellbeing.

#### **Engagement with Shareholders**

The Chair of the Committee shall attend the Annual General Meeting of the Company to answer shareholder questions on the Committee's activities.

**Approved by the Stay Safe Committee 24 April 2023**

**Approved by the Travis Perkins plc Board on 30 November 2023**