

CHAPTER 20

HEALTH AND SAFETY

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Chapter 20

Health and Safety

Health and Safety Letter of Commitment

To: All Ferguson Employees

Ferguson's aim is to conduct business responsibly and to protect the health and safety of our employees and customers. As part of our commitment to corporate responsibility, we are committed to continuous improvement in health and safety performance throughout our operations.

Our commitment:

- Ferguson will provide a safe and healthy working environment and we will not compromise the health and safety of any individual.
- Ferguson will provide the necessary training and resources to allow for the safe performance of day to day activities.
- As a minimum, Ferguson will comply with local health and safety laws in every country where we operate.

Creating a safe workplace begins with the leadership team. As we collectively strive to achieve the common goal of an accident-free workplace, it is the responsibility of every employee to contribute by promoting safe work practices in our day to day activities.

Attached is Ferguson's Global Health and Safety policy for display in all facilities.
Thank you for helping to make Ferguson a safe place to work.



John Martin
Group Chief Executive



Mike Powell
Group Chief Financial Officer



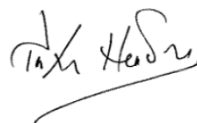
Kevin Murphy
Chief Executive Officer, Ferguson



Simon Oakland
Chief Executive Officer, Canada and CE



Søren Olesen
Chief Executive Officer, DT Group



Patrick Headon
Managing Director, Wolseley UK

Group Health and Safety Policy

Health and safety is a key priority for Ferguson, whether it involves our employees, customers or the communities in which our companies operate. Our aim is to create an accident-free workplace and we are committed to continuous improvement in health and safety performance throughout our operations. We will maintain systems to ensure full compliance with legislation and our Group policies.

Our commitment:

- Ferguson will provide a safe and healthy working environment and we will not compromise the health and safety of any individual.
- Ferguson will provide the necessary training and resources to allow for the safe performance of day to day activities.
- As a minimum, Ferguson will comply with local health and safety laws in every country where we operate.
- We believe that having effective safety management requires the involvement of employees at all levels.

In order to meet these aims and commitments, we will:

- Develop, implement and monitor health and safety policies and procedures appropriate to our business activities.
- Identify the hazards and risks associated with our activities and put in place appropriate control measures to prevent injuries and ill health to our employees, customers and other third parties.
- Establish channels of communication which encourage employees to contribute to improvements in our health and safety performance.
- Provide appropriate resources to ensure that this policy statement may be brought into effect and maintained.
- Ensure work-related incidents and near misses are reported, investigated and analysed to prevent recurrence.
- Set annual objectives and targets to improve our performance.
- Monitor and review health and safety performance and action plans on a regular basis.
- Provide sufficient information, advice, training and supervision to ensure that people under our control are fully aware of their responsibilities and are competent to undertake their activities.

All employees have a duty to co-operate in the operation of this policy by:

- Taking reasonable care for their own health and safety and that of others who may be affected by their actions.
- Co-operating fully to ensure compliance with policies and procedures introduced to fulfil our obligations.
- Co-operating with us in maintaining high standards of health and safety.
- Maintaining their place of work and their equipment in a tidy and safe condition.
- Making proper use of equipment provided in the interest of health and safety.

This policy shall be reviewed regularly. Thank you for helping to make Ferguson a safe place to work.

Approved by the Board of Directors: Oct 2008.

Reviewed and updated: Jun 2011.

Reviewed and reissued: Sep 2012, Aug 2013, Jul 2014, Jul 2015, Dec 2015, Jul 2016, Jul 2017.

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