PRIVACY NOTICE FOR THE WOLSELEY GROUP RETIREMENT BENEFITS PLAN

(the "**Plan**")

The Trustee of the Plan ("**we**"; "**our**"; or "**us**") hold and process personal data about Plan members, beneficiaries and potential beneficiaries ("**you**") in order to run the Plan. In doing so, we are a controller of the personal data and comply with relevant data protection legislation. This Privacy Notice provides information about our processing of your personal data and your rights.

What we do with your personal data

As a controller, we may collect and process your personal data for the purposes of complying with their legal duties to administer the Plan, including to calculate and pay benefits to or in respect of all members. The Trustee also collect and process your personal data for other legitimate interests relating to the operation of the Plan. e.g. funding, benefit design, investment, derisking, liability management, issuing communications, offering certain options to members and responding to enquiries. In some cases, we might process your personal data where necessary for specific legitimate interests that are recognised in law. These recognised legitimate interests include public task disclosure requests, national security, public security and defence; detecting, investigating and preventing crime and/or safeguarding vulnerable individuals.

Whilst much of the data we hold has been provided by members themselves, we also hold and process data provided by the employer, HMRC, the DWP, pension dashboard providers, regulatory bodies and by tracing organisations.

If you provide us with personal data relating to others (for example, your nominated beneficiaries or dependents), we understand that you are authorised to provide that information to us, and that you have provided a copy of this privacy notice to such other individuals, or otherwise made it available to them.

The data we hold is to assist the Trustee to calculate and pay the benefits the members are entitled to, and this may include your name, address, salary, years of service with the Plan, pension contributions, age of retirement, date of birth, National Insurance number, gender, marital status, employment history, bank details and contact details. In respect of the use of pensions dashboards, we may process your pension identifier (an online token that is used to identify you within the pensions dashboards ecosystem), dates of Scheme membership, date of birth, information about how much pension you have built up already, and how much pension you may have when you retire. We also hold some special categories or "sensitive" data about individuals for the purposes of administering the Scheme (for example in relation to ill-health or death benefits). We must satisfy a specific condition under UK data protection laws (in addition to one or more of the lawful bases) in order to process this type of data. We will in most circumstances process this data as necessary for the establishment, exercise or defence of legal claims to benefits or in the performance of our legal obligations in connection with employment, social security and social protection (as allowed by legislation). If there are any occasions where we seek your explicit consent to process sensitive data then you can withdraw it at any time.

We do not currently use your personal information to make significant decisions about you by solely automated means. We will let you know if this changes.

Who else processes your data?

We share your personal data with certain third parties involved in running the Plan, for example, Aptia (Administrator), Aon (Actuary) and the individual Scheme Actuary, Vidett (Plan Secretary), CMS (legal adviser), Pensions Insurance Corporation and Aviva (bulk annuity providers), Wordshop

(printers), Crowe (auditors), RPS (occupational health advisers), various AVC and annuity providers, pension dashboard providers and other third parties in relation to the provision of pension dashboard services (for example, the Money and Pensions Service and its service providers and our Integrated Service Provider who helps us to connect the Plan to pensions dashboards) and the Office for National Statistics. We and they may also be required to share personal data with HMRC, the DWP and other regulatory bodies.

In some circumstances we are joint controllers with third parties such as the Scheme Actuary, actuarial advisers, auditor, and the legal advisers (who may process your data to comply with their professional duties as advisers to the Trustee), any bulk annuity provider and Ferguson UK Holdings Limited. Ferguson UK Holdings Limited holds your data to comply with its legal obligations as the sponsoring employer of the Plan. It has a legitimate interest in the Plan being run in a cost effective way and may have an interest in offering certain options to members. The Trustee may share information with Ferguson UK Holdings Limited and its auditors and advisers for this purpose.

Aptia and other advisers, and Ferguson UK Holdings Limited, may from time to time transfer data to other third parties such as their affiliates, some of which are in other countries, including outside the UK. Where such transfers are made, the parties involved will ensure that either adequate regulations are in place in respect of the recipient country and/or adequate safeguards are in place.

Storage of your personal data

We retain your personal data for so long as necessary in order to administer the Scheme. Pension benefits are paid over a long period and your right to benefits under the Plan is based on information which may go back many years. . The Trustee considers that its policy for retention and erasure of Plan Personal Data must be determined in the context of its legal obligations as Trustee of the Plan.

Once your membership ends, we may decide to delete some of the personal data held in relation to you, depending on the circumstances. However, the Trustee may retain certain Plan Personal Data of former members after their benefits have been transferred out of the Plan or otherwise discharged. Therefore, some information may be held for as long as we consider such processing continues to be necessary in order to ensure the Plan pays the correct benefits and to deal with any queries relating to your benefits which may arise after that time.

Aptia and other advisers will hold on to some or all of your personal data in accordance with their retention policy after the termination of their appointment to the Plan. This is to protect themselves against any subsequent legal claims. In those circumstances, the adviser will be the data controller of your personal data and will be responsible for compliance with data protection requirements.

Your rights

You have the right to: (1) access your personal data; (2) require that we rectify any errors in the data that we hold; (3) request that we erase your personal data; and/or (4) complain about how we process your personal data (see further details below). In some circumstances, you can also require that we restrict the way we process your personal data, object to its processing or request a copy of your personal data for the purposes of transmitting elsewhere (known as data portability). Where we have requested and obtained your consent to process particular information, you may withdraw that consent at any time.

However, please note that if we do not hold all the data, we need to administer your benefits, we may not be able to pay out the benefits you are entitled to.

Contact details

To exercise your rights or to contact us with any questions regarding the processing of your personal data, please contact:

Aptia

Maclaren House, Talbot Road, Stretford, Manchester, M32 0FP Website: www.pensionuk.aptia-group.com

What if you have a complaint?

You have the right to complain to us about our handling or processing of your personal data, if you consider that we have breached the UK GDPR. To make a complaint about how we've handled your information, contact us as set out above. We will acknowledge your complaint within 30 days and investigate the complaint in accordance with our legal obligations.

If you're not satisfied with our response to your complaint or believe our processing of your information does not comply with data protection law, you can make a complaint to the UK data protection regulator (currently the Information Commissioner's Office). Its contact details are:

Address: Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF

Telephone number: 0303 123 1113

Updates to how your data is held

This Privacy Notice will be uploaded to Aptia's OneView online portal and will be updated as required. Please go to OneView for the latest version of the Privacy Notice and other information about the Plan: https://v3.aptiaoneview.co.uk/WOLSELEYRBP/login

Further information on how Aon and the Scheme Actuary use your personal information is set out in full in their privacy notice, which we recommend you view online at: http://www.aon.com/unitedkingdom/productsand-services/human-capital-consulting/aon-hewitt-actuarial-services-privacy-statement.jsp Alternatively, you can request a copy by contacting Aon, including reference to the scheme name, at: Data Protection Officer, Aon Limited (Retirement and Investment UK), PO Box 730, Redhill, RH1 9FH

Further information on how CMS as legal adviser uses your personal information is also set out in full in their privacy notice at: https://cms.law/en/gbr/footer-configuration/Legal-Information#United-Kingdom (a copy of which is linked under the Header "United Kingdom").

Further information on how the bulk annuity providers (Pensions Insurance Corporation and Aviva) use your personal information is also set out in full at https://www.pensioncorporation.com/privacy-policy-buy-in and https://www.aviva.co.uk/services/about-our-business/products-and-services/privacy-policy/retirement-privacy-policy/ respectively.

Changes to this privacy notice

We reserve the right to modify and/or update this privacy notice at any time and will make available a copy in the case of substantive changes.

This policy was last updated September 2026