



Our *safety* policy *statement*

At Wickes, nothing is more important than ensuring we all return home safe and well to our families and friends every single day. Your physical and mental wellbeing is our absolute priority. We want every colleague to feel safe and supported at work, and to take pride in building a culture that protects everyone from harm.

"As your Chief Executive Officer, I am committed to fostering a positive culture of safety and wellbeing across our business—one where we understand our risks, continuously strive for improvement, and above all, look after one another. Safety isn't just a policy; it's the way we do business, and it is expected of everyone on our team. Together, we can ensure that every colleague and customer returns home safe and well, every single day."

David Wood
CEO
August 2026

Our safety commitment:

We will:

- Assess Risk: Identify and understand our operational risks, partnering with our people to prevent harm
- Govern Effectively: Maintain a robust safety framework to manage risks successfully.
- Stay Curious: Cultivate an open, inquisitive mindset to better understand and anticipate risk.
- Drive Improvement: Proactively hunt for opportunities to elevate our risk management and culture.
- Support Wellbeing: Help our colleagues make informed lifestyle choices that boost their physical, mental, social, and financial health.

Our safety principles:

- Our people are our greatest asset—safety and wellbeing always come first.
- Anyone has the authority, and our full support, to stop work immediately if they feel it is unsafe.
- Safety leadership is a core requirement for success at Wickes, no matter your role.
- We actively weigh the safety impact of every business decision.
- We direct our resources where they best manage the risks of our daily operations.
- Safety and wellbeing are two sides of the same coin; we treat them with equal importance.
- Do not perform a task unless you have been trained and feel competent to do it safely.
- Safety is a team effort—we are all accountable for ourselves and each other.
- We report every accident and near-miss so we can learn from mistakes and prevent them from happening again.
- We hold our suppliers to our high standards, requiring them to meet the baseline safety rules in our Supplier Manual