

Ferguson SASB Disclosure Matrix: Multiline and Specialty Retailers & Distributors

The Sustainability Accounting Standards Board (SASB) is an independent, private sector standards-setting organization whose mission is to help businesses around the world identify, manage, and report on the sustainability topics that SASB believes matter most to investors. The table below represents Ferguson’s data and response to topics for Multiline Specialty Retailers & Distributors as we are classified by SASB’s Sustainable Industry Classification System.

Table 1. Sustainability Disclosure Topics & Accounting Metrics

Accounting Metric	Category	Unit of Measure	Code	Data Response
Energy Management in Retail & Distribution				
1) Total energy consumed, 2) percentage grid electricity, 3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	CG-MR-130a.1	<ul style="list-style-type: none"> Total energy consumed in FY21: 3,243,831 GJ Percentage grid electricity: 25% <p>Ferguson is beginning our journey towards increasing our purchase of renewable energy in our business. In our US business, we installed a solar array for our Perris, California Distribution Center in 2021. This rooftop system is the first instance of owned renewable energy on our distribution network and is expected to offset 1,305 metric tons of carbon dioxide annually. This reduction in greenhouse gases is equivalent to removing approximately 282 passenger vehicles from the road for one year according to the U.S. Environmental Protection Agency’s carbon footprint calculator. The US business also invested in the purchase of a solar array for the roof of the Chandler, Arizona Distribution Center, which is expected to come online next year.</p>
Data Security				
Description of approach to identifying and addressing data security risks	Discussion and Analysis	n/a	CG-MR-230a.1	<p>Governance: Ferguson has a clearly defined technology strategy and roadmap. IT General Controls are independently tested by Internal Audit and findings are reported to the Audit Committee. Regular Board update checkpoints have been established to provide monitoring and oversight of execution of the IT strategic plan.</p> <p>Management continues to execute a rolling three-year roadmap of investments in processes, resources, and technical defenses necessary to continuously address emerging cybersecurity threats. Group-level compliance processes and insurance coverage, including data protection and cyber liability, are in place. Ferguson policies including Information Security Policy, the Privacy Policy and Record Retention Policy, amongst many others, are in place to mitigate the risk of a data breach.</p> <p>Training: Ferguson invests in training and education to prevent cyber-attacks. Our associates receive ongoing communication on security awareness via email, the company intranet and leadership. Ferguson also conducts phishing email campaigns to test associates on how they will handle a phishing request and uses software to protect the assets within our environment and prevent emails that may be malicious.</p> <p>Data Protection: Ferguson has invested in the latest technology to ensure we are protecting our associates’ and customers’ information. In support of ongoing internal risk management processes, Ferguson’s Security Operations Center (SOC) partners with an industry leader to monitor security risks 24x7.</p> <p>Ferguson implemented Multi-factor Authentication (MFA), requiring all associates to be registered with MFA capabilities to add an additional layer of protection when accessing Ferguson accounts. Associates will be alerted if someone attempts to access their account maliciously.</p> <p>Disaster recovery systems, secondary data centers, resources and processes have been implemented to ensure business critical systems are recoverable in the event of a major disaster. Testing of critical infrastructure and application systems are in place and have been consistently executed across the Group. We regularly enforce adherence to these policies for governing IT activities in all Group companies.</p>

Workforce Diversity & Inclusion																			
Percentage of gender and racial/ethnic group representation by 1) management and 2) all other employees	Quantitative	Percentage (%)	CG-MR-330a.1	<table border="1"> <tr> <td></td> <td>Female</td> <td>Male</td> </tr> <tr> <td>Management*</td> <td>20%</td> <td>80%</td> </tr> <tr> <td>All Other Employees</td> <td>25%</td> <td>75%</td> </tr> </table> <table border="1"> <tr> <td></td> <td>Racial/Ethnic Minority</td> </tr> <tr> <td>Management*</td> <td>15%</td> </tr> <tr> <td>All Other Employees</td> <td>32%</td> </tr> </table>		Female	Male	Management*	20%	80%	All Other Employees	25%	75%		Racial/Ethnic Minority	Management*	15%	All Other Employees	32%
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Product Sourcing, Packaging & Marketing																			
Revenue from products third-party certified to environmental and/or social sustainability standards	Quantitative	Reporting currency	CG-MR-410a.1	Over \$2.5B in revenue is attributed to products with third party certified products, including Energy Star, WaterSense, Green Seal, ECOLOGO, EPA Design for the Environment and Forest Stewardship Council.															
Discussion of process to assess and manage risks and/or hazards associated with chemicals in products	Discussion and analysis	n/a	CG-MR-410a.2	<p>Products: Ferguson is committed to the safety of our vendors, associates, customers and our communities. In line with those values, we offer EPA Safer Choice products, Greenguard products and products that are Green Seal certified. Ferguson provides detailed information regarding the composition and safety of the products we sell, with product specifications available on our website, including component and certification data. We screen products at the point of sourcing and at various stages of the value chain to ensure that they meet state and federal requirements and assess any products that may have harmful impacts on human health or the environment. To ensure that our customers are informed on the products they purchase, Ferguson also provides Safety Data Sheets on all relevant products that we sell.</p> <p>Hazard Communication: The safe storage, handling and disposal of hazardous materials is inherent in our business and our Corporate Health and Safety group has a team dedicated to Hazardous Materials Management. For associates who are in roles that require chemical handling, storage or transport, Initial Hazardous Materials Training and annual refresher training is required and provided. For associates who may handle or manage hazardous wastes, specific training is required and provided. Ferguson has robust policies and procedures in place to ensure that these materials are safely stored and disposed of, and that associates know how to respond the unlikely event of a spill. A Hazardous Materials & Environmental Compliance Steering Committee meets quarterly and includes cross-functional leaders throughout the business to communicate industry trends and educational opportunities for Ferguson associates.</p>															
Discussion of strategies to reduce the environmental impact of packaging	Discussion and analysis	n/a	CG-MR-410a.3	Ferguson works to reduce the environmental impact of packaging, with a specific focus on right-sizing product packaging. Within our distribution network "Packsize" packaging machines allow us to print the actual dimensions of a package to ensure that each parcel is shipped in the most efficient way, minimizing waste and void fill, and reducing related carbon emissions from product shipment. Each of our distribution centers have had these machines installed, which has resulted in increased efficiency and savings.															

Table 2. Activity Metrics

Activity Metric	Category	Unit of Measure	Code	Data Response
Number of 1) retail locations and 2) distribution centers	Quantitative	Number	CG-MR-000 A	US Specific Numbers 1) 1,470 retail locations 2) 10 DCs
Total area of 1) retail space and 2) distribution centers	Quantitative	Square meters	CG-MR-000 B	US Specific Numbers 1) 3,250,000 m ² 2) 604,000 m ² **

* Management includes all positions with direct reports and is not restricted by title.

**The total area reported for our distribution centers includes pipe yards.