

Equality, Diversity and Inclusion Policy

1. Introduction

Persimmon is committed to encouraging equality, diversity and inclusion among our workforce and eliminating unlawful discrimination. In providing goods and services, we are also committed against the unlawful discrimination of our customers or the public.

Equality, Diversity and Inclusion recognises that we are all different and involves building an environment where people are respected as individuals and where their diverse range of views, perceptions, qualities, experiences and contributions are valued. Diversity is about the culture and environment of work and whilst equality and diversity are different concepts, equality is an essential ingredient in achieving diversity.

We all have a duty to embrace and support this vision and must challenge behaviour and attitudes that prevent us from achieving this.

2. Aim

Our aim is to be an Employer of Choice and for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.

The purpose of this Equality, Diversity and Inclusion Policy (the "Policy"), is to provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time; to not unlawfully discriminate because of a protected characteristic (race, religion or belief, disability, sex, gender re-assignment, age, sexual orientation, pregnancy and maternity, marital or civil partnership status) and to oppose and avoid all forms of unlawful discrimination.

We will create and implement an Equality, Diversity and Inclusion plan to achieve this aim.

3. Scope

The principle of non-discrimination and equality of opportunity applies equally to the treatment of employees, workers, contractors, visitors, customers, partners and suppliers by members of our workforce and in some circumstances, ex-employees.

This Policy covers all Group employees, contractors and agency personnel. All managers must set an appropriate standard of behaviour; lead by example and ensure that those they manage adhere to the policy and promote our aims and objectives with regard to equality, diversity and inclusion.

Managers will receive appropriate training on equality and diversity awareness including recruitment and selection best practice.

4. Discrimination

You must not unlawfully discriminate against or harass other people, including current and former employees, job applicants, clients, customers, suppliers and visitors. This applies in the workplace, outside the workplace (when dealing with customers, suppliers or other work-related contacts or when wearing a Company uniform), and on work-related trips or events including social events.

The following forms of discrimination are prohibited under the Policy and are unlawful:

Direct discrimination: treating someone less favourably because of a protected characteristic. For example, rejecting a job applicant because of their religious views or because of their sexual orientation.

Indirect discrimination: a provision, criterion or practice that applies to everyone but adversely affects people with a particular protected characteristic more than others, and is not justified. For example, requiring a job to be full-time rather than part-time would adversely affect women because they generally

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have greater childcare commitments than men do. Such a requirement would be discriminatory unless it can be justified.

Harassment: this includes sexual harassment and other unwanted conduct related to a protected characteristic, which has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for him or her. Harassment is dealt with further in our Anti-harassment and Bullying Policy.

Victimisation: retaliation against someone who has complained or has supported someone else's complaint about discrimination or harassment.

Disability discrimination: this includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability

5. Conditions of service

Our conditions of service, benefits and facilities, are reviewed regularly to ensure that they are available to all who should have access to them and that there are no unlawful obstacles to accessing them.

This includes pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for promotion, training or other developmental opportunities

6. Recruitment and Selection

Recruitment, promotion, and other selection exercises will be conducted based on merit, against objective criteria that avoid discrimination. Our recruitment procedures will be reviewed regularly to ensure that individuals are treated based on their relevant merits and abilities.

Vacancies should be advertised to a diverse section of the labour market where possible. Advertisements should avoid stereotyping or using wording that may discourage particular groups from applying.

Job applicants must not be asked questions that might suggest an intention to discriminate on grounds of a protected characteristic.

They should not be asked about their health or disability before a job offer is made, however there are limited exceptions for certain roles, which should only be used with the approval of the Human Resources Department. Where necessary, job offers can be made conditional on a satisfactory medical check.

We are required by law to ensure that all employees are entitled to work in the UK. Assumptions about immigration status should not be made based on appearance or apparent nationality. All prospective employees, regardless of nationality, must be able to produce original documents (such as a passport) before employment starts, to satisfy current immigration legislation. The list of acceptable documents is available from the Group Human Resources or Group Internal Audit Departments.

7. Training and promotion

Training needs will be identified through discussions with your line manager, performance reviews or appraisals. You will be given appropriate access to training to enable you to progress within the organisation and all promotion decisions will be made on the basis of merit.

Workforce composition and promotions will be regularly monitored to ensure equality of opportunity at all levels of the organisation. Where appropriate, steps will be taken to identify and remove unjustified barriers and to meet the special needs of disadvantaged or underrepresented groups.

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8. Disabilities

If you are disabled or become disabled, we encourage you to tell us about your condition so that we can support you as appropriate.

If you experience difficulties at work because of your disability, you may wish to contact your line manager or the Group Human Resources Department to discuss any reasonable adjustments that would help overcome or minimise the difficulty. Your line manager or the Group Human Resources Department may wish to consult with you and your medical adviser about possible adjustments. We will consider the matter carefully and try to accommodate your needs within reason. If we consider a particular adjustment would not be reasonable we will explain our reasons and try to find an alternative solution where possible.

We will monitor the physical features of our places of work to consider whether they might place anyone with a disability at a substantial disadvantage. Where necessary, we will take reasonable steps to improve access.

9. Raising a concern

If you believe that you have suffered discrimination you can raise the matter through our Grievance Procedure or through our Anti-harassment and Bullying Policy as appropriate. Complaints will be treated in confidence and investigated as appropriate.

There will be no victimisation or retaliation against staff who complain about discrimination. However, making a false allegation deliberately and in bad faith will be treated as misconduct and dealt with under our Disciplinary Procedure.

10. Non-compliance

We take a strict approach to breaches of this Policy, which will be dealt with in accordance with our Disciplinary Procedure. Serious cases of deliberate discrimination may amount to gross misconduct resulting in dismissal.