

Wolseley UK Legal and Ethical Sourcing Policy

Wolseley UK is committed to the highest possible standards of integrity and ethical sourcing. We recognise our responsibility to ensure that our suppliers are also engaged in responsible and ethical practices.

In order to achieve this we commit to:

- Requiring responsible and ethical behaviour from our suppliers, as well as quality and value
- Respecting suppliers' confidential information and running fair contract selection processes
- Making payments to suppliers in accordance with our obligations
- Understanding our third party supply chains, including in relation to workplace health and safety, environmental management, labour and human rights issues
- Assessing our suppliers' practices against the standards set out in this Policy.

Where a supplier's practices do not meet our required standards, we will:

- Review our assessment with the supplier
- Advise and help the supplier to make improvements in their practices
- Withdraw from the supplier contract where a commitment to improve has not been demonstrated appropriately.

The standards that we expect from our suppliers are:

- No engagement in bribery or corruption, and can provide evidence of adequate policies and procedure
- Systems in place with appropriate measures and regularly maintained to ensure compliance with their own commitments and to verify performance against our standards
- No engagement in anti-competitive/anti-trust behaviour and can provide evidence of appropriate policies and processes to ensure compliance
- Compliance with all relevant legislation, including in relation to:
 - Employees, their welfare, safety and the working environment
 - The protection of the environment, prevention of pollution and the use of natural resources
- No use of child labour in the production or supply of their products
- No use of forced, bonded or involuntary labour in the production or supply of their products
- Appropriate systems and processes to trace the source of their raw materials and measure the compliance of their own suppliers.

This policy will be reviewed regularly.



Steve Ashmore – Managing Director Wolseley UK

June 2013