

## Human Rights Policy

As one of the UK's leading housebuilders, we acknowledge that we have a responsibility to treat our employees, customers, suppliers and business partners in a fair and respectful manner and to uphold all basic human rights.

We acknowledge that each individual and community has certain rights and this policy sets out the standards to which we will operate to ensure these rights are upheld throughout our business. We expect all our employees to abide by these standards and we encourage our suppliers, including our sub contractors, to follow them wherever possible.

We have identified the following as being our most significant potential human rights impact areas arising from our operations and supply chain:

- The human, labour and employment rights of our employees, subcontractors and those working within our supply chain.
- The health and safety of our employees, subcontractors and those working within our supply chain.
- The rights of communities where we undertake our developments.

We assess potential human rights risks within these significant impact areas. To prevent and mitigate these risks:

- We do not employ any person below the age of 16 in any of our business operations, including on our sites.
- We do not discriminate against any employee on any grounds (including age, sex, race, colour, nationality, ethnic origin, religion, disability, sexual orientation, gender, marital or civil partnership status, political beliefs, pregnancy or maternity, or trade union activity) and aim to ensure that our employees have access to training, development and promotion opportunities, given their ability to perform their job role in an effective manner.
- We provide each employee with at least the minimum wage or National Living Wage and provide our staff with all legally mandated benefits.
- We comply with relevant legislation and regulations relating to the working standards of our employees, including those on working hours.
- We have fair and transparent disciplinary and grievance procedures and we do not engage in nor do we tolerate any type of mental, physical, sexual or verbal abuse.
- We comply with all applicable environmental and health and safety regulations. We provide a healthy and safe working environment, and work diligently to manage and minimise the risks and hazards to our staff, subcontractors, customers and the public.
- We respect the rights of local people when creating new developments and aim to undertake our activities in a manner that is considerate and in keeping with the surrounding community. We will, where practicable, consult with local communities and



take into account their opinions and concerns when procuring land, planning and creating new developments.

This policy is implemented through our existing management processes and procedures, and forms part of our overall commitment to Corporate Responsibility. This policy, first introduced in 2006, is regularly reviewed, at least on an annual basis, and revised if necessary.

**Jeff Fairburn**  
**Group Chief Executive**  
**22 February 2017**