

## Supplier Principles

Persimmon plc is one of the UK's leading housebuilders, with regional offices throughout the UK.

### Environmental policy and compliance

We have considered the effect of our activities on the environment and have identified our most significant environmental impacts. We have developed an environmental policy to demonstrate our commitment to the environment.

We aim to comply with all relevant environmental legislation and regulations at all our sites. Further information can be found in our Environment Policy.

### Materials

We do not supply nor do we condone the sale and use of materials that have been obtained or manufactured from an illegal or unauthorised source. These materials include:

- timber and wooden products
- materials extracted from the ground, including aggregates

We aim to have agreements with our suppliers that ensure the timber supplied to us is from sources certified to one of three standards – The Forest Stewardship Council, the Programme for the Endorsement of Forest Certification Schemes, or the Sustainable Forest Initiative.

### Use of hazardous or toxic materials

We have identified all the hazardous or toxic materials that we produce or use during the manufacture of our products and have adequate procedures to ensure we comply with the Control of Substances Hazardous to Health Regulations 2002 (COSHH). We also have appropriate measures in place to prevent the accidental release of hazardous substances to the environment.

We ensure that any potentially hazardous or toxic material is disposed of by competent bodies via an authorised disposal route.

### Health and safety

We aim to comply with all relevant and applicable health and safety law and regulations and provide a safe and healthy environment for our employees, sub-contractors, customers and visitors to our premises and sites.

We regularly review our health and safety arrangements to ensure that all significant risks have been identified and minimised and that there are no immediate hazards to our staff, customers and visitors.

### Working hours, age and benefits

We comply with all relevant labour related legislation in the countries in which we operate, including those relating to working hours, employee wages and benefits.



We do not employ any person below the age of 16 or below the legal minimum age (where it is higher) in the countries in which we operate, with the exception of those engaged on a recognised apprenticeship scheme.

### **Discrimination**

We do not discriminate against any employee on any grounds, including sex, gender, sexual orientation, race, ethnic origin, religion, disability or age, within the laws and practices of countries in which we operate. We do not engage in nor do we tolerate harassment of any kind.

### **Business partnership**

We do not engage in business practices that may be considered unethical or corrupt, including any form of bribery. Please also see our Anti-Bribery Policy. We look to develop long term and mutually beneficial relationships with our customers and business partners built on respect and honesty.

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