

Health & Safety Policy Statement

Persimmon Plc (the “Group”) is one of the UK’s leading housebuilders, with regional offices and developments throughout the UK. We operate under three Brands: Persimmon Homes, Charles Church, and Westbury Partnerships. To support our housebuilding operations, the Group manufactures timber frame products, bricks and tiles.

We recognise and accept our responsibilities, both legal and moral, to ensure, so far as is reasonable and practicable, accidents and ill health are prevented and risks to employees, contractors, visitors and others arising from all Persimmon Group activities are suitably and sufficiently controlled. This commitment is formalised through our Health and Safety Policy, which forms part of the Group’s overall approach to working safely, responsibly and efficiently. This policy applies to all our businesses and operations, and we require our suppliers to support the requirements of this policy.

We place great emphasis on designing our developments and planning our work so that customers have a safe home to live in and our workers are kept safe whilst these homes are being built.

This policy sets out the Group’s health and safety aims and is implemented through our health and safety management system for our operational activities. It is communicated to all our employees, suppliers and is available on our website.

Our health and safety aims comprise the following:

- We will comply with health and safety legislation and be prepared for future requirements.
- We will understand the hazards and subsequent risks associated with our activities and working environment and minimize these risks to an acceptable level.
- We will continually improve performance in health and safety, setting targets and monitoring progress through the health and safety management system.
- We will communicate the policy requirements to all our stakeholders and engage with our supply chain to ensure compliance with this.

To ensure we achieve these aims the Group is committed to:

- Continually assessing the safety of our activities throughout planning, design, construction and manufacturing operations, to minimise health and safety risk, and maximise opportunities for continuous improvement.
- Implementing effective controls to prevent accidents and incidents from our activities and those working on our behalf.
- Ensuring compliance with all regulatory requirements and, where practical, approved codes of practice.
- Establish and maintain documented health and safety objectives and targets, at each relevant function and level within the organisation. The health and safety objectives and targets establish an important link between the health and safety policies and the management programs designed to achieve them.
- Providing adequate resources to ensure suitable and sufficient arrangements are made for health and safety at all workplaces under our control.

- Ensuring suitable and sufficient information, instruction, training, equipment and supervision is provided to enable employees and contractors to perform their duties safely and responsibly.
- Having a robust auditing process of all our workplaces, setting KPIs and targets to monitor performance.
- Having effective procedures for consultation and communication between all levels of our business and suppliers on matters relating to health, safety and welfare, ensuring these are established, implemented and maintained.

Our health and safety system puts in place the procedures, standards and training requirements, to support delivery of this policy. Regular audits and inspections will be undertaken to support delivery and performance improvements.

The Group Chief Executive chairs a quarterly Group Health, Safety and Environment Committee, to demonstrate to all our teams the importance we place on our goal to achieve health and safety excellence.

We have set a commitment to achieve Target Zero, which means zero incidents and zero regrets. To drive Target Zero, we have introduced a Target Zero Performance Index to record, track and set targets for incidents and near misses. We also undertake Target Zero campaigns, to raise awareness on Target Zero objectives and focus on key topics.

Responsibility for implementing this policy rests with the Managing Directors of each of the Group's operating businesses.

On each site, our Technical, Commercial and Construction teams are responsible for the day-to-day management of health and safety issues and ensuring adherence to our Health and Safety Policy.

This Policy is reviewed annually to ensure its continued relevance to our business operations and our approach to sustainability.

**Approved by,
Dean Finch Group Chief Executive
July 2025**