



# Sustainability Policy

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

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# Sustainability Policy

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

Building better communities is at the heart of the Group's strategy and delivery against the Group's Environmental, Social and Governance ("ESG") framework, "Building for Better", is key to achieving the Group's strategic goals. The Group is well positioned to influence and lead the sustainability changes required in the construction industry needs and is committed to doing so.

## → Executive Summary

### What does this policy address?

This policy defines the steps we take to ensure we effectively identify, manage and report against the Group's material sustainability risks and opportunities, across environmental, social and governance factors. As the leading supplier of building materials in the UK, we have the opportunity and responsibility to operate sustainably, drive sustainable construction, build better communities and enrich lives.

### Who does this policy apply to?

The policy is applicable across all Group businesses and applies to all officers, agents, employees and temporary workers globally.

## Doing the Right Thing

- We will conduct materiality assessments at least annually (and more frequently if required) to ensure that we focus on the ESG topics which are most material to our business and our industry.
- We will involve our stakeholders in the materiality assessments and seek ongoing feedback.
- We will work towards full integration of ESG goals into our business strategies and plans.
- Leaders across our Group and our businesses will support and sponsor progress towards ESG goals.
- We will set clear goals and build relevant internal capabilities and processes to support delivery.

## What this means for you

### ✓ DO

#### All officers, employees, agents and temporary workers:

- **Do** read the ESG content shared on the company intranet site and the Code of Conduct to understand key topics and to access the relevant colleagues, policies and guidance. Play your role in achieving our goals.

#### All GLT and SLT sponsors, Group Leads and Business Nominated Leads for each material topic:

- **Do** operate within the six governance steps, support the businesses, and drive business change.

#### Group Sustainability Director, Group Corporate Affairs Director, Group Regulatory Risk Business Partner:

- **Do** conduct materiality assessments, maintain the Group Code of Conduct and ESG governance framework, manage plc reporting, support the businesses to deliver and engage with government and industry forums.

- We will develop policies and minimum standards to support all topics within the ESG framework.
- We will produce and maintain a Code of Conduct and provide training and guidance to colleagues.
- We will represent our business and industry with the government and in relevant industry forums.
- We will identify and contribute towards business-relevant Sustainable Development Goals.
- We will disclose data and information to demonstrate progress and meet or exceed reporting requirements

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

Pete Redfern, Group Chief Executive Officer

