

## Supplier Principles

Persimmon plc is one of the UK's leading housebuilders, with regional offices and developments throughout the UK. All of our suppliers are required to sign up to the following Principles.

### 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 insist that our Supply Chain Partners 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

All timber and timber products that we purchase via Group agreements are from suppliers with FSC/PEFC chain of custody certification.

### Use of hazardous or toxic materials

All our Suppliers will ensure that they have identified all the hazardous or toxic materials that are produced or used during the manufacture of their products and have adequate procedures to ensure they comply with the Control of Substances Hazardous to Health Regulations 2002 (COSHH). They will also have appropriate measures in place to prevent the accidental release of hazardous substances to the environment.

Our supply chain will also 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.

Our Supply Chain Partners are expected to uphold the same health and safety principles that are outlined above and should also undertake regular reviews to ensure compliance.



**PERSIMMON**  
Together, we make a home



### **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.

Our Supply Chain Partners are expected to uphold the same principles regarding working hours, age and benefits and should also undertake regular reviews to ensure compliance.

### **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.

Our Supply Chain Partners are expected to uphold the same principles regarding discrimination and should also undertake regular reviews to ensure compliance.

### **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. Nor do we engage with any suppliers of materials or services that may be considered to be in breach of the Modern Slavery Act 2015. We require all of our business partners to confirm, on a regular basis, that they have carried out all necessary checks to ensure that they and all of their suppliers without exception, especially those sourcing from overseas, comply with all labour related legislation in the countries in which they operate. Please also see our Modern Slavery Statement. We look to develop long term and mutually beneficial relationships with our customers and business partners built on respect and honesty.

**David Jenkinson**  
**Group Chief Executive**  
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