



## Wickes Group Plc - Charity & Community Policy

At Wickes, **how** we work is as important as **what** we do.  
Our **Winning Behaviours** underpin the way we work and guide us to **do the right thing**.  
This means making a difference where we can.

### Quick Read

#### What does this Policy address

We have a long history of supporting national charities (through our corporate partnerships) and local good causes (through our community programme) by raising money, giving time, and donating products that make a real difference to our communities. When we do, it's important we do our homework and check that the organisations we help are appropriate, legitimate and are helping our communities in the way we'd expect. We want to be sure that any contributions we make meet the fundraising rules, don't cause harm to our reputation and that our colleagues are protected from legal or financial challenges.

#### Doing the right thing

- We will align all of our charitable and community engagement actions and activities to help deliver our core purpose to help the nation feel house proud.
- We will support our charitable partnerships and community activities by raising money, giving colleagues' time and product donations.
- Our charitable and community engagement actions will deliver the charity and community objective of our Responsible Business Strategy which is to empower and support our colleagues to give back to their local communities.
- We will have one strategic partnership with a registered UK charity, and we will conduct due diligence on all prospective strategic charity partners following an agreed process (see section 3.1).
- Through our Community Programme, we will support the following (collectively called 'good causes'):
  - Not-for-profit organisations, including registered charities, Community Interest Companies (CICs), state-funded schools, community groups and community organisations;
  - Local communities based in the UK where we operate (England, Scotland and Wales).
- We will not support:
  - Organisations or any groups that generate profit for private gain.
  - Organisations that discriminate on the basis of age, disability, gender, race, religion or belief, sex, or sexual orientation, and other protected characteristics.
  - Religious activity - however we do support religious organisations if their projects benefit the wider community.
  - Political parties, groups, individual candidates or causes.
  - Projects which create the appearance of bribes, kickbacks, or other corrupt practices.
  - Initiatives and fundraising events which are a personal appeal by, or on behalf of, an individual.
- The following will be considered on a case-by-case basis:
  - National and international emergency support and fundraising activities.
  - Projects, services and initiatives run by Local Authorities.



### What this means for you .

- **Do** support our national corporate charity partner through fundraising activities and raising awareness of their campaigns.
- **Do** support local good causes by donating products inline with the Community Programme guidance.
- **Do** take the opportunity to share your time, skills and know-how with good causes in our local communities through volunteering.
- When acting on behalf of Wickes, only support charities and local good causes in line with this Policy and within your authority.
- **Don't** allow funds to be given to support any charities or activities that may harm Wickes' reputation.
- **Don't** pressurise customers or suppliers to make donations.

### Who does this policy apply to

This Policy applies to all officers, employees and temporary workers (such as consultants, contractors, casual and agency staff) of Wickes Group plc and its subsidiaries.

The policy does not form part of the Company's contracts of employment. The Company reserves the right to withdraw or modify this policy at any time and reserves the sole right of interpretation.

### Where to go for help or support

Policies and guidance can be found on our internal Intranet site 'The Scoop' under Business Ethics - Doing the Right Thing and you can also speak to your line manager or contact the Legal team for advice. In addition, you can contact the:

- [charity@wickes.co.uk](mailto:charity@wickes.co.uk) for queries about our corporate charity partner.
- [communityprogramme@wickes.co.uk](mailto:communityprogramme@wickes.co.uk) for queries about how we donate products.

### Failure to comply

Whilst we understand that colleagues who are supporting charities or community projects, are doing this for positive reasons, in a minority of situations there could be risks and even penalties for Wickes if we do not follow this policy. In these cases, feedback will be given to colleagues on appropriate action required. In the unlikely event that colleagues do not respond to the feedback, this may lead to disciplinary action (refer to the Disciplinary and Appeal Policy).

### Review

This policy will be reviewed from time to time to ensure it reflects our legal obligations and business needs. Therefore we reserve the right to amend and/or withdraw this policy at any time at our discretion.

Approved by the Wickes Executive Board on 23 February 2026