

## Sustainability Policy Statement

As the world's leading specialist distributor of plumbing and heating products, we have consistently held ourselves to high expectations regarding environmental and social sustainability.

We commit to the following:

- Setting targets, monitoring and reporting performance for carbon emissions and initiating improvement projects for our largest opportunities.
- Partnering with our suppliers to prioritize sustainability in their operations and products.
- Monitoring market opportunities for environmentally-beneficial products and educating our customers on products that offer sustainability benefits.
- Serving as an active corporate citizen and investing in the communities that we serve globally, prioritizing social investment that aligns with our products and services.

Transparent and clear reporting on our sustainability goals is important to our customers, associates, shareholders, suppliers and communities. Therefore, we include sustainability data in our Annual Report of Accounts each year and integrate sustainability considerations into the investments we make. Consistent with the recommendations from the Task Force for Climate-Related Financial Disclosures (TCFD), we will also disclose our risks and opportunities related to climate change.

We will use technologies and operational practices that improve efficiency and reduce environmental impacts and emissions. We will conserve resources and seek to minimize waste before reusing and recycling materials. Additionally, we will consider the environment when making capital investments and integrate sustainability features whenever possible.

We commit to supporting charities, both locally and nationally, that align with our business. Therefore, we will continue to prioritize requests that support developing skilled trade professionals, promote clean water and sanitation, provide housing to those in need, and help communities rebuild through disaster relief.

The principles set out above apply to all areas of the Group's activities. Operating companies may adopt their own sustainability policies which are specific and appropriate to their own activities. However, all policies are superseded by this policy, and Ferguson associates and suppliers are responsible for understanding, upholding and supporting these key principles.



**Kevin Murphy, Group Chief Executive**  
Ferguson plc