

Stay
Safe.

Our *safety* policy statement

At Wickes, we believe that nothing is more important than making sure we all go home safe and well every single day to our family and friends. That's why looking after your physical and mental wellbeing is our number one priority.

We want every colleague to feel safe and well at work, and proud of the part they play in creating and maintaining a safety culture that protects everyone from harm.

"As your Chief Executive Officer, I am responsible for ensuring that we have a positive culture of safety and wellbeing within our business. One where we know and understand our safety risks, are always trying to be better, and above all look after and protect each other. Nothing is more important than your safety and wellbeing. Behaving, thinking and acting safely is the way we do business, and is expected of everyone in our team. Together we can all help make sure everyone who works and shops with us goes home safe and well every single day to their family and friends."

David Wood
CEO
August 2025



Our Key Safety Commitments

We will:

- Identify and understand our operational risks and work with our people to protect them from harm
- Have a robust safety management framework in place to manage our risks effectively
- Be open and curious about how we can be a safer business
- Proactively seek opportunities to improve our risk management and culture
- Actively support our colleagues to make informed life choices that contribute to their physical, mental, social and financial wellbeing

Our Safety Principles:

- Our most important asset is our people, and looking after safety and wellbeing is our priority
- We expect and will support anyone to step back from a task and stop work if they think it is unsafe
- Being a great safety leader is an integral part of being successful at Wickes, whatever your role
- We always consider the safety impact of any decisions we make
- Our resources are focused on properly managing the risks arising from what we do
- Colleague wellbeing and safety are interrelated and of equal importance
- No one is expected to do a task unless they have been trained and are competent to do it safely
- Everyone plays a part in our safety vision and are responsible for looking after themselves and others
- All accidents and near misses are reported so we have the opportunity to learn from any mistakes and continuously improve
- We expect our suppliers to have similar safety values and achieve, as a minimum, the Health and Safety standards detailed in our supplier manual