



Anti-Bribery Policy

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

Introduction

The Group 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 bribery can be recognised and avoided;
- Encouraging its employees to report any suspicion of bribery, providing them with channels of communication and ensuring reports are treated appropriately; and
- 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; or
- the giving and receiving of gifts of a reasonable value,

providing they are proportionate, agreed with an employee's line manager and consistent with the terms of the Group's Employee Expenses Policy.

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 whistleblowing@persimmonhomes.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 they may contact the Company Secretary, Group HR Director or the Group Risk Manager. All are available at the Group's head office in York (phone 01904 642199).

Jeff Fairburn
Group Chief Executive
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