

Anti-Bribery Policy

Persimmon plc is one of the UK's leading housebuilders with regional offices throughout the country. All employees and third parties working for Persimmon are required to comply with our Anti-Bribery Policy, which is an extension to our Code of Ethics.

Introduction

Persimmon values its reputation for ethical behaviour, financial probity and reliability. The Group aims to limit its exposure to bribery by:

- Communicating a clear anti-bribery policy;
- Ensuring employee awareness so that they can recognise and avoid any involvement in bribery;
- Encouraging its employees to report any suspicion of bribery, providing them with channels of communication and ensuring reports are treated appropriately;
- Taking appropriate action against any individual and parties involved in bribery.

The Policy

The Group prohibits the offering, giving, solicitation or acceptance of any bribe (whether cash or other inducement) to or from any person or company by any individual employee, agent or other person or body acting on behalf of the Group to gain any personal advantage (financial or otherwise) for the individual or anyone connected with the individual, or to gain any commercial, contractual or regulatory advantage for the Group in a way which is deemed unfair or unethical.

Exceptions

Our policy does not prohibit:

- normal and appropriate hospitality;
- the giving and receiving of gifts of a reasonable value

providing they are proportionate and agreed with an employee's line manager.

Whistleblowing/Employee Responsibility

The prevention, detection and reporting of bribery is the responsibility of all employees throughout the Group. Employees can report confidentially any suspicion of bribery via the Group's whistleblowing provision (phone 0800 0147 060, email pers002@btconnect.com).

Contacts

If anyone is in doubt as to whether a potential act constitutes bribery, the matter should be referred in the first instance to their line manager. If an employee is uncomfortable with this reporting route please contact the Company Secretary, Group HR Director or the Group Risk Manager. All are available at the plc office in York – 01904 642199.

Jeff Fairburn
Group Chief Executive
22 February 2017