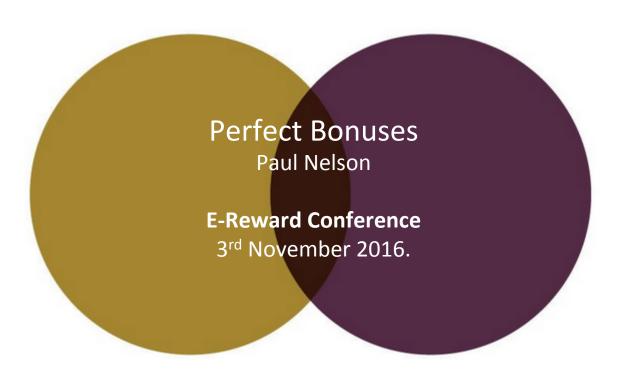
Travis Perkins



Travis Perkins®

Some context – about us



- 30,000 employees
- 4 Divisions
- 20+ businesses
- 2000+ sites

Travis Perkins®

Some context – our cornerstones

Making decent returns

Making a decent return is less about making money and more about creating value for shareholders, employees, customers and suppliers...

Keeping people safe Upholding family values

We work hard together to deliver results and have some **fun** along the way. We're **straightforward** and value honesty, **trust** and kindness

...everyone to go home to their **families** exactly as they arrived at work.

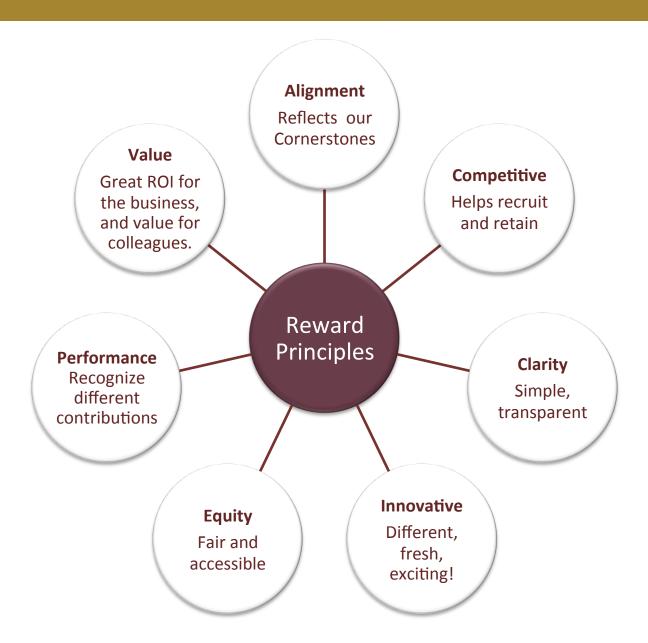
Being the best

Set the bar high.... maintaining good relationships with our customers and suppliers...attract and retain the best people

Working for our customers

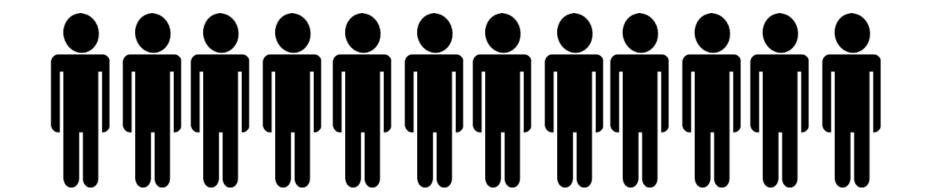
This is about a 'can do, will do' attitude...

Some context – our reward principles





Perfect bonuses...



Bonus Managers Bonus Recipients





Bonus levers

- People
- **Businesses**
- Values
- **Reward Strategy**

Leadership style Windfalls

Funding

Strate market ment with the strate of the st

Priorities Customers **Business Lifecycle**

Shareholder sentiment

Behaviours

Public

Roles

Personal

Economic Outlook

perception

Competitors

Generation phics Motivation

Market developments

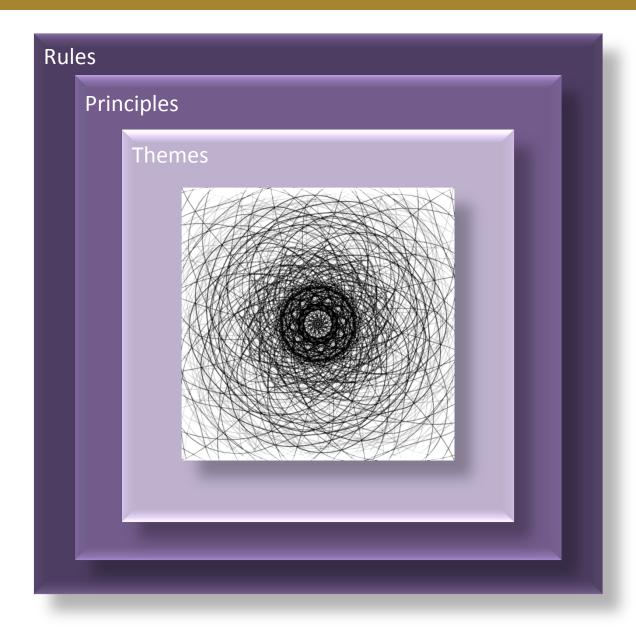
Needs

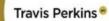
Not news..





Managing aspiration





Reviewing the market

- Background
 - Change in IT strategy
 - End of life HR/Payroll systems
- Tender requirements
 - Salary review as well as bonus
 - Powerful bonus calculation engine
 - Streamlined workflow approval
 - Intuitive user interaction
 - De-clutter the complex
- Market Overview



Why begom?



to make your people happy

- Met our core requirements
- Commercial value
- Evidence of scale and complexity
- Intuitive user interface
- Allow us to be true to our cornerstones
- Allow us to be different

Any questions?