

Kingfisher | Your WDI Response

Governance

Governance structure and management

Code	Question	Our Disclosure	Reference
1.1	Which workforce and human rights-related topics are subject to Board level oversight (Board members and committees), if any? Select all that apply from the drop-down list. Publicly available answer Foundation Rule 1 1 point	• Attracting and retaining workers • Diversity and Inclusion • Forced labour, modern slavery and human trafficking • Pay equity • Grievance and whistle blowing processes • Human resources • Human rights • Occupational health and safety • Responsible sourcing • Training and development • Wage levels / living wages • Worker engagement	

1.2	Identify the Board members and committees and/or executive management positions with governance responsibility for workforce matters in the company's direct operations and supply chains. State their remit of responsibility. Publicly available answer 150 words Foundation Rule 1 1 point	The Plc Board is responsible for the overall leadership of the Group and defines our purpose, values, and strategy and aligns them with our culture. The CEO, Chief People Officer, a nominated Non-Executive Director, and members of the Kingfisher Leadership team (KFLT) attend the Kingfisher Colleague Forum (KCF). Outputs from the KCF are reported back to the Board after each meeting. We also have various local colleague Forums in our markets which are chaired by member of the Group Executive (GE) or KFLT. Our GE is responsible for developing and implementing the strategic direction of the Group and provide recommendations to the Board on topics including our people strategy and the Group's culture and values). Our Responsible Business Committee supports the governance of RB and monitors performance against our colleague priorities. Our Group Ethics and Compliance Committee reviews our ethical compliance processes and discusses any investigations and sensitive whistleblowing reports.	
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1.3	Describe how information on workforce matters is integrated into governance processes, and how this informs company strategic planning. Publicly available answer 250 words Foundation Rule 1 1 point	The Board and RB Committee monitor and assess the company's culture and the implementation of the vision and values set by the 'Powered by Kingfisher' and RB strategies. Through the updates presented in both forums, the directors have collectively shaped our People and Culture Plan. The Board monitors action taken to build and track culture across Kingfisher. This included monitoring results from the colleague listening and engagement tool which has given the Board further insight on the workforce voice across the Group. Each RB Committee meeting considers the impact of responsible business issues on our key stakeholders including colleagues and the RB committee discusses the Colleague pillar of the Responsible Business strategy at least annually. Our Remuneration Committee receive regular updates on the remuneration and related policies in respect of the general workforce and oversees work on pay transparency. The Committee ensures that incentives are aligned to the culture of the Company, and that reward, incentives, and conditions available to the workforce are fair and that they are considered when determining the remuneration policies for executive directors and senior management. One of our Senior Independent Directors represents the board on the KCF. Through the KCF, colleagues engaged on transnational issues and consulted on major decisions. The Board reviews details of each meeting and is delighted that the KCF continues to be a strong source forum for consultation and feedback. The KCF provides an opportunity for the views of the workforce to be clearly heard by executive leadership and the Board.	
1.A	Notes on Governance structure and management Publicly available answer 150 words Not scored	Kingfisher is governed through a structured framework comprising the Board, its principal committees, and several operational/management committees, which enable the company and its directors to effectively discharge their duties. More detail on this framework can be found on page 68 of Kingfisher 2023/24 Annual Report and Accounts.	

Board performance

Code	Question	Our Disclosure	Reference
1.4	How does the company ensure those with governance responsibility (identified at Q1.2), possess, or have access to, sufficient expertise on workforce matters, such as those identified at Q1.1? Provide one example of how the company has ensured sufficient expertise for those with governance responsibilities. Publicly available answer 250 words Foundation Rule 1 1 point	The Board and each of its principal committees conduct an annual effectiveness evaluation and, in line with the UK Corporate Governance Code, this is externally facilitated every third year. These evaluations are conducted in accordance with the UK Corporate Governance Code and include consideration of skills, composition, and performance. One key finding from 2022/23 external evaluation of the Board was to increase the Board's visibility of Kingfisher's people and culture. In 2023/24, non-executive directors spent additional time in different parts of the business, visiting operational sites and meeting with colleagues below senior management level. The Board also held several 'teach-in' sessions which enabled Board members to meet colleagues across the business. In FY23/24, we continued to invest in our leaders, offering a variety of development opportunities including an International Learning Expedition, workshops focused on building trust, and our Kingfisher Retail Academy, which consists of a series of leader-led masterclasses in professional retail knowledge and skills, in addition to executive coaching. We have targeted Group-wide mandatory compliance training, which is refreshed annually, with modules on our Code of Conduct (including antibribery and corruption), GDPR, Competition Law and the Market Abuse Regulation. Our Responsible Business team, led by Director of Responsible Business, (reporting directly to Chief People Officer), develop strategy, targets, governance and reporting and communications on Responsible Business. Our Chief People Officer is a member of the Group Executive and Responsible Business Committees and has breadth of retail and transformation skills, built on an international career in human resources.	

1.5	How does the company assess and incentivise the performance of those with governance responsibility (identified at Q1.2) for workforce matters, such as those identified at Q1.1? Include relevant KPIs and weighting in compensation or remuneration schemes. Publicly available answer 250 words Foundation Rule 1 1 point	The Board and each of its principal committees conduct an annual effectiveness evaluation and, in line with the UK Corporate Governance Code, this is externally facilitated every third year. These evaluations are conducted in accordance with the Code and include consideration of skills, composition, and performance. More information about the internal evaluation process, please see our Annual Report and Accounts 2023/24. A Remuneration Policy applicable for the Executive Directors was submitted and approved by shareholders at the 2022 AGM. The Policy includes a long-term incentive plan (known as the Performance Share Plan or PSP) which is granted to our senior leadership population. Responsible Business measures form part of the performance conditions which determine the vesting of this plan. This includes a 25% weighting on ESG measures which reflects the importance of our Responsible Business agenda and recognises our long-term goals and commitments. Among the ESG measures of the LTIP include gender diversity (% of women in senior leadership). The performance target range for the 2024 PSP for gender diversity is as follows: • Threshold (25% vesting): 31% of women in senior leadership • Target (50% vesting): 34% of women in senior leadership • Stretch (100% vesting): 37% of women in senior leadership We collect data on gender diversity on a monthly basis. In FY23/24, 28.6% of senior leaders are now women (an increase from 25.8% in the previous year) and 39.6% of managers are now women (up from 38.9% in the previous year).	
1.B	Notes on Board performance Publicly available answer 150 words Not scored	For more information, check out our Annual Report and Accounts 2023/24	

Delegating authority

Code	Question	Our Disclosure	Reference
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1.6	How does the company organise the day-to-day management of workforce matters, including within supply chains, to delegate responsibility for managing risks to workers' rights to the relevant business functions and senior managers, and beyond? Publicly available answer 250 words Foundation Rule 1 1 point	All operational functions and businesses within Kingfisher have a dedicated HR director and function to manage all workforce day-to-day matters. We provide training to managers in UK and France to support them in their management responsibilities, including training regarding our policies. Furthermore, all areas of the business are represented on the KCF. Employees are encouraged to report actual or potential breaches of our Code of Conduct (CoC). Our Whistleblowing Policy and procedures set out that they can do so securely and without fear of discrimination. Our external and confidential whistleblowing hotline is available to all employees and suppliers. All reports to the hotline are reviewed and, where necessary, investigated. Everyone in the business is required to complete our CoC training annually. This covers the principles of the CoC and how to raise ethical concerns. It includes scenarios to help colleagues understand how to apply our ethical principles and policies in practice. We have an ongoing supplier engagement programme and provide training to help suppliers build their knowledge and understanding of human rights issues and how to develop their approach to managing and mitigating human rights and modern slavery risks. We sponsor the Responsible Recruitment Toolkit developed by Stronger2gether (industry collaboration) to provide free training and support to suppliers and labour providers. The toolkit provides good practice guidance, based on global standards, and includes a self-assessment process to help suppliers monitor and improve progress on responsible recruitment among their labour providers. We provide information about the toolkit to our suppliers.	
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1.C	Notes on Delegating authority Publicly available answer 150 words Not scored	For more information, check out our Annual Report and Accounts 2023/24	
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Human rights policy commitment

Code	Question	Our Disclosure	Reference
1.7	Does the company have a public commitment to respect all internationally recognised human rights that is approved at Board level? Provide a link to or attach the relevant public documents. If the company does not have the commitment, explain why not and any plans to adopt one, including an expected date for publication. Publicly available answer 150 words Foundation Rule 1 1 point	Yes – Kingfisher’s Human Rights Policy (http://www.kingfisher.com/HumanRightsPolicy) This is our key policy on human rights and modern slavery. It states our commitment to respect human rights, in line with international agreements and guidelines including: the United Nations (UN) Guiding Principles on Business and Human Rights; the International Bill of Human Rights (which includes the Universal Declaration of Human Rights); the UN Global Compact; the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work; the Children’s Rights and Business Principles; and UN conventions on the elimination of discrimination. The Policy also states our commitment to implement due diligence procedures to avoid infringing on the rights of others and includes a detailed section on ethical sourcing and ethical audit. http://www.kingfisher.com/HumanRightsPolicy	

1.8	Does the company have a public commitment to prohibiting, identifying, and preventing forced labour, modern slavery and human trafficking in its operations and value chain? Provide a link to or attach the relevant public documents. If the company does not have the commitment, explain why not and any plans to adopt one, including an expected date for publication. Publicly available answer 150 words Foundation Rule 1 1 point	We commit to regularly review human rights risks associated with our business, including risks across our operations and supply chain. This includes: • Identifying actual and potential impacts to individuals and ways we can minimise these impacts. • Assessing risks of new business acquisitions, restructuring or disposals. • Assessing ongoing risks associated with existing business activities. We also commit to taking action to address any concerns raised about human rights including: • Investigating any alleged breaches of human rights impartially and with due consideration to confidentiality. • Enabling access to remedy for any victims of human rights abuses connected to our business. We also carry out due diligence to prevent or mitigate risks and remediate impacts across our own operations and supply chain. We seek to address potential risks within our supply chains through our ethical sourcing commitments. Within our operations, our priority is to create an inclusive workplace. www.kingfisher.com/HumanRightsPolicy	
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1.9	Does the company have a public commitment to provide a remedy where it has caused or contributed to adverse human rights impacts affecting/linked to its business operations and relationships? Provide a link to or attach the relevant public documents. If the company does not have the commitment, explain why not and any plans to adopt one, including an expected date for publication. Publicly available answer 150 words Foundation Rule 1 1 point	Yes – Kingfisher’s Human Rights Policy (http://www.kingfisher.com/HumanRightsPolicy). We commit to regularly review human rights risks associated with our business, including risks across our operations and supply chain. This includes: • Identifying actual and potential impacts to individuals and ways we can minimise these impacts. • Assessing risks of new business acquisitions, restructuring or disposals. • Assessing ongoing risks associated with existing business activities. We commit to taking action to address any concerns raised about human rights including: • Investigate any alleged breaches of human rights impartially and with due consideration to confidentiality. • Enable access to remedy for any victims of human rights abuses connected to our business. We commit to working with business partners to promote human rights across business partnerships, as we expect all our partners to share our commitment on human rights and to uphold the same standards. http://www.kingfisher.com/HumanRightsPolicy	
1.D	Notes on Human rights policy commitment Publicly available answer 150 words Not scored	We aim to ensure our approach to human rights is in line with international agreements and guidelines including the United Nations Guiding Principles on Business and Human Rights, the International Bill of Human Rights (which includes the Universal Declaration of Human Rights), the UN Global Compact, the International Labour Organisation’s Declaration on Fundamental Principles and Rights at Work.	

Risk assessment and human rights due diligence

Human rights due diligence

Code	Question	Our Disclosure	Reference
2.1 (CI.1)	Does the company conduct regular human rights due diligence to identify, prevent, mitigate and account for human rights risks and adverse impacts? Publicly available answer Foundation Core Not scored	Yes	

2.1a (CI.2)	If yes, provide more information (see guidance for what to include). Publicly available answer 250 words Foundation Core Rule 2 1 point	Our ongoing due diligence processes continually mitigate and address human rights risks within our business and supply chains, and we collaborate with suppliers, peers, industry bodies, NGOs, and governments to raise standards. Across the Group: To focus our activities, we prioritise and frequently review the salient human rights risks identified as part of the saliency assessment. In 2023, we worked with Slave-Free Alliance, our third-party human rights partner, to identify good practices and areas for improvement across our operations and supply chain. We conducted a complete gap analysis and independent review of our understanding and approach to modern slavery and labour exploitation risks, taking into consideration relevant legislation and industry best practices. Own operations: We have identified a low risk of modern slavery occurring in our business operations and among our direct employees, based on our human rights saliency assessment and our work with Slave-Free Alliance. Our colleagues are protected by strong local employment laws as well as our own employment policies and practices. Supply chain: Due diligence on human rights issues includes ethical risk assessment, ethical audits, supplier engagement, training and broader collaboration, including with others in our sector and expert partners. This is implemented through our Human Rights Policy, Supply Chain Workplace Standards and Ethical Sourcing Guidelines. GFR production sites identified as high-risk must undergo an ethical audit which meets the requirements of our Human Rights Policy. We assess our GNFR suppliers using the EcoVadis assessment.	
2.A	Notes on Human rights due diligence Publicly available answer 150 words Core Not scored	For more information, please check out our Modern Slavery Statement	

Risks and Opportunities

Code	Question	Our Disclosure	Reference
2.2	Describe the company's process for identifying and assessing workforce risks and opportunities in its direct operations. Include how the company's human rights due diligence activities inform the process. Publicly available answer 250 words Foundation Rule 1 1 point	Effective risk management is critical to our ability to achieve our strategic and operational objectives. To identify our risks, we consider these objectives and what might stop us achieving them over the three-year period. Our banners and Group functions help us to identify changes to the risks within their operations. To assess our risks, we consider the potential financial, reputational, regulatory, or operational impact, as well as the probability of them materialising within our three-year outlook period. This helps us to create the right actions and controls to manage our risks to an acceptable level. One of our Group principal risks relate to our people, and we have measures in place to manage risks. See pages 59-60 of our Annual Report and Accounts 2023/24. In addition, we prioritise and frequently review the salient human rights risks identified as part of our saliency assessment. In 2023, we worked with Slave-Free Alliance to identify good practices and areas for improvement across our operations and supply chain. We conducted a complete gap analysis and independent review of our understanding and approach to modern slavery and labour exploitation risks, taking into consideration relevant legislation and industry best practices. On our own operations, we have identified a low risk of modern slavery occurring in our business operations and among our direct employees, based on our human rights saliency assessment and our work with Slave-Free Alliance. Our colleagues are protected by strong local employment laws as well as our own employment policies and practices.	

2.3	Describe the company's process for identifying and assessing workforce risks and opportunities in its value chain, if different from Q2.2. Include how the company's human rights due diligence activities inform the process. Publicly available answer 250 words Foundation Rule 1 1 point	We require goods for resale (GFR) suppliers to engage with us to enable identification of high-risk sites for ethical audit. We use a number of risk assessment tools such as: • Our ethical risk matrix: Using data from Verisk Maplecroft, Sedex and industry knowledge we update this matrix annually to help us identify the high-risk product areas and countries in our GFR supply chain. The sites that are identified as high risk, will require ethical audits. • Collaborative compliance platforms: Sedex, Amfori BSCI, Dow Jones Risk Centre and EcoVadis allow us to access data on inherent risks related to country and industry sectors. The Sedex Self-Assessment Questionnaire (SAQ) enables us to risk assess suppliers and factories, dependent on their responses. • Third-party ethical audit reports: These provide information on the operations within the factory, including any issues found. To monitor ongoing risks associated with goods not for resale suppliers (GNFR), we use: • We completed our GNFR risk matrix which will be used to inform our risk approach going forward. • Vendor Engagement Assessment (VEA), used to conduct due diligence checks on new suppliers (with whom we have an estimated spend over £5,000 or equivalent in local currency) and existing suppliers where there have been significant changes in the terms and conditions of their engagement. • EcoVadis platform, which allows us to collect data on our GNFR suppliers' sustainability and ethical processes. We request that suppliers with an annual spend greater than £75,000 complete a regular EcoVadis assessment, in addition to the VEA process.	
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2.4	Identify three workforce opportunities for the business relating to the company's direct operations and/or supply chain. Publicly available answer Foundation Rule 8 3 points	See table below			
		Business opportunities (Please note row headings cannot be edited nor rows added)	Category of opportunity	Description	More details
		Opportunity 1	Attracting and retaining talent	Engaging with both internal recruitment teams and external suppliers on responsible recruitment	Utilising our external partnerships and other diversity specialists to inform process reviews and provide new training and resources.
		Opportunity 2	Health & Safety and Wellbeing	Reduction of health & safety incidents	We introduced a new group health and safety reporting system to provide all areas of the business with the capability to report all types of incidents from accidents to near miss events, in a consistent manner. An analysis of the health and safety data is used to inform our thinking on how to prioritise our focus and commitment on driving continuous improvement. The health and safety performance of each retail banner is regularly reviewed by the respective banner's senior leadership team, as well as by the Group Executive and the Management Board.

		Opportunity 3	Diversity and Inclusion	Improved employee demographic data	Continue to improve coverage of employee demographic data (where legally possible), to better understand how our workforce reflects the communities we serve and where practical set targets to improve diverse representation.	
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2.5	What action has the company taken, or intends to take, to ensure these opportunities add value to the company? If none, please explain why not and any plans to do so in the future. Publicly available answer Foundation Rule 4 3 points	See table below	
		Business opportunities (Please note row headings cannot be edited nor rows added)	Action taken to capitalise on identified opportunities
		Opportunity 1	We sponsor the Responsible Recruitment Toolkit developed by Stronger2gether (an industry collaboration) to provide free training and support to suppliers and labour providers. The toolkit provides good practice guidance based on global standards and includes a self-assessment process to help suppliers monitor and improve progress on responsible recruitment among their labour providers. As part of our supplier training in 2023, our Far East Buying Office Responsible Sourcing team introduced the subject of responsible recruitment including the definition of forced labour, the global trend of requirements for responsible recruitment, audit requirements, management of foreign migrant workers, Kingfisher's policy and project roadmap, and potential solutions.
		Opportunity 2	The Health, Safety and Risk teams from each banner meet regularly to discuss and work on health and safety topics of common interest such reducing musculoskeletal injuries associated with manual handling injuries and the risks associated with operating mechanical handling equipment.

		Opportunity 3	Early in the reporting period, a cross banner working group (referenced in last year's response) built HR system upgrades to SAP to enable special category data collection. In September 2022, a colleague census was launched across all Kingfisher UK legal entities (including Kingfisher Group, B&Q & Screwfix) alongside an information campaign. As at end of January 2023, 27% of colleagues across all UK legal entities had shared their demographic data with us. In the following months, our UK businesses have used I&D calendar dates such as International Women's Day, National Inclusion Week and Neurodiversity Week to reengage colleagues about the power of sharing their personal data. Together with sharing insights from data so far shared, and store level activation plans, we have been able to increase data collected to 54% of colleagues by March 2024. We continue to push for 75% completion.	
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2.6 (Cl.4)	What are the company's salient human rights issues relating to workers' rights in the company's value chain? Select the area of the business as applicable. Publicly available answer Foundation Core Rule 8 3 points	See table below				
		Salient human rights issues (Please note row headings cannot be edited nor rows added)	Category of human rights issue	Description	More details	Area of the business [drop down, not scored]
		Issue 1	Working practices and conditions	Salient Human Rights Issue: Wages / working hours	An ethical audit was carried out at a new range expansion in China. This revealed excessive working hours including overtime. Workers were also observed to be working too many consecutive days without a day off. The Ethical Compliance team at Screwfix worked closely with the supplier, challenging them to conduct a thorough Root Cause Analysis (RCA) to ascertain the underlying reasons behind their non-conformance. In doing this the supplier discovered that shifts were not being utilised effectively and an increase in smart technology had led to more demand being put on workers. As a result, a new shift pattern was created that reduced overtime and simultaneously a wage increase was put in place to minimise financial detriment to the workers. The non-conformance was eventually closed out. More information will be available on our Modern Slavery Statement 2023/24 to be published in July 2024.	• first tier supplier • second tier and below supplier

Issue 2	Health & Safety and Wellbeing	Salient Human Rights Issue: Health and safety	A business-critical non-conformance was identified during an ethical compliance audit of a factory in China, which covered ten buildings, identified to have an insufficient number of safety exits, some of which were also found to be locked during working hours. This presented a health and safety risk to workers. Our Responsible Sourcing team from our Far East office worked with the supplier on remediation, making sure all fire exits were opened. This was followed with preventative action, making sure those responsible were made aware of the reasons the doors needed to remain open and trained in relevant safety issues. They were also asked to update their policies and rules. An external auditor re-audited the site to confirm the corrective actions had been satisfactorily implemented and then closed the issue. More information will be available on our Modern Slavery Statement 2023/24 to be published in July 2024.	• first tier supplier • second tier and below supplier
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		Issue 3	Human rights	Salient Human Rights Issue: Modern Slavery – Bonded labour	An ethical audit in Taiwan found bonded labour in one of its factories. This is when individuals are pledged to work either for a money lender or a landlord to repay a debt or loan. In this case a number of foreign migrant workers were made to pay recruitment fees in their home country and pay ongoing fees when they arrived in Taiwan which included monthly service fees, health exam fees, and work permit fees every three years. This dated back to 2019. The B&Q Ethical Sourcing team worked with Amfori and other retailers to support the supplier to set up a reimbursement plan to pay affected workers back in instalments and implement new restrictions on foreign workers' recruitment-related fees. By October 2023, all the fees were reimbursed, and the case was closed. More information will be available on our Modern Slavery Statement 2023/24 to be published in July 2024.	• first tier supplier • second tier and below supplier	
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2.7	How did consultations with workers, worker representative bodies and/or trade unions, help the company identify these salient human rights issues? State the stakeholders consulted. Publicly available answer Foundation Rule 4 3 points	See table below	
		Salient human rights issues (Please note row headings cannot be edited nor rows added)	Consultations with workers and other stakeholders

Issue 1	Identification of our top salient human rights issues was informed by engagement with almost 100 colleagues across the business, the findings of our previous materiality assessment that considered 25 key raw materials used in our products, external human rights frameworks such as the UN Guiding Principles on Business and Human Rights, external risk assessment tools, and the findings from our ongoing engagement with civil society and industry organisations including Slave Free Alliance, Elevate and allianceHR. Our assessment outlined the following top salient human rights issues: •Modern Slavery •Child/underage labour •Freedom of association/collective bargaining •Health and safety •Wages/working hours •Land rights •Depletion of natural resources •Impact of climate change •Air, water and land pollution •Discrimination In 2023, we worked with Slave-Free Alliance, our third-party human rights partner, to identify good practices and areas for improvement across our operations and supply chain. We conducted a complete gap analysis and independent review of our understanding and approach to modern slavery and labour exploitation risks, taking into consideration relevant legislation and industry best practices. Slave-Free Alliance engaged with the Human Rights and Modern Slavery Working Group and key internal stakeholders including Responsible Business, O&S (Goods for Resale), Group Procurement, Logistics, Legal Compliance, Community, Internal Audit/Risk, People/HR, Inclusion and Diversity, and banner sustainability leads. We also consulted external human rights frameworks, external risk assessment tools, and the findings from our ongoing engagement with civil society and industry organisations.
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Issue 2

Identification of our top salient human rights issues was informed by engagement with almost 100 colleagues across the business, the findings of our previous materiality assessment that considered 25 key raw materials used in our products, external human rights frameworks such as the UN Guiding Principles on Business and Human Rights, external risk assessment tools, and the findings from our ongoing engagement with civil society and industry organisations including Slave Free Alliance, Elevate and allianceHR.

Our assessment outlined the following top salient human rights issues:

- Modern Slavery
- Child/underage labour
- Freedom of association/collective bargaining
- Health and safety
- Wages/working hours
- Land rights
- Depletion of natural resources
- Impact of climate change
- Air, water and land pollution
- Discrimination

In 2023, we worked with Slave-Free Alliance, our third-party human rights partner, to identify good practices and areas for improvement across our operations and supply chain. We conducted a complete gap analysis and independent review of our understanding and approach to modern slavery and labour exploitation risks, taking into consideration relevant legislation and industry best practices.

Slave-Free Alliance engaged with the Human Rights and Modern Slavery Working Group and key internal stakeholders including Responsible Business, O&S (Goods for Resale), Group Procurement, Logistics, Legal Compliance, Community, Internal Audit/Risk, People/HR, Inclusion and Diversity, and banner sustainability leads. We also consulted external human rights frameworks, external risk assessment tools, and the findings from our ongoing engagement with civil society and industry organisations.

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2.8	What action has the company taken, or intends to take, to prevent and mitigate the salient human rights issues identified? Publicly available answer Intermediate Rule 4 3 points	See table below	
		Salient human rights issues (Please note row headings cannot be edited nor rows added)	Action taken by the company
		Issue 1	An ethical audit was carried out at a new range expansion in China. This revealed excessive working hours including overtime. Workers were also observed to be working too many consecutive days without a day off. The Ethical Compliance team at Screwfix worked closely with the supplier, challenging them to conduct a thorough Root Cause Analysis (RCA) to ascertain the underlying reasons behind their non-conformance. In doing this the supplier discovered that shifts were not being utilised effectively and an increase in smart technology had led to more demand being put on workers. As a result, a new shift pattern was created that reduced overtime and simultaneously a wage increase was put in place to minimise financial detriment to the workers. Additional workers were also brought in to reduce the risk of excessive overtime. A follow-up audit validated the effectiveness of the RCA and the resulting actions taken by the supplier. The non-conformance was closed out. More information will be available on our Modern Slavery Statement 2023/24 to be published in July 2024.
		Issue 2	A business-critical non-conformance was identified during an ethical compliance audit of a factory in China, which covered ten buildings, identified to have an insufficient number of safety exits, some of which were also found to be locked during working hours. This presented a health and safety risk to workers. Our Responsible Sourcing team from our Far East office worked with the supplier on remediation, making sure all fire exits were opened. This was followed with preventative action, making sure those responsible were made aware of the reasons the doors needed to remain open and trained in relevant safety issues. They were also asked to update their policies and rules. An external auditor re-audited the site to confirm the corrective actions had been satisfactorily implemented and then closed the issue. More information will be available on our Modern Slavery Statement 2023/24 to be published in July 2024.

		Issue 3 An ethical audit in Taiwan found bonded labour in one of its factories. This is when individuals are pledged to work either for a money lender or a landlord to repay a debt or loan. In this case a number of foreign migrant workers were made to pay recruitment fees in their home country and pay ongoing fees when they arrived in Taiwan which included monthly service fees, health exam fees, and work permit fees every three years. This dated back to 2019. The B&Q Ethical Sourcing team worked with Amfori in collaboration with other retailers to support the supplier to set up a reimbursement plan to pay affected workers back in instalments and implement new restrictions on foreign workers' recruitment-related fees. By October 2023, all the fees were reimbursed, and the case was closed. More information will be available on our Modern Slavery Statement 2023/24 to be published in July 2024.	
2.B	Notes on Risks and Opportunities Publicly available answer 150 words Core Not scored	More information will be available on our Modern Slavery Statement 2023/24 to be published in July 2024.	

Responding to human rights risks across the value chain

Code	Question	Our Disclosure	Reference
2.9	Provide an example of how the company has monitored the effectiveness of actions taken to address negative impacts on the human rights of workers in the reporting period, including by consulting with impacted workers and any lessons learned. Publicly available answer 250 words Intermediate Rule 1 1 point	Excessive working hours: An ethical audit was carried out at a new range expansion in China. This revealed excessive working hours including overtime. Workers were also observed to be working too many consecutive days without a day off. The Ethical Compliance team at Screwfix worked closely with the supplier, challenging them to conduct a thorough Root Cause Analysis (RCA) to ascertain the underlying reasons behind their non-conformance. In doing this the supplier discovered that shifts were not being utilised effectively and an increase in smart technology had led to more demand being put on workers. As a result, a new shift pattern was created that reduced overtime and simultaneously a wage increase was put in place to minimise financial detriment to the workers. Additional workers were also brought in to reduce the risk of excessive overtime. A follow-up audit validated the effectiveness of the RCA and the resulting actions taken by the supplier. The non-conformance was closed out. More information will be available on our Modern Slavery Statement 2023/24 to be published in July 2024.	
2.C	Notes on Responding to human rights risks across the value chain Publicly available answer 150 words Not scored	More information will be available on our Modern Slavery Statement 2023/24 to be published in July 2024.	

Workforce composition

Structure and location of direct operations

Code	Question	Our Disclosure	Reference
3.1	Provide the total number of employees in the company's direct operations. Publicly available answer Foundation Rule 1 1 point	74534	

3.2

Provide the percentage (%) of total employees in the company's direct operations in each of the company's significant operating locations.

Publicly available answer

Foundation

Rule 6

2 points

See table below

Significant operating location (Please note that these location categories can be edited and up to 20 rows can be used)	Percentage (%) of total employees in the direct operations
B&Q	28.28
Brico Dépôt France	11.24
Brico Dépôt Iberia	3.08
Brico Dépôt Romania	3.04
Castorama France	15.56
Castorama Poland	16.67
Group Functions	3.64
Screwfix	18.26

		Screwfix France	0.24	
3.2a	Please define what a “significant operating location” is for your company. Publicly available answer 150 words Foundation Not scored	Covers our operating companies B&Q UK, Brico Depot France, Brico Depot Iberia, Brico Depot Romania, Castorama France, Castorama Poland, Screwfix UK, Screwfix France, and Kingfisher Group, excludes Koçtaş our 50% joint venture in Turkey.		
3.2b	How many operating locations does your company have in total in your direct operations? Publicly available answer 50 words Foundation Not scored	Kingfisher is an international home improvement company with over 2,000 stores in eight countries across Europe. Please see our Annual Report and Accounts 2023/24 for more information		
3.A	Notes on Structure and location of direct operations Publicly available answer 150 words Not scored	Numbers provided align to centrally held core data as part of our continued HR data improvement program, the base line data provided we be used to support all further responses and statements relating to employee information.		

Contract types

Code	Question	Our Disclosure			Reference
3.3 (Cl.5)	Provide the number and/or percentage (%) of the company's employees on each contract type as a proportion of the total direct operations workforce. Publicly available answer Foundation Core Rule 7 3 points	See table below			
		Contract type (Please note row headings cannot be edited nor rows added)	Total number of employees on each contract type	Percentage (%) of all direct operations employees on each contract type	
		Indefinite/permanent employees	70830	95	
		Fixed-term/temporary employees	3704	5	
		Full-time employees			
		Part-time employees			
		Non-guaranteed hours employees (casual workers, on-call employees, zero-hours contracts)			

3.4 (Cl.6)	Provide the gender balance (as a percentage (%)) for each contract type in Q3,3, as well as the overall gender breakdown of your direct operations workforce. Publicly available answer Foundation Core Rule 8 4 points	See table below <table> <tr> <th data-bbox="846 320 1155 544">Contract type (Please note row headings cannot be edited nor rows added)</th><th data-bbox="1155 320 1408 544">Female (%) of direct operations workforce on each contract type</th><th data-bbox="1408 320 1659 544">Male (%) of direct operations workforce on each contract type</th><th data-bbox="1659 320 1919 544">Non-binary (%) of direct operations workforce on each contract type</th></tr> <tr> <td data-bbox="846 544 1155 683">Indefinite/permanent employees</td><td data-bbox="1155 544 1408 683">44</td><td data-bbox="1408 544 1659 683">56</td><td data-bbox="1659 544 1919 683"></td></tr> <tr> <td data-bbox="846 683 1155 821">Fixed-term/temporary employees</td><td data-bbox="1155 683 1408 821">38</td><td data-bbox="1408 683 1659 821">61</td><td data-bbox="1659 683 1919 821"></td></tr> <tr> <td data-bbox="846 821 1155 927">Full-time employees</td><td data-bbox="1155 821 1408 927"></td><td data-bbox="1408 821 1659 927"></td><td data-bbox="1659 821 1919 927"></td></tr> <tr> <td data-bbox="846 927 1155 1037">Part-time employees</td><td data-bbox="1155 927 1408 1037"></td><td data-bbox="1408 927 1659 1037"></td><td data-bbox="1659 927 1919 1037"></td></tr> <tr> <td data-bbox="846 1037 1155 1262">Non-guaranteed hours employees (casual workers, on-call employees, zero-hours contracts)</td><td data-bbox="1155 1037 1408 1262"></td><td data-bbox="1408 1037 1659 1262"></td><td data-bbox="1659 1037 1919 1262"></td></tr> <tr> <td data-bbox="846 1262 1155 1401">Total direct operations workforce</td><td data-bbox="1155 1262 1408 1401">43</td><td data-bbox="1408 1262 1659 1401">57</td><td data-bbox="1659 1262 1919 1401"></td></tr> </table>	Contract type (Please note row headings cannot be edited nor rows added)	Female (%) of direct operations workforce on each contract type	Male (%) of direct operations workforce on each contract type	Non-binary (%) of direct operations workforce on each contract type	Indefinite/permanent employees	44	56		Fixed-term/temporary employees	38	61		Full-time employees				Part-time employees				Non-guaranteed hours employees (casual workers, on-call employees, zero-hours contracts)				Total direct operations workforce	43	57		
Contract type (Please note row headings cannot be edited nor rows added)	Female (%) of direct operations workforce on each contract type	Male (%) of direct operations workforce on each contract type	Non-binary (%) of direct operations workforce on each contract type																												
Indefinite/permanent employees	44	56																													
Fixed-term/temporary employees	38	61																													
Full-time employees																															
Part-time employees																															
Non-guaranteed hours employees (casual workers, on-call employees, zero-hours contracts)																															
Total direct operations workforce	43	57																													

3.5 (Cl.7)	Provide the total number and/or percentage (%) of the company’s non-employee direct operations workers as a proportion of the total direct operations workforce. Publicly available answer Foundation Core Rule 7 2 points	See table below		
		Contract type (Please note row headings cannot be edited nor rows added)	Total number of workers on each contract type	Percentage (%) of workers on each contract type
		Contractors (independent, self-employed)		
		Agency workers (e.g. labour agency, recruitment agency workers)		
		Franchisee workers		
		Third party on site workers (e.g. subcontracted service workers, third-party workers)		

3.6 (CI.8)	Provide the gender balance (as a percentage ((%) of the figures presented at 3.5) for each contract types. Publicly available answer Intermediate Core Rule 8 2 points	See table below <table border="1"> <thead> <tr> <th data-bbox="844 320 1234 515">Contract type (Please note row headings cannot be edited nor rows added)</th><th data-bbox="1234 320 1462 515">Female (%) of workers on each contract type</th><th data-bbox="1462 320 1682 515">Male (%) of workers on each contract type</th><th data-bbox="1682 320 1919 515">Non-binary (%) of workers on each contract type</th></tr> </thead> <tbody> <tr> <td data-bbox="844 515 1234 652">Contractors (independent, self-employed)</td><td data-bbox="1234 515 1462 652"></td><td data-bbox="1462 515 1682 652"></td><td data-bbox="1682 515 1919 652"></td></tr> <tr> <td data-bbox="844 652 1234 818">Agency workers (e.g. labour agency, recruitment agency workers)</td><td data-bbox="1234 652 1462 818"></td><td data-bbox="1462 652 1682 818"></td><td data-bbox="1682 652 1919 818"></td></tr> <tr> <td data-bbox="844 818 1234 927">Franchisee workers</td><td data-bbox="1234 818 1462 927"></td><td data-bbox="1462 818 1682 927"></td><td data-bbox="1682 818 1919 927"></td></tr> <tr> <td data-bbox="844 927 1234 1093">Third party on site workers (e.g. subcontracted service workers, third-party workers)</td><td data-bbox="1234 927 1462 1093"></td><td data-bbox="1462 927 1682 1093"></td><td data-bbox="1682 927 1919 1093"></td></tr> </tbody> </table>	Contract type (Please note row headings cannot be edited nor rows added)	Female (%) of workers on each contract type	Male (%) of workers on each contract type	Non-binary (%) of workers on each contract type	Contractors (independent, self-employed)				Agency workers (e.g. labour agency, recruitment agency workers)				Franchisee workers				Third party on site workers (e.g. subcontracted service workers, third-party workers)				
Contract type (Please note row headings cannot be edited nor rows added)	Female (%) of workers on each contract type	Male (%) of workers on each contract type	Non-binary (%) of workers on each contract type																				
Contractors (independent, self-employed)																							
Agency workers (e.g. labour agency, recruitment agency workers)																							
Franchisee workers																							
Third party on site workers (e.g. subcontracted service workers, third-party workers)																							
3.7 (CI.9)	Scope of disclosure (relates to Q3.3-3.6) Publicly available answer Core Not scored	All direct operations workforce																					

3.8 (CI.10)	Has the proportion of workers on contingent contracts (i.e. fixed-term/ temporary employees, contractors, agency workers and/or third party on site workers) increased or decreased substantively over the last reporting period? Publicly available answer Intermediate Core Not scored		
3.B	Notes on Contract types Publicly available answer 150 words Core Not scored	We do not centrally collect specific details relating to agency and or contingent type workforce employees. We are on a global basis looking at a long-term strategic system plan that will look to improve this capability moving beyond 2025.	

Diversity and inclusion

Monitoring diversity and inclusion

Code	Question	Our Disclosure	Reference
4.1	What action has the company taken, or intends to take, to improve diversity and inclusion? State any time-bound diversity and inclusion targets and/or KPIs set and progress achieved, as applicable. Attach or upload documents or policies as relevant. Publicly available answer 250 words Foundation Rule 1 1 point	We have 4 key priorities: diverse and representative senior leadership, a culture of inclusion, a diverse customer proposition that differentiates us from our competition and inclusive youth employment that invests in the future of retail. We're on track to reach our target of 40% women in management by 2025 (currently at 39.6%). In 2023/24 we've seen strong progress in women in senior leadership (+2.8% delivered in 2023/24) and we continue to work towards 35% target for 2025, through inclusive recruitment and ensuring our diverse talent feels valued by investing in their growth and using stay conversations to understand their needs. We co-designed our Together Stronger allyship campaign, creating an eLearning module based on a series of real-life colleague scenarios, supporting and educating colleagues on how best to address non-inclusive behaviours. We're clear about our expected behaviours, as well as what's not acceptable. We've asked all our 78,000 colleagues to make a personal allyship pledge on what they're going to do differently. We have 17 affinity networks including safe spaces and inclusion councils across Kingfisher which are an integral part of our inclusion eco-system; their lived experience and expertise is a valued source of business and colleague insight. These networks also raise awareness and drive allyship through celebration and education with an Inclusion calendar aligned to our I&D strategy. Our Inclusion and Diversity Forum, established in 2022, has colleagues from all our banners to accelerate greater inclusion and diversity, be an incubator for ideas and to amplify colleague sentiment. https://www.kingfisher.com/content/dam/kingfisher/Corporate/Documents/Sustainability/our-responsible-business/responsible-business-report-2024/Kingfisher-Responsible-Business-Report-2023-24.pdf	

4.2	Provide the percentage (%) of the company's total direct operations workforce within each age category. Publicly available answer Foundation Rule 4 3 points	See table below <table><tr><th>Age group (Please note that these age categories align with GRI and cannot be edited nor rows added)</th><th>Percentage (%) of total direct operations workforce</th></tr><tr><td><30 years old</td><td>30</td></tr><tr><td>30-50 years old</td><td>47</td></tr><tr><td>>50 years old</td><td>23</td></tr></table>	Age group (Please note that these age categories align with GRI and cannot be edited nor rows added)	Percentage (%) of total direct operations workforce	<30 years old	30	30-50 years old	47	>50 years old	23	
Age group (Please note that these age categories align with GRI and cannot be edited nor rows added)	Percentage (%) of total direct operations workforce										
<30 years old	30										
30-50 years old	47										
>50 years old	23										
4.3	Provide the percentage (%) of the company's total direct operations workforce by race or ethnicity. Publicly available answer Comprehensive Rule 6 2 points	If your company is legally prohibited from collecting ethnicity data in all of its locations, please provide an explanation below.									

4.3b	If your company is legally prohibited from collecting ethnicity data in all of its locations, please provide an explanation below. Publicly available answer 150 words Comprehensive Not scored	We are legally prohibited from collecting ethnicity data (on an individual basis) in France and face specific requirements for data protection in other non-UK locations. We are currently exploring ways we may obtain this and other diversity data anonymously through our continuous listening partner, Peakon. Kingfisher's Nomination Committee continues to support the 2023 recommendations of the Parker Review and, during the year, endorsed a new target for senior management positions that will be occupied by ethnic minority executives by December 2027. In alignment with the Parker Review, we have set a milestone target of 12.5% ethnic diversity in the Group Executive and their direct reports based in the UK (and on UK contracts) by 2027.	
4.4	Provide the percentage (%) of persons with disabilities in the company's total direct operations workforce. Publicly available answer Foundation Rule 1 1 point	Provide the percentage (%) of persons with disabilities in the company's total direct operations workforce.	

4.4a	Provide the percentage (%) of persons with disabilities in the company's total direct operations workforce. Publicly available answer Foundation Not scored	7																					
4.5 (Cl.13)	Provide the percentage (%) of the company's total direct operations workforce in leadership positions by gender. Publicly available answer Foundation Core Rule 9 4 points	See table below <table><tr><th>Seniority level (Please note row headings cannot be edited nor rows added)</th><th>Percentage (%) of total direct operations workforce</th><th>Female (%) at each seniority level</th><th>Male (%) at each seniority level</th><th>Non-binary (%) at each seniority level</th></tr><tr><td>Board</td><td>0.01</td><td>44</td><td>56</td><td></td></tr><tr><td>Executive committee (senior executives, C-Suite)</td><td>0.02</td><td>27</td><td>72</td><td></td></tr><tr><td>Senior management (any position/individual who directly reports to the Executive committee)</td><td>0.1</td><td>36</td><td>64</td><td></td></tr></table>	Seniority level (Please note row headings cannot be edited nor rows added)	Percentage (%) of total direct operations workforce	Female (%) at each seniority level	Male (%) at each seniority level	Non-binary (%) at each seniority level	Board	0.01	44	56		Executive committee (senior executives, C-Suite)	0.02	27	72		Senior management (any position/individual who directly reports to the Executive committee)	0.1	36	64		
Seniority level (Please note row headings cannot be edited nor rows added)	Percentage (%) of total direct operations workforce	Female (%) at each seniority level	Male (%) at each seniority level	Non-binary (%) at each seniority level																			
Board	0.01	44	56																				
Executive committee (senior executives, C-Suite)	0.02	27	72																				
Senior management (any position/individual who directly reports to the Executive committee)	0.1	36	64																				

4.6	Provide the percentage (%) of the company's total direct operations workforce in leadership positions by race or ethnicity. Publicly available answer Comprehensive Rule 8 4 points	If your company is legally prohibited from collecting ethnicity data in all of its locations, please provide an explanation below.	
4.6b	If your company is legally prohibited from collecting ethnicity data in all of its locations, please provide an explanation below. Publicly available answer 150 words Comprehensive Not scored	We are legally prohibited from collecting ethnicity data (on an individual basis) in France and face specific requirements for data protection in other non-UK locations. We are currently exploring ways we may obtain this and other diversity data anonymously through our continuous listening partner, Peakon. The Board welcomed the publication of the 2023 Parker Review report. The Board will consider the best way to implement new recommendation for FTSE 350 companies to publicly report a target for ethnic diversity of their senior management team. The recommendation from the Parker Review report was to publicly report a target for ethnic diversity of their senior management team by the end of 2027. In alignment with the Parker Review, we have set a milestone target of 12.5% ethnic diversity in the Group Executive and their direct reports based in the UK (and on UK contracts) by 2027.	

4.7	Provide the percentage (%) of the company's total direct operations workforce with disabilities in leadership positions. Publicly available answer Comprehensive Rule 7 2 points		
4.8	What action has the company taken, or intends to take, to increase diversity in leadership positions? Include details on senior leadership training and mentoring opportunities provided and uptake among under-represented demographic groups, as applicable. Publicly available answer 250 words Comprehensive Rule 1 1 point	We develop future leaders through our development programmes and we're making sure that these are gender balanced with a diverse range of colleagues included. We have a tailored approach to support retention of high potential women and to manage career development. We recently delivered inclusive recruitment training for our senior leaders, supported by Guiding Principles and Top Tips. To increase diversity in leadership positions, our leaders must continue to build an inclusive culture and to support this we recently ran a masterclass on inclusive leadership for our senior leadership population. Our leaders are also actively engaged with our allyship campaign, through reverse mentoring and becoming involved in our affinity networks. Against our goal of 50/50 diverse shortlists for all senior roles, we achieved this in 23/24 for 65% of roles (whether internal or external hires) and for 100% of roles when hiring externally, and this converted to 90% diverse external hires in our senior leader roles. Including internal moves, we filled 58% of senior leader roles with a female hire in 23/4. We had a target to have at least one additional diverse leader on all Boards by the end of 2023, we hit this target in all but two of our banners. We also have a target of having at least one female successor on 70% of Kingfisher leadership team roles; we are currently at 65%. As well as hiring diverse talent, we remain committed to retaining diverse through our development programmes both internal and external.	

4.9	Provide the rate of internal hires (as percentage (%) of total internal hires) by gender. Publicly available answer Intermediate Rule 7 2 points	See table below <table><tr><th>Gender (Please note row headings cannot be edited nor rows added)</th><th>Internal hire rate (%)</th></tr><tr><td>Female</td><td>43</td></tr><tr><td>Male</td><td>57</td></tr><tr><td>Non-binary</td><td></td></tr></table>	Gender (Please note row headings cannot be edited nor rows added)	Internal hire rate (%)	Female	43	Male	57	Non-binary		
Gender (Please note row headings cannot be edited nor rows added)	Internal hire rate (%)										
Female	43										
Male	57										
Non-binary											
4.10	Provide the rate of internal hires (as percentage (%) of total internal hires) by race or ethnicity. Publicly available answer Comprehensive Rule 6 2 points	If your company is legally prohibited from collecting ethnicity data in all of its locations, please provide an explanation below.									

4.10b	If your company is legally prohibited from collecting ethnicity data in all of its locations, please provide an explanation below. Publicly available answer 150 words Comprehensive Not scored	We are legally prohibited from collecting ethnicity data (on an individual basis) in France and face specific requirements for data protection in our non-UK locations. We are currently exploring ways we may obtain this and other diversity data anonymously through our continuous listening partner, Peakon but not at recruitment stages. We will consider how we can collect candidate ethnicity data more consistently in our UK Banners in 23/24. We have recently agreed an approach to mitigate the legal and data protection risks surrounding collecting ethnicity data and are looking to implement this shortly. This will enable us to understand differences in candidate demographics progressing at each stage of our recruitment process and enable us to take positive action. In alignment with the Parker Review, we have set a target of 12.5% ethnic diversity in the GE and their direct reports based in the UK (and on UK contracts) by 2027.	
4.11	Scope of disclosure (relates to Q4.2-4.8): - what part(s) of the business does this data cover? - if providing ethnicity data, state the source of the ethnicity categories used in Q4.3, Q4.5 and Q4.8 or provide more information on how the categories are defined if using an internal classification system - if the company is restricted from collecting data on employees' age, state which jurisdictions this restriction applies to. Publicly available answer 250 words Not scored	The data covers all direct operations.	

4.12	Does the company collect any other categories of diversity data, if any? Select all that apply from the drop-down list. Publicly available answer Foundation Rule 1 1 point	• Sexual orientation • Gender identity • Religion and belief • Other	
4.12a	For each category selected, provide evidence that this data has been collected. Publicly available answer 150 words Foundation Rule 1 1 point	The “Power of You”, employee diversity data census launched in September 22/23. At the end of January 2024, we did not yet have a statistically significant data sample to publish information about workforce demographics (49%). https://www.kingfisher.com/content/dam/kingfisher/Corporate/Documents/Sustainability/our-responsible-business/responsible-business-report-2024/Kingfisher-Responsible-Business-Report-2023-24.pdf	

4.12b	For any categories not selected in Q4.10, state why this data is not collected and any plans to do so in the future. If all categories were selected in Q4.10, put 'n/a'. Publicly available answer 150 words Foundation Rule 1 1 point	We currently collect armed forces data, and social mobility data for our UK colleagues via our recruitment process, our future intentions are to collect this data via our census	
4.A	Notes on Monitoring diversity and inclusion Publicly available answer 150 words Core Not scored	For Question 4.4: Employee disability status is collected in varying formats across Kingfisher's banners and are bespoke to them. Some of our Banners have quotas applied by local legislation for employing a certain percentage of the workforce as people with disabilities. In all instances, we aim to meet or exceed the quota. The percentage used for 4.4 is an estimate based on information we have from our Group Functions and following retail banners: Castorama France, Brico Depot France, Castorama Poland, Brico Depot Iberia and Brico Depot Romania. The response to question 4.9 on internal hires is based on our senior leadership population only. Our Senior Leader population consists of circa 300 of our most senior roles within the business. Last year we recruited 48 people into this population, 28 of these were internal. Of those 28, 12 of were female.	

Parental leave

Code	Question	Our Disclosure	Reference
4.13	Does the company have a parental leave policy covering birth and non-birth parents that exceeds the statutory minimum requirements? Publicly available answer Foundation Not scored	Yes	
4.13a	If yes, provide a link to or attach the relevant document and give information on uptake of parental leave/the scope of this policy Publicly available answer 150 words Foundation Rule 2 1 point	There is no Group-wide parental leave policy. However, specific banner parental leave policies (e.g., the UK Group Functions Parental Leave Policy and the Screwfix Enhanced Family Leave Policies) exceed the statutory minimum requirements. Screwfix careers website with further information here, stating that their Enhanced Family Leave policy goes beyond the statutory minimum. See Screwfix Enhanced Family Leave policy here: https://jobs.screwfix.com/why-screwfix/benefits/enhanced-family-leave This year some banner and markets have continued to expand their offerings. For example, in Jan 2024 B&Q launched to colleagues the introduction of their Kinship Leave policy, Neonatal leave, Foster carer leave and miscarriage leave policies. They are the first major high-street retailer to become a Gold Standard Kinship Friendly Employer. https://jobs.screwfix.com/why-screwfix/benefits/enhanced-family-leave	

4.B	Notes on Parental leave Publicly available answer 150 words Not scored	Screwfix careers website with further information here, stating that their Enhanced Family Leave policy goes beyond the statutory minimum. See Screwfix Enhanced Family Leave policy here: https://jobs.screwfix.com/why-screwfix/benefits/enhanced-family-leave	
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Discrimination and harassment

Code	Question	Our Disclosure	Reference
4.14	Does the company have a public policy on discrimination and harassment, or similar? Publicly available answer Foundation Rule 3 1 point	Yes	
4.14a	If yes, provide a link to or attach the relevant public document. Publicly available answer Foundation Rule 1 1 point	https://www.kingfisher.com/content/dam/kingfisher/Corporate/Documents/Who_we_are/Code_of_Conduct_15.pdf	

4.15	Provide the number of discrimination and harassment incidents reported and resolved in the reporting period. Publicly available answer Comprehensive Rule 4 2 points	See table below <table><tr><td>Discrimination and harassment incidents reported (Please note row heading can be edited but rows cannot be added)</td><td>Discrimination and harassment incidents resolved</td></tr><tr><td>254</td><td>232</td></tr></table>	Discrimination and harassment incidents reported (Please note row heading can be edited but rows cannot be added)	Discrimination and harassment incidents resolved	254	232	
Discrimination and harassment incidents reported (Please note row heading can be edited but rows cannot be added)	Discrimination and harassment incidents resolved						
254	232						
4.C	Notes on Discrimination and harassment Publicly available answer 150 words Not scored	The data used to answer question 4.15 was from our SpeakUp channel only. Discrimination and harassment incidents include reports under the following categories: • Discrimination, Harassment/Bullying and Sexual Harassment.					

Workforce wage levels and pay gaps

Pay gaps and pay ratios

Code	Question	Our Disclosure		Reference
5.1 (CI.14)	Provide the CEO to median worker pay ratio. Publicly available answer Foundation Core Rule 5 1 point	See table below		
		CEO to Median Worker	Explanation [not scored]	
		212:1	The ratio is 212:1. Source: Annual Report 2023/24, page 104. The year-on-year change at median can be attributed to the outturns of variable pay elements of the CEO in any given year, including most recently in respect of the outcomes in the annual bonus, Alignment Share and DVI awards. As the DVI award is a one-off award that combines three years' worth of long-term incentive opportunity into a single grant this therefore inflates the single year figure in which the award vests (2023/24) and results in greater volatility in our pay ratio analysis.	

5.2 (CI.15)	Provide the company's median gender pay gap for the company's domestic operations. Publicly available answer Intermediate Core Rule 5 1 point	See table below	
		Gender pay gap (%) (Please note row heading can be edited but rows cannot be added)	Explanation [not scored]
		0.8	According to our UK Gender Pay Gap Report 2023, Kingfisher’s median hourly pay gap reduced to 0.8% in 2023, this compares to 1.1% in 2022, and the mean hourly pay gap has also decreased to 9.4% from 11.8% in 2022. We continue to see a pay gap, and this is primarily driven by the higher proportion of men in more senior roles. Screwfix and B&Q saw an improvement in the number of women in senior leadership and management positions, leading to a positive change in their hourly pay gap numbers.
5.3	Provide the company's median ethnicity pay gap for the company's domestic operations. Publicly available answer Comprehensive Rule 5 1 point	If your company is legally prohibited from collecting ethnicity data in all of its locations, please provide an explanation below.	

5.3b	If your company is legally prohibited from collecting ethnicity data in all of its locations, please provide an explanation below. Publicly available answer 150 words Comprehensive Not scored	We are legally prohibited from collecting ethnicity data (on an individual basis) in France and face specific requirements for data protection in other non-UK locations. We are currently exploring ways we may obtain this and other diversity data anonymously through our continuous listening partner, Peakon. The Board welcomed the publication of the 2023 Parker Review report. In alignment with the Parker Review, we have set a milestone target of 12.5% ethnic diversity in the Group Executive and their direct reports based in the UK (and on UK contracts) by 2027. Through the 'Power of You' campaign employee diversity data census (launched in September 2023), we are collecting ethnicity data. When we have a statistically significant data sample of over 75% participation, we intend to complete ethnicity pay gap analysis.	
5.4	What action has the company taken, or intends to take, to reduce pay ratios and gaps? State any KPIs and progress towards these, as applicable. Publicly available answer 250 words Intermediate Rule 1 1 point	Our gender pay gap statistics showed some improvements in 2023 (see Q5.2). They are below the provisional Office for National Statistics figure for businesses in the UK of 14.3%. However, there is still more work to do in addressing the gap. We know the best way to positively impact our gender pay figures is to improve representation of senior women. We remain focused on improving year on year. Examples of how we work to diversify our leadership: • We are using tools like Textio (a tool that detects gender biased language in text) to improve the appeal of our job adverts. • Ensuring we have diverse and balanced shortlists for all senior appointments. • Reviewing our partnerships with key executive search agencies. We partner with a number who are accredited under the "FTSE Women Leaders Enhanced Code of Conduct". • Introducing new interview materials, aligned to our Leadership behaviour. • Introducing an external partner to help objectively assess the profile of our high potential talent and support the building of robust development plans. • Setting goals for gender balanced cohorts on our apprenticeship programmes, so we have more of our own colleagues ready for promotion to store management. • Expanding our access to mutual mentoring and coaching, as development options for our leaders. • Analysing our colleague insight data, to understand how men, women and non-binary colleagues experience working at Kingfisher. • Driving completion of our UK Colleague Census (now at 52%), so we can better understand the diversity within the women at Kingfisher and their career pathways.	

5.A	Notes on Pay gaps and pay ratios Publicly available answer 150 words Core Not scored	Information to answer questions on gender pay gap is based on UK data from our 2023 UK Gender Pay Gap Report. We currently do not have sufficient data on the ethnicity of our UK workforce to be able to complete this analysis. We are unable, due to differences in legislation, to collect this data in France.	
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Wage levels

Code	Question	Our Disclosure				Reference
5.5 (CI.16)	Provide the percentage (%) of employees in the bottom, lower middle, upper middle, and upper pay quartiles by gender. Publicly available answer Foundation Core Rule 7 4 points	See table below				
		Pay quartile (Please note row headings cannot be edited nor rows added)	Female (%)	Male (%)	Non-binary (%)	
		Upper	39.5	60.5		
		Upper-middle	44.7	55.3		
		Lower-middle	45.3	54.7		
		Bottom	48.1	51.9		

5.6 (CI.17)	What is the percentage (%) of employees, as a total of the direct operations workforce, whose basic salary is equal to or up to 10 per cent higher than the legal minimum wage, split by gender? Publicly available answer Comprehensive Core Rule 4 2 points	See table below <table><tr><td>Female (%) employees, as a total of the direct operations workforce, whose basic salary is equal to the legal minimum wage or just above (Please note row heading can be edited but rows cannot be added)</td><td>Male (%) employees, as a total of the direct operations workforce, whose basic salary is equal to the legal minimum wage or just above (Please note row heading can be edited but rows cannot be added)</td></tr><tr><td>47</td><td>45</td></tr></table>	Female (%) employees, as a total of the direct operations workforce, whose basic salary is equal to the legal minimum wage or just above (Please note row heading can be edited but rows cannot be added)	Male (%) employees, as a total of the direct operations workforce, whose basic salary is equal to the legal minimum wage or just above (Please note row heading can be edited but rows cannot be added)	47	45	
Female (%) employees, as a total of the direct operations workforce, whose basic salary is equal to the legal minimum wage or just above (Please note row heading can be edited but rows cannot be added)	Male (%) employees, as a total of the direct operations workforce, whose basic salary is equal to the legal minimum wage or just above (Please note row heading can be edited but rows cannot be added)						
47	45						
5.7 (CI.18)	To what extent does the company pay its employees a living wage or above? Select one option from the drop-down list as applicable. Publicly available answer Intermediate Core Rule 1 1 point	More than 1 location					

5.8	Provide more detail on the process for identifying living wage levels, including the company's methodology used for determining whether at least a living wage is paid. Publicly available answer 250 words Intermediate Rule 1 1 point	When determining our salary levels, we consider various factors, including the competitiveness of our total remuneration package as well as the external market practice. For the last three years, our annual pay review process has been focused on our store colleagues, with higher increases being awarded to this group in order to support them with the cost-of-living crisis. Although Kingfisher is not an accredited Real Living Wage (RLW) employer, c.94% of our store colleagues are paid above the current RLW as a result of a combination of base pay and location allowances. Whilst focusing on base pay is important, our scale allows us to offer a more balanced reward offering which provides important reward elements beyond basic salary. These include guaranteed working hours, opportunities for overtime, a high-quality pension scheme, life assurance, wellbeing support and health and dental cash plans. In 2022 we established and continue to run a Colleague Support fund in the UK to support colleagues experiencing financial difficulties. In France and Poland, our two other largest markets, we pay above the statutory minimums for those countries. We believe strongly in listening to our colleagues and engage with them via the Kingfisher Colleague Forum twice a year, allowing the representatives to discuss a number of different topics, including pay transparency. We also regularly run engagement and proactively engage with our trade unions, key stakeholders, customers and shareholders to discuss our approach to colleague pay.	
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5.9	How is the company working to improve wage levels for non-employee direct operations workers? Include details on the methodology used to assess wage levels. Publicly available answer 250 words Intermediate Rule 1 1 point	Our distribution centres are managed by third parties. We require our key logistics vendors to adhere to our standards as well as relevant laws including labour, but we have limited influence on pay levels compared to our own employees. However, we remain aware and informed on the rates of pay that are negotiated and applied.	
5.B	Notes on Wage levels Publicly available answer 150 words Core Not scored	Wage level data for question 5.6 is based on workforce head count data with available weekly or monthly hours to calculate salary. Data in scope: B&Q Brico Depot France, Brico Depot Romania, Castorama France, Castorama Poland, Group Functions, Screwfix and Screwfix France.	

Stability

Employee turnover rates

Code	Question	Our Disclosure					Reference
6.1 (CI.19)	Provide the total, involuntary and voluntary employee turnover rates (as a percentage (%)) during the reporting period by gender. Publicly available answer Foundation Core Rule 9 4 points	See table below					
		Turnover category (Please note row headings can't be edited nor rows added)	Total turnover rate (%) of all direct operations	Turnover rate (%) for female workers	Turnover rate (%) for male workers	Turnover rate (%) for non-binary workers	
		Involuntary	4	3	5		
		Voluntary	27	24	29		

6.2	Provide the rate (as a percentage (%)) of employee turnover by contract type (if no employees on any one of the contract types, state “n/a”). Publicly available answer Intermediate Rule 4 2 points	See table below <table><tr><td>Contract type (Please note row headings can't be edited nor rows added)</td><td>Total turnover rate (%) (if no employees on any one of the contract types, state “n/a”)</td></tr><tr><td>Indefinite/permanent employees</td><td>2</td></tr><tr><td>Fixed-term/temporary contract employees</td><td>9</td></tr></table>	Contract type (Please note row headings can't be edited nor rows added)	Total turnover rate (%) (if no employees on any one of the contract types, state “n/a”)	Indefinite/permanent employees	2	Fixed-term/temporary contract employees	9	
Contract type (Please note row headings can't be edited nor rows added)	Total turnover rate (%) (if no employees on any one of the contract types, state “n/a”)								
Indefinite/permanent employees	2								
Fixed-term/temporary contract employees	9								
6.3 (CI.20)	Describe how the company's turnover rate has changed significantly since the last reporting period and explain any increase or decrease for any particular category of workers. If turnover has remained stable, state this. Publicly available answer 150 words Intermediate Core Rule 1 1 point	Our employee turnover rate in 2023/24 was 27.6% (2022/23: 35%) including voluntary and involuntary leavers. This is in line with relevant industry benchmarks in the countries where we operate.							

6.A	Notes on Employee turnover rates Publicly available answer 150 words Core Not scored	For question 6.1: Partial coverage: Figures exclude Castorama Poland as the banner does not categorise their leavers by Voluntary or Involuntary.	
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Workforce development and adaptation

Training and development

Code	Question	Our Disclosure	Reference
7.1	Describe the company's strategy for developing the skills and capabilities of employees. State the KPIs as applicable. Publicly available answer 250 words Foundation Rule 1 1 point	We believe in lifelong learning, helping our colleagues to keep developing their knowledge and skills throughout their careers. Last year, we further supported colleagues in developing their skills and fulfil their potential through more than 2.6 million hours of learning across the Group surpassing our skills for life target of five million learning hours by 2025. We have also continued to invest in talent, capability and deep functional expertise in key growth areas, including technology, e-commerce, our own exclusive brands (OEB), data and in growing our trade customer proposition. In our Technology function, we have strengthened our in-house capability in areas including software engineering, data, cloud computing and product. To help us attract and retain colleagues in increasingly competitive markets, we have further strengthened our banner employer brands, with Brico Dépôt Romania certified as a 'top employer' by the Top Employers' Institute, and Screwfix winning the 'Employer Brand - National' award at the RAD employer brand awards in the UK. We continue to support youth employment, social mobility and learning for life. For example, Screwfix has over 700 apprentices enrolled in its in-house designed and externally accredited Level 2, 3 and 4 apprenticeships, with 81% of apprentices promoted into Assistant Manager and Branch Manager roles. In the UK, B&Q and Screwfix are both recognised as Top 100 Apprenticeship Employers. We are launching a new target focused on colleague learning and progression: "By 2030, more than 20,000 colleagues will have completed an apprenticeship, traineeship or formal qualification".	

7.2	Provide the number and/or percentage (%) of employees that participated in regular performance and career development reviews by gender. Publicly available answer Intermediate Rule 8 3 points	See table below <table><tr><td>Performance review data</td><td>Female</td><td>Male</td><td>Non-binary</td></tr><tr><td>The number of performance reviews</td><td></td><td></td><td></td></tr><tr><td>Percentage (%) of performance reviews per employee</td><td></td><td></td><td></td></tr><tr><td>Percentage (%) of reviews that occurred as a proportion of the agreed number of reviews by management</td><td></td><td></td><td></td></tr></table>	Performance review data	Female	Male	Non-binary	The number of performance reviews				Percentage (%) of performance reviews per employee				Percentage (%) of reviews that occurred as a proportion of the agreed number of reviews by management			
Performance review data	Female	Male	Non-binary															
The number of performance reviews																		
Percentage (%) of performance reviews per employee																		
Percentage (%) of reviews that occurred as a proportion of the agreed number of reviews by management																		
7.3	Provide the average number of hours of training provided to employees (on an FTE basis) by gender. Publicly available answer Intermediate Rule 7 2 points	See table below <table><tr><td>Gender (Please note row headings cannot be edited nor rows added)</td><td>Average number of hours of training provided to employees (on an FTE basis)</td></tr><tr><td>Female</td><td></td></tr><tr><td>Male</td><td></td></tr><tr><td>Non-binary</td><td></td></tr></table>	Gender (Please note row headings cannot be edited nor rows added)	Average number of hours of training provided to employees (on an FTE basis)	Female		Male		Non-binary									
Gender (Please note row headings cannot be edited nor rows added)	Average number of hours of training provided to employees (on an FTE basis)																	
Female																		
Male																		
Non-binary																		

7.4	Provide the average number of hours of training provided to employees (on an FTE basis) by contract type (if no employees on any one of the contract types, state “n/a”). Publicly available answer Foundation Rule 7 2 points	See table below <table><tr><th>Contract type (Please note row headings can't be edited nor rows added)</th><th>Average number of FTE training hours (if no employees on any one of the contract types, state “n/a”)</th></tr><tr><td>Indefinite/permanent employees</td><td></td></tr><tr><td>Fixed-term/temporary contract employees</td><td></td></tr></table>	Contract type (Please note row headings can't be edited nor rows added)	Average number of FTE training hours (if no employees on any one of the contract types, state “n/a”)	Indefinite/permanent employees		Fixed-term/temporary contract employees		
Contract type (Please note row headings can't be edited nor rows added)	Average number of FTE training hours (if no employees on any one of the contract types, state “n/a”)								
Indefinite/permanent employees									
Fixed-term/temporary contract employees									
7.5	How does the company measure the impact of its training programmes on business productivity and worker satisfaction? Publicly available answer 250 words Foundation Rule 1 1 point	Measurement is different in the different operating banners. We measure the impact of learning in a number of ways. For specific learning initiatives, Project Implementation reviews are undertaken to assess the deliverables of the programme e.g. negotiation skills training. This can take a number of forms including, evaluation surveys, listening groups and online feedback. E-Learning modules include rating and feedback functionality. Overall colleague engagement in their growth in the organisation is measured in the annual employee engagement survey.							

7.A	Notes on Training and development Publicly available answer 150 words Not scored	More information around our work to support colleague training and development can be found on our Responsible Business Report 2023/24	
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The just transition

Code	Question	Our Disclosure	Reference
7.6	Describe the risks, impacts and opportunities that may affect the company's workforce as a result of the transition to a climate-neutral economy? Publicly available answer 250 words Intermediate Rule 1 1 point	We undertake detailed scenario analysis annually for our Task Force on Climate-Related Financial Disclosures (TCFD) reporting and have undertaken work to assess the financial impact of various climate-related risks and opportunities across our value chain. Our analysis currently focuses on the physical impacts of climate change (i.e. extreme weather events or long-term shifts in precipitation and temperatures), and the transition to a lower-carbon global economy (e.g. policy and legal actions, market responses, and reputational considerations). We are taking steps to review and assess the impacts on climate-related risks and opportunities that may affect our workforce. Building on the financial risk modelling for our scenario modelling we are starting to explore the implications of transition risk and opportunities. For example, increasing sales in sustainable home products (linked a higher demand to these goods in a transition to a climate-neutral economy) could open up more opportunities to for team members working on innovation led programmes for low carbon products, or training programmes to up-skill colleagues in this area. We also review climate-related physical risk such as the impacts of extreme weather (e.g. heat waves and flooding) as part of health and safety operating procedures across the business. These risks might impact workers operating in our stores, offices, logistics network and supply chains (either as their place of work or when travelling).	

7.7	Explain the action has the company taken, or intends to take, to ensure workers are protected against risks and can access opportunities resulting from the transition to a climate-neutral economy. Publicly available answer 250 words Intermediate Rule 1 1 point	We have a number of governance measures in place to manage and monitor climate-related risks and opportunities to our business and workforce. Our Group Climate Committee has oversight of Kingfisher's climate-related risks, opportunities, and commitments. The committee has oversight of the company's approach to developing and delivering its net zero roadmap and supporting targets. We have a commitment to reduce our emissions in line with climate science. We have near-term targets to reducing our scope 1, 2, and 3 emissions by 2025/26 and we are committed to achieve net zero within our own operations by 2040. These targets are supported by decarbonisation roadmaps and capital investment plans. Our Sustainable Home Products help support the delivery of national net zero targets. Product innovation is a key focus of our strategy. We are taking action to reduce the embodied carbon in our product ranges, in line with our scope 3 carbon target. We run training schemes to upskill colleagues in customer facing sustainability initiatives such as green star which was launched in 2023. To protect workers from climate-related physical risks, we run regular reviews of our health and safety operating procedures across the business. For example, risk assessments on manual handling considers extreme weather such as heatwaves. Workforce safety when travelling is also a consideration and we partner with an international health and security service partner to ensure we protect our workforce from the negative impacts of climate change (e.g. extreme heat or air pollution) in the countries they are travelling to.	
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7.8	Provide the number and/or percentage (%) of employees that have been reskilled, redeployed or had their employment ended as a result of the transition to a climate-neutral economy. Publicly available answer Comprehensive Rule 7 3 points	See table below <table><tr><th>Treatment of employees</th><th>Number of employees</th><th>Percentages (%) of employees</th></tr><tr><td>Employees that have been reskilled</td><td>1304</td><td></td></tr><tr><td>Employees that have been redeployed</td><td></td><td></td></tr><tr><td>Employees whose employment has ended</td><td></td><td></td></tr></table>	Treatment of employees	Number of employees	Percentages (%) of employees	Employees that have been reskilled	1304		Employees that have been redeployed			Employees whose employment has ended			
Treatment of employees	Number of employees	Percentages (%) of employees													
Employees that have been reskilled	1304														
Employees that have been redeployed															
Employees whose employment has ended															
7.B	Notes on The just transition Publicly available answer 150 words Not scored	We are unable to provide a complete response to question 7.8. However, the number of employees that have been reskilled is based on the number of colleagues that participated in our awareness session about Kingfisher’s Green Star product marker. The session focused on educating colleagues to understand the development of the product marker as well as how it can support customers to make informed environmental choices. Our Sustainable Home Products offer, and green star product marker are crucial to our overall decarbonisation efforts and presents an opportunity to address the shifting consumer behaviour towards favouring sustainable products. Our colleagues play an important role in realising this opportunity through their engagement with customer facing sustainability initiatives like the green star product marker.													

Technology, data and automation

Code	Question	Our Disclosure	Reference
7.9	Describe any workforce surveillance measures used to monitor workers, and how the company ensures this does not have a disproportionate impact on workers' right to privacy. If the company does not conduct any form of workforce surveillance, state this. Publicly available answer 250 words Intermediate Rule 1 1 point	We do not use intrusive workforce surveillance. We have in place general security measures to protect our organisations legitimate interest and comply with our legal obligations, such as using CCTV in stores, recording customer service centre interactions, and conducting investigations into actual or suspected breaches of law or our codes of conduct. Typically, any type of workforce surveillance should be subject to a Data Protection Impact Assessment (DPIA).	

7.10	Provide the number and/or percentage (%) of employees that have been reskilled, redeployed or had their employment ended as a result of automation. Publicly available answer Comprehensive Rule 7 3 points	See table below			
		Treatment of employees	Number of employees	Percentages (%) of employees	
		Employees that have been reskilled	174		
		Employees that have been redeployed			
		Employees whose employment has ended	3		

7.11	Describe how the company uses artificial intelligence in workforce management, including in recruitment, performance management and workplace decisions. Publicly available answer 250 words Comprehensive Rule 1 1 point	We are committed to ensure ethical and legal use of Generative artificial intelligence ('Gen AI') technology. In 2023, a Gen AI policy was created, with training rolled out to all colleagues in 2024. We've run internal sessions to educate our colleagues on the use of Gen AI tools in addition to the risks in using them. We also established a Gen AI Working group which consists of representatives from Group Functions and all Banners. They are responsible for: • Keeping up to date with external updates in relation to Gen AI including legislation. • Monitoring internal activity and new commercial cases of Gen AI applications. • Answering colleague queries on the use of Gen AI. • Updating the Group Exec on matters relating to Gen AI. Examples of AI application to support and improve processes: • We're using machine learning within Auto Insights in our various HR KPIs to identify factors that have influenced changes in our workforce composition. We are using Auto Insights to also generate automated PowerPoint documents that present our key KPIs. • Recruitment and admin: Screwfix uses iCIMS in recruitment and have made some minor changes to their HR recruitment system to save time and automate some processes. • HR Data and reporting: Screwfix utilises power apps to automate email chasers and pull data for Org Chart reporting in the admin team and have utilised Dashboards and Power BI to support reporting. We also use some automation in employee surveys to pull out key themes in large sets of data.	
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7.C	Notes on Technology, data and automation Publicly available answer 150 words Not scored	Our response to question 7.10 remains partial based on available data. For this year, the response to question 7.10 on employees reskilled is based on the following sessions focusing on educating our colleagues on the topic of AI and its application where we were able to collect information on colleague participation. •Screwfix AI Use-Case Ideation Session Google •Kingfisher Leadership Team Retail Academy Masterclass AI: AI Unleashed •Plc Board: Generative AI Teach-In •Responsible Business Network event on AI For this year, the response to question 7.10 on employees whose employment terminated as a result of automation is based only on data available from Screwfix. The termination is a result of outbound replenishment automation. Note AI has also helped create jobs (in the data & engineering teams) and where technology has replaced manual jobs we have typically retained the staff but redeployed them onto other accountabilities.	
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Health, safety and wellbeing

Occupational health and safety

Code	Question	Our Disclosure	Reference
8.1	Describe the company's strategy for identifying and managing health and safety risks and hazards in the workplace, including through audits, training and the provision of personal protective equipment. State the KPIs as applicable. Publicly available answer 250 words Foundation Rule 1 1 point	Good health and safety make business sense and each retail banner has a defined health and safety management system based on their risk profile. Senior leadership in each retail banner are supported by a dedicated health and safety team to assist them to discharge their health and safety responsibilities. This enables them to implement health and safety policies, risk management (wherever possible the risk is eliminated through a selection and design of facilities equipment and process, and opting for personal protective equipment, as the last resort) and communication campaigns (e.g. safe use of equipment, reducing slips and trips). Equally, training, support and guidance is provided to help managers resolve any day-to-day issues; annual audits and regular inspections are carried out, to check policies and procedures are adhered to and remain fit for purpose; and there is regular reporting to the senior leadership team on any incident trends and the action taken to eliminate or mitigate their impact. If there's an incident with high severity, such as a fatality or a particular incident that could have wider implications, this information is shared with all banners and the Group CEO.	

8.2	Does the company consult with workers, trade unions and/or worker representative bodies when developing and evaluating health and safety policies and practices? Publicly available answer Foundation Rule 3 1 point	Yes	
8.2a	If yes, provide more details (see guidance for what details to include). Publicly available answer 250 words Foundation Rule 1 1 point	All retail banners have a Health and Safety (H&S) Committee in place, in line with local legislation. Any proposed changes to our health and safety policies and procedures as well as the 'lessons learnt' from accident and incidents' are discussed and agreed via this route. Our H&S teams collaborate with departments such as: product, commercial, supply chain and merchandising, to integrate health and safety processes into our ways of operating. In addition, store managers discuss health and safety at each daily briefing with staff and hold a more formal quarterly store health and safety committee meeting, which feeds into their Banner Health and Safety Committee. In addition, we have our Kingfisher Colleague Forum (KCF) where elected colleague representatives from each market plus our global functions, come together to discuss a variety of topics with our senior leaders (e.g. occupational health and safety and well-being). Points raised at the KCF meetings are reviewed by the leadership in our markets and where relevant, by our Group Executive and Management Board. Progress made and action points are recorded and shared at the subsequent KCF meeting. The Kingfisher Health and Safety Network meets twice per year, bringing together our H&S professionals to discuss changes in legislation and best practice, the Group's health and safety performance, common themes/trends that require a collaborate approach to manage, ways of working with other departments, and to hear from external speakers.	

8.3	Provide the total number and/or rate of recordable incidents of work-related injuries or ill health (excluding fatalities), as well as the change in the number of incidents since the last reporting period, for employees for each of the company's significant operating locations. Publicly available answer Foundation Rule 8 4 points	See table below				
		Significant operating location	Number of incidents of ill health or work-related injuries (excluding fatalities)	Change in the number of incidents since the last reporting period	Rate (%)	How rate is calculated (e.g. based on either 200,000 or 1,000,000 hours worked) [not scored]
		B&Q	3429	-95	-3	Decrease -95 incidents YOY
		Brico Dépôt France	754	-143	-16	Decrease -143 incidents YOY
		Brico Dépôt Iberia	130	-52	-29	Decrease -52 incidents YOY
		Brico Dépôt Romania	17	-1	-6	Decrease -1 incident YOY
		Castorama France	710	-104	-13	Decrease -104 incidents YOY
		Castorama Poland	204	8	4	Increase +8 incidents YOY
		Screwfix	812	49	6	Increase +49 incidents YOY

		Screwfix France	4			This is the first-time data has been collected for this banner, so historic data is not available.	
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8.4	Provide the total number and/or rate of fatalities as a result of work-related injury, as well as the change in the number of fatalities since the last reporting period, for employees for each of the company's significant operating locations. Publicly available answer Foundation Rule 8 4 points	See table below					
		Significant operating location	Number of fatalities as a result of work-related injury	Change in the number of incidents since the last reporting period	Rate (%)	How rate is calculated (e.g. based on either 200,000 or 1,000,000 hours worked) [not scored]	
		B&Q	0	0	0	No YOY change	
		Brico Dépôt France	0	0	0	No YOY change	
		Brico Dépôt Iberia	0	0	0	No YOY change	
		Brico Dépôt Romania	0	0	0	No YOY change	
		Castorama France	0	0	0	No YOY change	
		Castorama Poland	0	0	0	No YOY change	
		Screwfix	0	0	0	No YOY change	

		Screwfix France	0			This is the first-time data has been reported for this banner so historic data is not available.	
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8.5	Provide the total number and/or rate of recordable incidents of work-related injuries or ill health (excluding fatalities), as well as the change in the number of incidents since the last reporting period, for non-employee direct operations workers for each of the company's significant operating locations. Publicly available answer Foundation Rule 8 4 points	See table below				
		Significant operating location	Number of incidents of ill health or work-related injuries for non-employee direct operations workers (excluding fatalities)	Change in the number of incidents since the last reporting period	Rate (%)	How rate is calculated (e.g. based on either 200,000 or 1,000,000 hours worked) [not scored]
		B&Q	190	-1890	-91	Decrease -1890 incidents YOY
		Brico Dépôt France	7			Last year's data was not available.
		Brico Dépôt Iberia	0	-20	-100	Decrease -20 incidents YOY
		Brico Dépôt Romania	1	0	0	There is no YOY change.
		Castorama France	15			Last year's data was not available.
		Castorama Poland	2	-4	-67	Decrease -4 incidents YOY.

		Screwfix	22	4	22	Increase 4 incidents YOY.	
		Screwfix France	0			This is the first-time data has been reported for this banner so historic data is not available.	

8.6	Provide the total number and/or rate of fatalities as a result of work-related injury, as well as the change in the number of incidents since the last reporting period, for non-employee direct operations workers for each of the company's significant operating locations. Publicly available answer Foundation Rule 8 4 points	See table below				
		Significant operating location	Number of fatalities as a result of work-related injury for non-employee direct operations workers	Change in the number of incidents since the last reporting period	Rate (%)	How rate is calculated (e.g. based on either 200,000 or 1,000,000 hours worked) [not scored]
		B&Q	0	0	0	There is no YOY change.
		Brico Dépôt France	0	0	0	There is no YOY change.
		Brico Dépôt Iberia	0	0	0	There is no YOY change.
		Brico Dépôt Romania	0	0	0	There is no YOY change.
		Castorama France	0	0	0	There is no YOY change.

		<table><tr><td>Castorama Poland</td><td>1</td><td>1</td><td>100</td><td>A sub-contractor was fatally injured due to an accident whilst working at one of our Castorama Poland stores. Further external investigations concluded that Castorama Poland was not responsible for the accident.</td></tr><tr><td>Screwfix</td><td>0</td><td>0</td><td>0</td><td>There is no YOY change.</td></tr><tr><td>Screwfix France</td><td>0</td><td></td><td></td><td>This is the first-time data on fatalities for non-employees has been collected, so historic data is not available.</td></tr></table>	Castorama Poland	1	1	100	A sub-contractor was fatally injured due to an accident whilst working at one of our Castorama Poland stores. Further external investigations concluded that Castorama Poland was not responsible for the accident.	Screwfix	0	0	0	There is no YOY change.	Screwfix France	0			This is the first-time data on fatalities for non-employees has been collected, so historic data is not available.	
Castorama Poland	1	1	100	A sub-contractor was fatally injured due to an accident whilst working at one of our Castorama Poland stores. Further external investigations concluded that Castorama Poland was not responsible for the accident.														
Screwfix	0	0	0	There is no YOY change.														
Screwfix France	0			This is the first-time data on fatalities for non-employees has been collected, so historic data is not available.														
8.7	Scope of disclosure (relates to Q8.5-8.6) Publicly available answer Not scored	• Contractors (e.g. independent, self-employed)																
8.A	Notes on Occupational health and safety Publicly available answer 150 words Not scored	Non-employee data is reported in French banners for the first time this year. Kingfisher is moving all banners into a centralised reporting system for the next financial year. For Q8.5: B&Q non-employee accident data has reduced year-on-year due to our subsequent revisions and checks of last year's data. For Q8.6: A sub-contractor was fatally injured due to an accident whilst working at one of our Castorama Poland stores. Further external investigations concluded that Castorama Poland was not responsible for the accident.																

Mental health risks and safeguarding

Code	Question	Our Disclosure	Reference
8.8	Does the company monitor and report on employee mental health and well-being, such as sick days due to mental health? Publicly available answer Foundation Not scored	No	
8.8b	If no, state why not and any plans to do so in the future. Publicly available answer 250 words Foundation Rule 2 1 point	No formal reporting of sick days due to mental health. Banners will monitor their own overall absence rates locally. In the UK we monitor usage of our EAP provider services through monthly reports and via our PMI (Private medical insurer) providers Quarterly reports. In our colleague engagement survey, we have a well-being related question which looks at feedback on whether ‘Kingfisher [or banner] really cares about my wellbeing.’ At the group level the scores are up YoY 43eNPS (up 6) or 8.2 Average Score. This puts us in the top 10% of global retail employers based on the Workday Peakon benchmark.	

8.9	Does the company integrate mental health safeguarding into job design and workplace conditions? Publicly available answer Comprehensive Not scored	Yes	
8.9a	If yes, provide more details (see guidance for what details to include). Publicly available answer 250 words Comprehensive Rule 2 1 point	We want our line managers to be champions for good mental health. We continue to roll out training to help them to identify colleagues experiencing mental health issues and to help them access the right support. We also offer a range of wellbeing webinars and initiatives across our markets to encourage colleagues to look after their own wellbeing. Our colleagues can access online wellness resources, as well as local Employee Assistance Provider across the UK, France, Romania, Iberia and Turkey. In Poland GBS Kraków, we provide private medical care (LuxMed) and wellbeing programme for our colleagues. We expanded on the success of B&Q head office's wellness warriors (similar to mental health first aiders) and trained and rolled out 14 wellness warriors across Group Functions UK offices. We continue to expand our affinity networks to provide a safe space to share experiences and ideas, and a forum for collaboration to create a more inclusive business. This year, we launched our neurodiversity affinity network in Group Functions and our black network in Screwfix. Our H&S risk assessment process includes the identification and assessment of the physical and psychological risk to employees, for the purpose of designing the work that they do. For example, the criteria for the use of rider operated lift trucks includes review of how an employee's physical and psychological fitness might pose a threat to their safety or others. We currently provide a partial response to this question. We have an ambition to extend these practices more broadly.	

8.10	Identify the company's operating locations, business lines and workforce demographics where physical and/or mental health and safety risks and injuries are reported to be higher, and any processes in place to address problem areas. Publicly available answer 250 words Foundation Rule 1 1 point	We have taken a risk management approach to design our H&S management system and focus areas. We are aware that our store colleagues are at risk of violence, which includes both physical assaults and verbal abuse from external parties. Such incidents can negatively impact our colleague's mental health, and we do not expect our colleagues to accept that abuse as 'part of the job'. We incorporate the necessary security measures into our store design, and in certain stores, trained security personnel are on duty, to closely monitoring for potential threats to our colleagues and customers. We have a programme of store audits against our mandatory minimum H&S standards, which will cover both the risk assessment and control measures, to manage and control violence to our colleagues. Product transportation has a significant impact on the welfare of our colleagues through risks from manual handling). We commit to only using high quality solutions to transport products from all of our suppliers, using the safest methods. We train our colleagues to the highest safety standards and continually assess their training needs. Stores are designed to ensure safety risks to colleagues and customers are minimised. We engage staff to work with us to protect our vulnerable colleagues, together creating a safe culture in our stores. Market data shows mental health issues can disproportionately affect minority groups. We have successfully introduced several affinity networks which provide a safe space to share experiences and ideas, and a forum for collaboration to create a more inclusive business.	
8.B	Notes on Mental health risks and safeguarding Publicly available answer 150 words Not scored	For questions 8.9 and 8.9a: We currently provide a partial response to this question. We have an ambition to extend these practices more broadly.	

Worker wellbeing

Code	Question	Our Disclosure	Reference
8.11	Does the company offer a health and/or well-being programme? Publicly available answer Intermediate Not scored	Yes	
8.11a	If yes, provide an example of how the company has improved workers' well-being and how the company can evidence this. Publicly available answer 150 words Intermediate Rule 2 1 point	We're investing in wellbeing programmes in each part of our business. Programmes vary by location and include promoting healthy lifestyle choices; Employee Assistance Programmes (EAP) with services including counselling, financial and legal advice or specialist support; occupational health services; and discounted rates on healthcare and medical benefits for colleagues and their families. Our UK colleagues can use our online portal with training and advice on wellness provided by the Retail Trust including access to counselling support for colleagues and their children. We have similar programmes in France, Romania, Iberia and Turkey. Our affinity networks continue to support our wellbeing programmes by providing a safe space to share experiences, helping to launch wellness initiatives e.g. wellness warriors. Due to ongoing inflationary pressures, we continued to focus pay reviews on our lowest paid colleagues and have locally specific financial support. We have continued for another year with our Colleague support Fund (UK).	

8.12 (CI.21)	What measures does the company have in place to ensure that workers who are unwell take sick leave, and other necessary leave, and are protected economically if they need to do so? Publicly available answer 500 words Foundation Core Rule 1 1 point	We're committed to fostering a positive approach to the health and wellbeing of our colleagues, whether they're temporary, permanent, part-time, or full-time. We have a range of provisions and processes that are aligned to the needs of our colleagues in each market in which we operate. All provisions and processes are underpinned by a holistic approach that encourages wellness above presenteeism. We provide support and training to line managers on how to look after their own and their team's wellbeing. Line and store managers are encouraged to develop trusted relationships with the colleagues they manage, so that those who need support feel comfortable in asking for it. Our provisions typically include company enhanced paid sickness, compassionate, bereavement leave. We also work closely with third-party Occupational Health advisors and Employee Assistance Programmes to ensure that our employees and people managers are educated and well-informed about physical and mental health matters.	
8.13 (CI.22)	Which workers are covered? Select all that apply from the drop-down list. Publicly available answer Foundation Core Rule 1 1 point	• Indefinite/Permanent employees • Fixed-term/temporary employees	

8.C	Notes on Worker wellbeing Publicly available answer 150 words Core Not scored	N/A	
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Work-life balance

Code	Question	Our Disclosure	Reference
8.14	Does the company enable workers to work flexibly? Publicly available answer Intermediate Not scored	Yes	
8.14a	If yes, describe the initiatives the company has in place to enable workers to work flexibly. Include details on which workers these initiatives apply to and levels of uptake. Publicly available answer 150 words Intermediate Rule 2 1 point	Hybrid working arrangements are available to our colleagues. Options depend on local legislation and working practises. Several banners have policies in place and accept requests for flexible working from colleagues which consider requests including part-time working, job sharing and different start and finish times. Our website states: “We can offer freedom with how you split your working week, so you can have the flexibility you need in your life.” and “We are open to flexible and agile working, both of hours and location”. Our Group Functions Flexible Working policy, states there is no limit to the number of times that a colleague can request flexible working, recognising that their circumstances may change. The changes a colleague may decide to request can either be short-term (minimum 3-months) or on a more permanent basis. This was implemented ahead of UK legislation changes and where possible we have gone above legislative requirements.	

8.D	Notes on Work-life balance Publicly available answer 150 words Not scored	N/A	
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Worker voice and representation

Freedom of association and collective bargaining

Code	Question	Our Disclosure	Reference
9.1	Describe the company's process for consulting with workers, their representative bodies and trade unions, as applicable, and other steps to secure workers' rights to freedom of association and collective bargaining. Publicly available answer 250 words Foundation Rule 1 1 point	We listen to our colleagues and measure their engagement across the Group, through both formal and informal mechanisms including our 17 colleague affinity networks, the Kingfisher Colleague Forum and our social partners across our markets. We have a number of colleague forums across the Group, which consist of groups of elected colleagues from all parts of the business to represent the views of our colleagues, providing invaluable feedback, advice and ideas to our leadership teams. At Group level, our Kingfisher Colleague Forum (KCF) meets every six months and includes representatives from all banners of the Group and is attended by plc Board and Group Executive members. Over 80% of our total workforce worldwide took part in our most recent colleague survey, and we use colleague feedback to help us keep improving. Examples include updates to our approach to hybrid working to provide more flexibility for office-based colleagues following feedback from our survey and focus groups. Each part of the business has an action plan to address any lower scoring areas from the survey and these are reviewed by our Group Executive and Board. The approach taken by our banners in respect to freedom of association and collective bargaining is tailored according to the local context. Some banner markets will have specific procedures and local laws that they must follow, while others have voluntary policies on these topics. Kingfisher respects and won't discriminate against colleagues based on their membership of a trade union.	

9.2 (Cl.23)	Provide the percentage (%) of employees covered by collective bargaining agreements for all locations in the direct operations Publicly available answer Foundation Core Rule 1 1 point	46	
9.3 (Cl.24)	Scope of disclosure (relates to Q9.2) Publicly available answer Core Not scored	All direct operations workforce	

9.4	Provide the percentage (%) of employees covered by collective bargaining agreements by each of the company's significant operating locations. Publicly available answer Intermediate Rule 6 2 points	See table below	
		Significant operating location	Percentage (%) of employees in each location covered by collective bargaining agreements
		B&Q	0
		Brico Dépôt France	100
		Brico Dépôt Iberia	89
		Brico Dépôt Romania	0
		Castorama France	100
		Castorama Poland	96
		Group Functions	16
		Screwfix	0

		Screwfix France	0	
9.5	How does the company secure the rights of non-employee direct operations workers to collective bargaining? Publicly available answer 250 words Foundation Rule 1 1 point	Our Human Rights Policy sets out our commitment to respect human rights, in line with international agreements and guidelines including: the United Nations Guiding Principles on Business and Human Rights; the International Bill of Human Rights (which includes the Universal Declaration of Human Rights); the UN Global Compact; the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work; the Children's Rights and Business Principles; and UN conventions on the elimination of discrimination. In addition, our Supply Chain Workplace Standards set out minimum standards on labour practices and environment that our suppliers must abide by. These reflect the requirements of the Ethical Trading Initiative (ETI) Base Code and International Labour Organisation (ILO) fundamental Conventions on worker rights. The Supply Chain Workplace Standards outline: • Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively. • The employer adopts an open attitude towards the activities of trade unions and their organisational activities. • Workers' representatives are not discriminated against and have access to carry out their representative functions in the workplace. • Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates, and does not hinder, the development of parallel means for independent and free association and collective bargaining.		

9.6	Has the company identified any risks or restrictions to employees' right to freedom of association or collective bargaining in any of its direct operations? Publicly available answer Intermediate Not scored	Yes	
9.6a	If yes, identify the main risks or restrictions and provide an example of action taken to address them, including through engagement with workers, trade unions and/or worker representative bodies, as applicable. Publicly available answer 250 words Intermediate Rule 2 1 point	We have previously carried out a detailed risk and gap assessment to ensure we understand where the identified salient risks are most likely to appear within our supply chain and business. We have identified 10 salient human rights issues across our business and supply chains, as defined by the UN Guiding Principles Reporting Framework. Among these salient human rights issues is freedom of association / collective bargaining. Kingfisher strives to be an inclusive employer, where every individual can fulfil their potential, be themselves and is given the opportunity to share their ideas. We have a number of colleague forums across the Group, which consist of groups of elected colleagues from all parts of the business to represent the views of our colleagues, providing invaluable feedback, advice and ideas to our leadership teams. At Group level, our Kingfisher Colleague Forum (KCF) meets every six months and includes representatives from all banners of the Group and is attended by plc Board and Group Executive members. The approach taken by our banners in respect to freedom of association and collective bargaining is tailored according to the local context. Some banner markets will have specific procedures and local laws that they must follow, while others have voluntary policies on these topics. Kingfisher respects and won't discriminate against colleagues based on their membership of a trade union.	

9.A	Notes on Freedom of association and collective bargaining Publicly available answer 150 words Core Not scored	N/A	
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Worker voice

Code	Question	Our Disclosure	Reference
9.7	Describe the mechanism(s) for enabling workers' participation in corporate decision making, such as worker representation on the Board, having a Non-Executive Director with responsibility for employee engagement, town hall meetings etc. Publicly available answer 250 words Foundation Rule 1 1 point	We engage with colleagues through a variety of internal channels and social communication tools, surveys, virtual town halls and Q&As. The KCF is a joint forum of management and employee representatives which meets twice a year. A Kingfisher Board member attends all KCF sessions and reports formally back to the Board. In 2023/24, over 67,200 colleagues responded to our colleague engagement survey. That represents 87% of our workforce and is up 4% on last year. Colleague feedback from the surveys is reviewed and discussed by our Group Executive and board so that action can be taken accordingly. Our managers have access to feedback from their teams and are encouraged to actively discuss and follow-up on ideas and suggestions. Colleague engagement is up again this year at 8.5/10, 0.8 above the retail median of 7.7, and our Employee Net Promoter Score (eNPS) of 57 is also significantly ahead of the global retail benchmark (+32 points above the median), placing us in the top 5% of retailers. We continue to assess our progress on colleague engagement against the key metrics of our culture through both formal and informal mechanisms, including regular colleague surveys, the KCF, works councils, active and constructive dialogue with our social partners, colleague networks, social channels and regular town hall meetings to foster discussion and openness via Q&A with senior leaders. Each part of the business has an action plan to address any lower scoring areas from the survey and these are reviewed by our Group Executive and Board.	

9.8	How does the company obtain worker feedback? Provide the percentage (%) of employees who participated in the company's most recent engagement survey or equivalent and the level of satisfaction indicated . Publicly available answer 250 words Foundation Rule 1 1 point	Over 67,200 colleagues responded to this year's engagement survey. That represents 87% of our workforce and is up 4% on last year. Colleagues shared 282,000 comments, which is evidence that they feel comfortable and confident sharing their feedback and ideas.	
9.9 (CI.25)	Provide one example of how workers have influenced decision making on an issue of substance in the reporting period. Publicly available answer 250 words Comprehensive Core Rule 1 1 point	We engage with colleagues informally and formally, including through our colleague survey. The main group focus was on strategy and helping colleagues connect to the part they play in delivering our strategy. Strategy direction and communication were set as priorities for many banners following the summer surveys and scores have largely been maintained since. Several banners have focused on improving strategic communication since the summer. Responding to colleague feedback for regular updates and discussion, Screwfix, Brico Depot France and Brico Depot Romania have prioritised quarterly strategy updates. Screwfix also launched 'Take 5' - a weekly video shared with all trade counters which has proven very popular, including prompting hundreds of positive comments in Peakon. All banners have now delivered their conferences clearly communicating our priorities for 2024. Maintaining the clarity around our priorities and providing updates on our progress throughout the year remains a key opportunity.	

9.B	Notes on Worker voice Publicly available answer 150 words Core Not scored	N/A	
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Grievance mechanisms

Code	Question	Our Disclosure	Reference
10.1	Provide details of the channel(s)/ mechanism(s) through which workers can raise complaints or concerns, including how these operate and how workers were consulted on the design of the mechanism(s). Publicly available answer 250 words Foundation Rule 1 1 point	Employees are encouraged to report and voice genuine and serious concerns about actual or alleged malpractice and wrongdoing. We treat these concerns confidentially. There are a number of ways colleagues can report a concern: • By speaking to their manager, to the HR team, or to the Legal and Compliance team. • Anybody can seek guidance or report a concern to the Kingfisher Head of Compliance, via codeofconduct@kingfisher.com. • Using Kingfisher's independent Speak Up line, via telephone or our web-based facility where colleagues can raise concerns. Details of this process are communicated at local level and are set out on visible posters in our workplaces. (Code of Conduct) SpeakUp is a service operated by the Group's external whistleblowing service provider, NAVEX Global. They provide a free, confidential, and secure facility for individuals to report concerns online, or to trained operators by telephone, or to leave a message via an automated messaging system in the caller's own language. Information regarding access to SpeakUp will be made available to all individuals at all Kingfisher locations. Whistleblowing Policy: https://kingfisher.com/files/pdf/code-of-conduct/whistleblowing%20policy.pdf In 2023, we received 592 reports via our SpeakUp hotline (2022: 528). We believe the increase in cases over the last two years reflects our efforts to raise awareness about the hotline. More than 50% of reports relate to people issues such as discrimination, bullying or harassment. Other categories include working conditions, health and safety, policy compliance, fraud, data protection and conflict of interest.	

10.2	Which workers can access the channel(s)/mechanism(s) identified in Q10.1? Select all that apply from the drop-down list. Publicly available answer Intermediate Rule 1 1 point	• Employees • Non-employee direct operations workers • Value chain workers • Other	
10.2a	For every group of workers covered, provide more details (see guidance for what details to include). Publicly available answer 250 words Intermediate Rule 1 1 point	The following applies to all workers selected in question 10.2: • The channel is accessible to workers including permanent, contractors, franchisee workers. • Workers can access the channels through Kingfisher's independent SpeakUp channel, via telephone or our web-based facility, where Colleagues and Third Parties can raise concerns (http://kingfisher.ethicspoint.com/). • There is a Landing Page where colleagues can make a report through our SpeakUp channel or telephone. The Compliance Team monitors the reports daily. • The SpeakUp channel is offered in 10 languages: English, Spanish, French, Polish, Portuguese, Romanian, Turkish, Vietnamese, Chinese and Chinese Simplified. • Information received through Kingfisher's whistleblowing channels will be treated confidentially. The identity of an individual raising a concern and the information provided will be shared on a "need-to-know" basis with those responsible for investigating or resolving the concern, and the identity of the person targeted by the concern shared only once the validity of the concern has been established. Any deliberate breach of confidentiality as part of the Kingfisher whistleblowing process could give rise to disciplinary sanctions. The only exception is if the information must be disclosed due to legal requirements. If legal authorities so require, Kingfisher may share the identity of both the whistleblower, and the person targeted by the concern without consent. Furthermore, no individual will be subject to retaliation for any report of suspected misconduct that is made in good faith, even if it later turns out to be mistaken or incorrect. • Navex is the service provider and helps us with the SpeakUp process.	

10.2b	For any group of workers not covered, state why not and any plans to give access in the future. Publicly available answer 250 words Intermediate Rule 1 1 point	The SpeakUp channel is available to all Kingfisher Colleagues and third-parties (including contractors, vendors, members of the public) and sets out the key processes for any individual to report perceived improper, unethical, illegal or inappropriate conduct of Kingfisher Colleagues and Third Parties in a confidential manner without fear of harassment, retaliation, intimidation, victimisation or reprisal.	
10.3	Does the company assess the effectiveness of its grievance mechanism(s) against the criteria in Principle 31 of the UN Guiding Principles on Business and Human Rights (that is, whether the mechanism(s) is legitimate, accessible, predictable, equitable, transparent, and compatible with human rights)? Publicly available answer Foundation Rule 3 1 point	Yes	

10.3a	If yes, provide more details (see guidance for what details to include). Publicly available answer 250 words Foundation Rule 1 1 point	We make it easy for anyone to report to us any concerns about human rights, including provision of a confidential whistleblowing service for colleagues and third parties; see our Whistleblowing Policy. We take swift action to address any concerns raised about human rights including: • Fully investigating any alleged breaches of human rights. • Promote access to remedy for any victims of human rights abuses connected to our operations. We require suppliers to maintain a means by which workers can openly communicate and share grievances with management, without fear of reprisal, intimidation or harassment. This requirement is included in our Code of Conduct, Supply Chain Workplace Standards and our ethical audits check that suppliers have grievance mechanisms in place. When the Compliance Team receives a non-sensitive report related to Modern Slavery or Human Rights, we will allocate this case to the Responsible Business team and the local banner that will conduct the investigation. If the case is sensitive, the Compliance Team will investigate the case. Once the investigation has been completed, the investigator will complete an investigation report. The report should provide a summary of the concern, steps taken to investigate, important witness accounts and a documented account of whether any or all the concerns raised were substantiated or not. The report should also contain details of any mitigating actions or remediation work that needs to be completed to prevent the same concerns from occurring again or indeed to ensure continuous process improvements are in place across the country company.	
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10.4 (CI.26)	Provide the number of grievances relating to human rights and/or workers' rights reported and resolved in the reporting period in the company's direct operations and in the company's value chain.	See table below		
	Publicly available answer			
	Intermediate			
	Core			
	Rule 4			
4 points				

10.5	Provide an example of how the company has provided or contributed to providing a remedy for a human rights/ workers' rights grievance raised in the reporting period, including by consulting with impacted workers and any lessons learned. Publicly available answer 250 words Intermediate Rule 1 1 point	We treat all matters very seriously and we have strong mechanisms in place to ensure that concerns are being properly managed. In the reporting period, action taken to resolve grievances included policy/process review, training, dismissal, and disciplinary action. As an example, an ethical audit at a UK factory producing high-risk products highlighted several issues including low-level verbal abuse between colleagues, poor management communication and favouritism. The audit also identified issues with health and safety involving the absence of fire alarms and machine safety. Following the audit, a call was logged on our whistleblowing hotline. After an initial meeting with the site to discuss the audit findings and allegations of employee bullying, a follow-up audit was arranged with a third-part audit company. This involved extensive interviews with randomly selected workers (both in groups and individually). Due to the nature of the whistleblowing complaint, the audit was shadowed by a member of the Kingfisher Ethical Compliance team. The interviews showed improvements in communications had been made. Management had introduced weekly team shift meetings and monthly meetings with supplier management which workers felt had helped relationships within the teams. A Dignity & Respect/Discrimination training session had taken place for both workers and management and a further follow-up action was agreed to clarify and communicate the bonus structure with employees. The health and safety issues were resolved by introducing more maintenance workers for their machinery and introducing weekly H&S meetings with shift managers.	
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10.6	What policies and procedures does the company have to protect workers from retaliation and reprisal for speaking up or lodging a grievance relating to their rights as workers and working conditions? Publicly available answer 250 words Foundation Rule 1 1 point	Our Code of Conduct and our Whistleblowing Policy are designed to foster an environment where people feel confident, they can 'speak up' and where they know that it is the right thing to do. Without that, suspected illegal or unethical conduct may go unchecked. For that reason, any suspected breach reported in good faith will be investigated in the most appropriate way, always respecting confidentiality and always ensuring that any form of retaliation or harassment for raising a concern is not tolerated. (Kingfisher Code of Conduct) Anybody can seek guidance or report a concern to the Kingfisher Head of Compliance via email. Colleagues and third parties can use Kingfisher's independent speak up line, via telephone or our web-based facility (https://kingfisher.ethicspoint.com/) where they can raise concerns. Concerns are always treated as confidential, and colleagues can choose to remain anonymous by contacting via telephone or internet. (Kingfisher Code of Conduct, page 10) The information provided by the discloser will be appropriately protected both by the Group and where applicable, the independent whistleblowing service provider, against unlawful destruction, alteration, access or disclosure. Should an individual believe that they are being subjected to detriment as a result of raising a concern, they should escalate this to the Group Head of Compliance, the Group Director of Audit and Risk, or the Chief People Office, either directly or through the SpeakUp service. (Whistleblowing Policy)	
10.A	Notes on Grievance mechanisms Publicly available answer 150 words Core Not scored	The data used to answer question 10.4 is from our SpeakUp channel only (Navex system). It does not capture data from reported directly to HR and raised locally. Grievances include reports under the following categories: Grievance/harassment/bullying/discrimination/health and safety/human rights/modern slavery/working conditions.	

Value chain transparency

Value chain structure and location

Code	Question	Our Disclosure	Reference
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11.1	Provide a description of the company's value chain and explain its role in the company's business model. Publicly available answer 250 words Foundation Rule 1 1 point	We work with over 14,500 supplier partners, who provide products and services to support our business operations and the wide range of goods and services which we sell to our customers. Our global supply chains are split into two main areas of focus: Goods & Services For Resale (GFR) and Goods & Services Not For Resale (GNFR). Under GFR: • Own Exclusive Brand (OEB) products: Our own branded products, many of which we design and develop ourselves. These are sourced by Group Offer and Sourcing (O&S) and are sold across our banners and by our franchise partners. • Non-OEB products: Products sourced from suppliers by our banner teams, which don't carry any of our Group brand. These may carry a national brand or be unbranded but do not fall into the International Brand category. • International Brand: Products that carry a widely recognised brand in our markets (e.g. 3M, Bosch). These generally operate across more than one market and operate their own compliance programmes. GNFR: • Goods and services we use to operate our business, such as IT services and equipment, cleaning and security services and logistics. We worked with over 11,800 GNFR suppliers in 2023. In addition to our two main areas of focus, we also have third-party products, services, and partnerships. These include marketplace products and services sourced by independent sellers and sold by third parties such as our franchise and joint venture partners or on our digital platforms.	
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11.2	Provide details on the company's efforts to map its value chain, including beyond the first tier. State the percentage of the company's upstream value chain mapped to date. Publicly available answer 250 words Foundation Rule 1 1 point	By contractual agreement, immediate vendors are requested to provide details of all finished goods factories supplying Kingfisher, including their own and contracted factories. Kingfisher's Ethical Sourcing Vendor Guidelines states that we require suppliers/sites to use collaborative platforms (either Sedex, or Amfori BSCI or EcoVadis) to share supply chain information with us, including details of ethical risks and audits. As a first step in our ethical sourcing programme for goods for resale, we aim for OEB and non-OEB suppliers to disclose all production sites supplying us with finished goods. Through our approach we prioritise OEB suppliers and in 2023/24, 92% of those suppliers are compliant to our policies. We also focused on supporting individual banners to increase the number of non-OEB vendors to declare their production sites. We ran regular working groups, and developed training and guidance to support banners in their approach. This is managed by our centralised ethical compliance teams in EMEA and the Far East. We have begun mapping our horticulture and hand tools supply chains beyond tier one, as these were identified as high risk through a human rights saliency assessment with consultancy Twenty50.	
11.3	Does the company publicly disclose the results of its value chain mapping? Publicly available answer Intermediate Rule 3 1 point	Yes	

11.3a	If yes, provide a link to or attach the relevant public document and state the total number of first tier suppliers. Publicly available answer 150 words Intermediate Rule 1 1 point	We buy goods for resale (the products we sell to our customers) from over 2,700 suppliers (OEB and non-OEB) across 58 countries. Our ethical audit programme scope and due diligence process is focused on directly sourced products, including OEB and banner sourced non-OEB products. It includes tier 1 suppliers, those with whom we have a hold the contract with, and tier 2 suppliers, who are the main production sites that manufacture the finished goods. We continue to work with our supplier partners to disclose their production site information, which is in alignment with our policies and our ongoing commitment to improving transparency. • 92% of OEB suppliers are compliant to our policy Vs 98% in 2022. • 67% of non-OEB suppliers are compliant to our policy Vs 57% in 2022. https://www.kingfisher.com/Modern-Slavery	
11.A	Notes on Value chain structure and location Publicly available answer 150 words Not scored	N/A	

Value chain numbers

Code	Question	Our Disclosure	Reference
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11.4 (CI.27)	Provide the number of first tier suppliers in each of the company's top ten sourcing locations (determined by percentage of overall procurement/spend). Publicly available answer Intermediate Core Rule 6 5 points	See table below																		
		<table><tr><th>Top ten sourcing locations by percentage of overall procurement/spend (Please note row headings can be edited and up to 20 rows can be used)</th><th>Number of first tier supplier organisations</th></tr><tr><td>China</td><td>298</td></tr><tr><td>France</td><td>222</td></tr><tr><td>United Kingdom</td><td>166</td></tr><tr><td>Poland</td><td>144</td></tr><tr><td>Spain</td><td>130</td></tr><tr><td>Italy</td><td>61</td></tr><tr><td>Germany</td><td>40</td></tr><tr><td>Romania</td><td>32</td></tr></table>	Top ten sourcing locations by percentage of overall procurement/spend (Please note row headings can be edited and up to 20 rows can be used)	Number of first tier supplier organisations	China	298	France	222	United Kingdom	166	Poland	144	Spain	130	Italy	61	Germany	40	Romania	32
		Top ten sourcing locations by percentage of overall procurement/spend (Please note row headings can be edited and up to 20 rows can be used)	Number of first tier supplier organisations																	
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		<table><tr><td>Vietnam</td><td>24</td></tr><tr><td>Belgium</td><td>23</td></tr></table>	Vietnam	24	Belgium	23	
Vietnam	24						
Belgium	23						
11.5	Provide the estimated number of workers in the first tier of the company's upstream value chain. Companies can indicate what percentage of their upstream value chain this covers in 11.6. Publicly available answer Comprehensive Rule 1 1 point	755257					
11.6	Scope of disclosure (relates to Q11.5) Publicly available answer Not scored	51%-75% of first tier					

11.7	Provide the average length of relationship the company has with its direct suppliers. Publicly available answer 50 words Intermediate Rule 1 1 point	We have updated our vendor database and systems. The average length of relationship with OEB suppliers based on the new database is 5.7 years. We are working with some suppliers for a longer time period. The response we can provide is purely based on data from our new system.	
11.8	Does the company collect data on the gender composition of its value chain workforce? Publicly available answer Comprehensive Rule 3 1 point	Yes	
11.8a	If yes, provide evidence. Publicly available answer 150 words Comprehensive Rule 1 1 point	Number of people within tier 2 based upon Sedex audit data only. Over 750,000 people working at our declared production sites: • 293,220 or 39% of workers are female. • 462,037 or 61% of workers are male. The above information is based on active production sites linked to Kingfisher on Sedex with vendors who had active PO's from 1st Jan to 31st December 2023.	

11.B	Notes on Value chain numbers Publicly available answer 150 words Core Not scored	For Question 11.4 - This is based on the data we have on the data we have regarding the number of suppliers registered on the Sedex platform. The total number of suppliers is likely to be higher. Figures are not determined by overall procurement/spend. For Question 11.5, 11.8 and 11.8a - Numbers are based on the number of people within tier 2 based upon Sedex audit data only.	
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High risk value chain areas

Code	Question	Our Disclosure	Reference
11.9	Provide details on any specific products, services and raw materials, wherever these feature in the value chain, identified to be of particular risk of forced labour, modern slavery and human trafficking. Publicly available answer 250 words Intermediate Rule 1 1 point	We have undertaken human rights saliency assessment, as well as assessing risks among materials suppliers. Kingfisher's risk assessment for GFR suppliers takes into account country risk and sector risk of the site producing finished goods. We currently assess country risk and sector risk using data from Maplecroft (External resource), Sedex, and Amfori BSCI and our industry experience. We also retain the right to audit any supplier if we consider they are high risk for other operational reasons. Product types identified as high risk for labour force include wood and paper, natural stone, cotton, textiles, rubber, leather. (Further details are available in the Ethical Sourcing Vendor Guidelines). We use wood and paper in many of our products and that's why we're committed to continuing our journey to become Forest Positive, focusing on responsible sourcing of all wood and paper, ensuring no deforestation across our supply chain, and protecting and restoring forests across the globe. In 2023, 96.6% of the wood and paper used in our products met our responsible purchasing criteria. We recognise the risk of modern slavery through the use of labour providers and other recruitment channels, so we are employing external guidance such as the Responsible Recruitment Toolkit and Elevate for recruitment fees. We have begun mapping our horticulture and hand tools supply chains beyond tier one, as these were identified as high risk through a human rights saliency assessment with consultancy Twenty50.	

11.C	Notes on High risk value chain areas Publicly available answer 150 words Not scored	N/A	
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Responsible sourcing

Sourcing strategy

Code	Question	Our Disclosure	Reference
12.1	What measures are in place to incentivise those responsible for the company's day-to-day sourcing decisions to effectively ensure the company meets responsible sourcing and workers' rights commitments (beyond adherence to the company's Employee/Business Code of Conduct/Ethics Code etc)? Publicly available answer 250 words Intermediate Rule 1 1 point	Our Human Rights Policy outlines clear commitments to responsible/ethical sourcing including monitoring of supplier performance to manage risk. Our most senior managers (including the Group Executive) take the lead on integrating responsible business into our commercial strategy and day-to-day operations. We also provide training to help suppliers and colleagues develop their approach manage human rights and modern slavery risks including responsible sourcing. Responsible Business measures form part of the performance conditions of our long-term incentive plan. In 2022, one of these measures include % of wood and paper products responsibly sourced, incentivising our commitment for 100% of our wood and paper products to be responsibly sourced. In 2023, the wood and paper measure has been updated to the sales of Sustainable Home Products (SHP). The rationale for the change is that Kingfisher is aiming to achieve its Forest Positive objective of responsibly sourcing 100% of its wood and paper products by 2025/26 and remains on track to do so. The following SHP attributes contribute to responsible sourcing: • Made from alternative materials • Made from recycled materials • Made from responsibly sourced materials • Made using lower carbon manufacturing We also have targets in place on responsible sourcing which we track annually. In 2023, 96.6% of wood and paper products were responsibly sourced which exceeds our interim 2023 target of 94%.	

12.2	Does the company assess supplier performance against its own human rights commitments, as applicable, as part of the process for selecting new suppliers? Publicly available answer Foundation Rule 3 1 point	Yes	
12.2a	If yes, what percentage of new suppliers (in the last reporting period) were assessed in this way and how is performance on workers' rights weighted or balanced against other selection criteria? Publicly available answer 250 words Foundation Rule 1 1 point	For all our new suppliers, we embed the requirements of our policies, Code of Conduct and Supply Chain Workplace Standards into our procurement processes. This includes: • Potential new suppliers are informed during the tender process of our Code of Conduct, policies and ethical audit requirements, so they can take these into account when deciding to quote to provide products or services. • Supplier contracts include clauses on compliance with our Code of Conduct and related policies. • Our Vendor Manual for all GFR suppliers summarises the key elements of our policies and ethical audit requirements. • Our Factory Handbook (available in English and Chinese) provides guidance to support the implementation of our Supply Chain Workplace Standards at the factory level. It shows how the standards should be applied, reflecting local circumstances and regulatory requirements and summarises key aspects of labour law in China. We will be updating the handbooks to provide more detailed guidance in key areas. The updated versions for India, Malaysia, Taiwan, and Vietnam will be available in 2024. • Training for our colleagues and suppliers. • Suppliers accounting for 75% of GNFR spend have been assessed. This relates to suppliers with an annual spend over £75,000. This excludes spend on real estate rates, taxes, leases, and rentals.	

12.3	Does the company require suppliers to respect a minimum set of labour standards of workers' rights in a supplier code of conduct, or similar? Publicly available answer Foundation Rule 3 1 point	Yes	
12.3a	If yes, provide a link to or attach the relevant public document or describe the terms included in contractual arrangements. Publicly available answer 150 words Foundation Rule 1 1 point	Supplier contracts require compliance with the Supply Chain Workplace Standards and ethical risk assessment and audit requirements. Our Supply Chain Workplace Standards set out minimum standards on labour practices and environmental practices that suppliers must abide by and which we check through our ethical audits. The standards prohibit slavery and child labour and sets expectations in areas such as health and safety, working hours and wages, and freedom of association. They reflect the requirements of the Ethical Trading Initiative (ETI) Base Code and International Labour Organization (ILO) fundamental Conventions on worker rights and aligns with the audit standards set by Sedex and Amfori BSCI. https://www.kingfisher.com/content/dam/kingfisher/Corporate/Documents/responsible-business-policies/supply-chain-workplace-standards-eng.pdf	
12.A	Notes on Sourcing strategy Publicly available answer 150 words Not scored	N/A	

Monitoring suppliers

Code	Question	Our Disclosure	Reference
12.4	Describe the process for monitoring or auditing supplier performance against the document disclosed at 12.3, including beyond the first tier of the upstream value chain, the standards used for the monitoring process, and whether the results are made public. State the percentage of suppliers independently audited. Publicly available answer 250 words Intermediate Rule 1 1 point	We take a risk-based approach to our ethical audit programme. This includes prioritising high-risk sites supplying OEB and non-OEB finished goods across our OEB and non-OEB supply chains to undergo an ethical audit. In 2023, 83% of high-risk production sites have completed an audit in the past two calendar years. Ethical audits must meet the requirements set out in our Human Rights Policy. We accept 4-Pillar Sedex Members Ethical Trade Audits and Amfori BSCI audits or those that meet equivalent standards. Further details of our audit requirements are in our Ethical Sourcing Vendor Guidelines. Ethical audits review factory performance and identify any instances of non-conformance with our standards relating to labour practices and human rights, health and safety, business ethics and environmental performance. As part of the audit process, the auditor will identify any non-conformances and set out corrective actions required to address these. It should be noted that the auditor also provides a recommended timescale for closing out non-conformances and this is stated in the Corrective Action Plan of the audit report. Sites should implement any corrective actions within the timeframe recommended by the auditor and to report progress to their auditor. We will work with the supplier and factory sites to address and close the audit non-conformances, prioritising the most critical issues. Once complete, the factory should verify their corrective actions and improvements with the auditor via desktop review and/or a follow-up audit. New GNFR suppliers with annual spend over £75,000 are required to complete an EcoVadis assessment.	

12.5 (CI.28)	How does the company assess whether its sourcing and/or purchasing practices allow a supplier to meet its workers' rights commitments e.g. by requesting feedback on the business relationship from suppliers etc? Publicly available answer 250 words Intermediate Core Rule 1 1 point	When risk assessing sites through self-assessment questionnaire and audit review we will have joint meetings between the supplier, sourcing team and ethical compliance to discuss key issues such as extreme working hours. This allows the sourcing team to understand how their practices may impact the supplier and agree a way forward.	
12.6	Do the company's responsible sourcing policies and practices apply to third party labour providers (labour agencies, logistics, cleaning, security, etc.)? Publicly available answer Foundation Rule 3 1 point	Yes	

12.6a	If yes, provide more details (see guidance for what details to include). Publicly available answer 150 words Foundation Rule 1 1 point	Our policy framework sets out clear standards in relation to human rights and modern slavery for our business, and our suppliers and partners. We aim to review our policies each year and update them where necessary. All policies have been approved by members of our Group Executive and apply to all suppliers (GFR and GNFR). Goods not for resale are goods and services we use to operate our business, such as IT equipment, cleaning and security services and logistics. To monitor ongoing risks, we use: • EcoVadis Sustainability Assessment Platform, which allows us to collect data on our GNFR suppliers, sustainability and ethical processes. • Vendor Engagement Assessment (VEA), used to conduct due diligence checks on new suppliers (with whom we have an estimated spend over £5,000 or equivalent in local currency) and existing suppliers where there have been significant changes in the terms and conditions of their engagement.	
12.7	How does the company measure whether it is effectively incentivising supplier progress on workers rights and working conditions? State the performance incentives and KPIs used, and progress against these. Publicly available answer 150 words Intermediate Rule 1 1 point	To monitor progress against our policy, we require GFR high-risk production sites to have an ethical audit. During 2023, 2,154 production sites were identified as 'high-risk'. As part of the audit process, the auditor will identify any non-conformances and set out corrective actions required to address these. Sites are required to implement any corrective actions within the timeframe recommended by the auditor and to report progress to their auditor. If a supplier engages with us to close out non-conformances in line with our audit grading matrix, they will move to a 2-year audit cycle. In 2023, 83% of high-risk production sites have completed an audit in the past two calendar years. We request GNFR suppliers with an annual spend greater than £75,000 complete a regular EcoVadis Sustainability Assessment. An EcoVadis assessment includes a labour and human rights module. Suppliers accounting for 75% of GNFR spend have been assessed via EcoVadis.	

12.B	Notes on Monitoring suppliers Publicly available answer 150 words Core Not scored	On question 12.7, the % GNFR spend figure assessed via EcoVadis excludes spend on real estate rates, taxes, leases and rentals, and only includes suppliers with annual spend greater than £75,000.	
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Value chain working conditions

Improving working conditions in the value chain

Code	Question	Our Disclosure	Reference
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13.1	What action has the company taken to build the capacity of other entities in its value chain to mitigate and manage risks to workers' rights, including in their own value chain (e.g. through training)? Publicly available answer 250 words Comprehensive Rule 1 1 point	We have an ongoing supplier engagement programme and provide training to help suppliers develop their approach to managing and mitigating human rights and modern slavery risks. Training plays an important role in helping suppliers to build their knowledge and understanding of human rights issues and how to address them. We sponsor the Responsible Recruitment Toolkit developed by Stronger2gether (an industry collaboration) to provide free training and support to suppliers and labour providers. The toolkit provides good practice guidance based on global standards and includes a self-assessment process to help suppliers monitor and improve progress on responsible recruitment among their labour providers. Examples include: • We partnered with twentyfifty, a consultancy that specialises in embedding human rights into business strategies and operations for a project to assess working hours and overtime. The aim of the project was to have an effective way of grading overtime hours so we can start to support suppliers where they have extreme overtime issues, which goes above and beyond a standard ethical audit. • We worked with due diligence partner Elevate Ltd, to create a programme aimed at resolving recruitment fee issues and eradicating debt bondage, or bonded labour, from our supply chains. • We created a supplier digital hub and ethical onboarding film to showcase the broad benefits of being an ethical business. The film and factsheets explain Kingfisher's ethical requirements, including our audit grading matrix, what a non-compliance is, how to resolve it, timeframes, and the collaborative support available to our suppliers and sites.	
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13.2	How is the company working to ensure that value chain workers can exercise their rights to freedom of association, including the right to unionise, and collective bargaining? Publicly available answer 250 words Intermediate Rule 1 1 point	Freedom of Association is part of our Supply Chain Workplace Standards. These set out minimum standards on labour practices and environmental practices that suppliers must abide by and which we check through our ethical audits. The standards state that: • Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively. • The employer adopts an open attitude towards the activities of trade unions and their organisational activities. • Workers' representatives are not discriminated against and have access to carry out their representative functions in the workplace. • Where the right to freedom of association and collective bargaining is restricted under local law, the employer facilitates and does not hinder, the development of parallel means for independent and free association and collective bargaining.	
13.3 (CI.29)	How does the company assess whether it is improving conditions for workers in the value chain? Describe any steps or initiatives the company is taking to improve the working conditions of value chain workers and provide evidence demonstrating the effectiveness of these measures. Publicly available answer 250 words Intermediate Core Rule 1 1 point	We publicly report on the number of non-compliances identified in our ethical audits in the past calendar year and closed in this calendar year. We also report on the number of instances of non-conformances raised in ethical audits under the heading 'employment is freely chosen' year on year, this has led our Far East Team to develop third party training on recruitment fees for our suppliers and factories. When a business-critical issue is identified, we require suppliers to act swiftly to ensure the welfare of workers. Our Responsible Sourcing team will escalate and notify the correct people, and work with the supplier and factory to address the issues identified through a remediation action plan. We agree a timescale for implementation and require third-party confirmation that the issues identified have been resolved. We use a tracker to monitor suppliers identified as having business critical non-conformances. We continue to work with and monitor sites post-incident	

13.A	Notes on Improving working conditions in the supply chain Publicly available answer 150 words Core Not scored	N/A	
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Workers' rights in the value chain

Code	Question	Our Disclosure	Reference
13.4	Has the company identified any instances of forced labour, modern slavery, human trafficking or child labour in its value chain in this reporting period? Publicly available answer Intermediate Not scored	Yes	
13.4a	If yes, provide more details (see guidance for what details to include). Publicly available answer 250 words Intermediate Rule 2 1 point	Salient Human Rights Issue: Modern Slavery – Bonded labour An ethical audit in Taiwan found bonded labour in one of its factories. This is when individuals are pledged to work either for a money lender or a landlord to repay a debt or loan. In this case a number of foreign migrant workers were made to pay recruitment fees in their home country and pay ongoing fees when they arrived in Taiwan which included monthly service fees, health exam fees, and work permit fees every three years. This dated back to 2019. This dated back to 2019. The B&Q Ethical Sourcing team worked with Amfori in collaboration with other retailers to support the supplier to set up a reimbursement plan to pay affected workers back in instalments and implement new restrictions on foreign workers' recruitment-related fees. By October 2023, all the fees were reimbursed, and the case was closed. More information will be available on our Modern Slavery Statement 2023/24 to be published in July 2024.	

13.5	Is prison labour used in the company's value chain? Publicly available answer Intermediate Not scored	No	
13.5b	If No, explain how the company is confident prison labour isn't used in the value chain. Publicly available answer 150 words Intermediate Rule 2 1 point	Our Supply Chain Workplace Standards stipulate 'there is no forced, bonded or involuntary labour, including involuntary prison labour'. Access Kingfisher's Supply Chain Workplace Standards.	
13.B	Notes on Workers' rights in the supply chain Publicly available answer 150 words Not scored	N/A	

Additional information

Code	Question	Our Disclosure	Reference
14.1	Notes on the survey Publicly available answer 250 words Core Not scored	N/A	

Feedback

Code	Question	Our Disclosure	Reference
15.1a	How easy was the process of completing the WDI survey on the online platform? A scale of 1 (very difficult) to 5 (very easy). Publicly available answer Core Not scored	3	
15.1b	Please expand on your response Publicly available answer 250 words Core Not scored	No further information to add.	
15.2a	How useful was the process of completing the WDI survey for your business? A scale of 1 (not useful at all) to 5 (very useful) Publicly available answer Core Not scored	3	

15.2b	Please expand on your response Publicly available answer 250 words Core Not scored	No further information to add.	
15.3	Are there any suggestions or comments you would like to make about the WDI? Publicly available answer 250 words Core Not scored	No further information to add.	