

## Sustainability Policy

Persimmon plc (the "Group") is one of the UK's leading housebuilders. We have operating businesses throughout England, Wales and Scotland building a range of homes to help meet the UK's housing need.

Our core business is focused on building good quality homes for our customers, at the right price, in surroundings and with facilities that enhance their quality of life. We acknowledge that to be a successful company requires us to consider our impacts on the environment, economy and society and specifically to ensure that we develop sustainable local communities.

The Board fully recognises the importance of sustainability issues. Ensuring that we operate in a responsible way, and that we build homes and communities that are both efficient and sustainable, is fundamental to the continued success of our business. Our stakeholders expect us to take sustainability issues into account and we demonstrate to them how we are meeting this expectation in our annual Sustainability Report.

This policy outlines five guiding principles that shape our approach to sustainability and how we undertake our activities in a responsible way. These principles are supported by detailed policies on specific issues. Our sustainability principles are:

### **To care for our customers:**

Choosing a home is one of the most important decisions that our customers will make, both emotionally and financially. We have a responsibility to help them make the right choice and provide the right level of service to make this as straightforward as possible. We will:

- Meet the standards set out in the *Persimmon Pledge*;
- Seek opportunities to continually improve customer care and satisfaction during and following the home buying process;
- Monitor and measure levels of customer satisfaction;
- Contribute to industry wide initiatives to improve customer satisfaction across the industry; and
- Work with leading stakeholders to ensure customers know about, understand and can access mortgage products best suited to them.

### **To promote skills within the housebuilding industry:**

We acknowledge that our success depends heavily on the skills and commitment of those we employ. We have a responsibility to promote and develop the skills of people within our business and those pursuing a career in the housebuilding industry. We aim to:

- Encourage employees to take up training initiatives to enhance their skills, particularly if they lead to a recognised qualification;
- Provide equal access to training to enable our employees to develop themselves and their career; and
- Create a culture that rewards employees commensurate with their contribution to the business, to motivate them and retain skills within the business.
- Support industry wide initiatives to address the shortage of skilled workers

### **To ensure a healthy and safe working environment:**

The health and safety of our employees and those that come into contact with our activities is of utmost importance. We have a responsibility to provide a safe environment for our

employees, subcontractors, customers and other people visiting our sites and premises. We will:

- Employ robust and practical health and safety policy practice and procedures throughout our operations;
- Monitor and review the implementation of our health and safety policy and procedures;
- Provide appropriate health and safety training for our employees;
- Ensure that the general public are kept safe from our activities.
- Always strive to minimise the risk of incidents occurring at our sites and offices; and
- Contribute to industry wide initiatives to promote health and safety awareness and standards.

### **To build sustainable homes and communities:**

The homes we build have a significant lifetime and during their occupation each home we build will have an impact on the environment around it. We have a responsibility to create sustainable homes and communities. We will always endeavour to:

- Create communities that allow people to live in a sustainable way, offering them individual flexibility in terms of their lifestyle choices, how they travel and how they use public spaces;
- Adhere to relevant legislation and building regulations on sustainability issues;
- Share ideas and best practice of sustainability innovation across the Group;
- Respect local heritage and build in a way that contributes and enhances the local surroundings;
- Minimise the environmental impact of our activities through adherence to robust environmental management practices;
- Minimise waste and promote recycling;
- Use resources and materials efficiently;
- Implement environmental improvement initiatives on our sites and in our offices;
- Monitor and measure our environmental performance;
- Promote environmental awareness amongst our employees;
- Continue to manage our carbon emissions effectively;
- Continue to investigate and invest in the use of off-site manufacturing; and
- Work with our supply chain to improve product sustainability and minimise waste.

### **To work with local communities:**

Our operating businesses are located in the heart of the communities in which we build. We have a responsibility to act in a way that is considerate and takes into account the views and opinions of local residents. We also recognise the opportunity to enhance their facilities and surroundings, and contribute to the local economy through employment and other opportunities. We will:

- Continue to engage with local communities;
- Treat local communities with respect and listen to their views and concerns;
- Build inclusive communities that enable good relationships between neighbours and with those living in the local area;
- Use resources, suppliers and materials from the local area where appropriate;
- Support community initiatives that are consistent with our approach to sustainability and our core operations;
- Be considerate in the way we operate our sites and build sympathetically to the local surroundings and environment;
- Create strong links with the communities in which we operate and build;



- Encourage local regeneration through the redevelopment of previously used brownfield land where possible; and
- Continue to provide high quality and accessible housing to people locally.

Chaired by a Non-Executive Director of the Board, the Corporate Responsibility Committee (the "CR Committee") is comprised of senior management and operational representatives from across the Group. The CR Committee meets three times a year to review performance, set objectives and targets and promote new initiatives. Further details are available in our annual Sustainability Report.

- Responsibility for monitoring and evaluating the implementation of this policy rests with the CR Committee.
- Responsibility for the implementation of this policy rests with the Group's operating businesses.
- Group Directors are responsible for coordinating activities across the Group's operating businesses and facilitating communication on sustainability issues, which includes the sharing of best practice.

We seek to achieve open and honest relationships with our employees and other key stakeholder groups and will provide appropriate information about our management and performance on a regular basis. We will engage with our stakeholders on an ongoing basis and take into account emerging issues on sustainability.

**David Jenkinson**  
**Group Chief Executive**  
**February 2019**