

## Equality, Diversity and Inclusion Policy

### Introduction

At Persimmon, we want everyone to feel respected and valued. We believe that building homes starts with building an environment where people from all backgrounds can thrive - regardless of their role, identity, or personal circumstances.

This not only ensures we comply with the law but also makes commercial sense; in a sector where there is a shortage of talent, we want to have an environment that attracts and retains the best people. A diverse workforce with different perspectives can lead to stronger decision-making, more challenge and better results.

For us, Equality, Diversity, and Inclusion (EDI) is more than just a policy it's about how we work together daily, treat each other, and create a workplace and culture where everyone can thrive.

This document outlines what that means in practice – the responsibilities we share and the standards we expect from everyone who works with us.

### Who this policy applies to

This policy applies to everyone who works with us, including employees, agency workers, contractors, suppliers, and visitors. In some cases, it may also apply to former employees, such as when providing employment references.

It applies in all work-related settings, whether in the office, working from home, travelling for business, attending events, or using social media.

### What we mean by Equality, Diversity, and Inclusion

Equality ensures that everyone has equal access to opportunities, resources, and support. That might mean removing specific criteria from job adverts to attract a broader range of applicants or providing accessible parking spaces for colleagues with disabilities – removing barriers to working and progressing careers with us.

Diversity is recognising and appreciating the perspectives, experiences, and skills people bring to Persimmon. This could mean having a mix of people from different age groups, backgrounds, or ways of thinking because we know that makes us stronger as a team.

Inclusion ensures everyone feels valued, respected, and part of the team. In practice this means examples such as giving everyone a chance to speak up in meetings and making sure people feel their voice matters.

### Equality Act 2010 and Protected Characteristics

Persimmon is subject to the Equality Act 2010, which helps protect people from being discriminated against, harassed, or victimised because of the characteristics listed below:

- Age
- Disability
- Gender reassignment

- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

## Behaviours

At Persimmon, we believe it's fundamental for everyone to treat one another with respect. Behaviours we regard as going against this principle would include:

**Direct Discrimination:** Mistreating someone because of a characteristic they have.

**Example:** Rejecting a job applicant because of their sexual orientation or religion.

**Associative Discrimination:** A type of direct discrimination against someone because of their connection to someone with a protected characteristic.

**Example:** Overlooking someone for a promotion because they have a child with a disability, and you assume they won't have time for extra responsibilities.

**Perceived Discrimination:** A type of direct discrimination against someone because you think they have a protected characteristic, even if they don't.

**Example:** Refusing to hire someone because you think they are a member of the LGBTQ+ community.

**Indirect Discrimination:** Having a rule or a policy in place that puts someone with a protected characteristic at a disadvantage.

**Example:** If all employees were required to work late or early with limited notice this could unfairly impact someone with caring responsibilities.

**Harassment (including sexual harassment):** Unwanted behaviour that makes someone uncomfortable or distressed and creates a hostile environment.

**Example:** Making jokes about someone's ethnicity that are offensive.

**Victimisation:** Mistreating someone because they raised a concern or supported someone else who did.

**Example:** Excluding someone from a team social event because they raised a concern.

For more information, please read our Anti-Harassment and Bullying Policy.

Persimmon is a meritocracy, and that means that our employees have the opportunity to grow and develop their careers with us based on how they perform. Social class and education will not hold employees back from promotion opportunities and we will provide appropriate development and support to aid advancement.

## How We're Putting EDI Into Action

Building an inclusive environment doesn't happen overnight – it takes consistent effort from all of us. At Persimmon, we are working towards this goal in several ways:



# Persimmon Plc

- We examine employee engagement and diversity data – handled in line with our privacy obligations – to help us understand employees' views and the composition of our workforce and where we can make improvements.
- We've set clear targets for the areas where we know we need to improve and regularly measure progress to ensure we're moving in the right direction.
- We keep our Board updated through regular reporting.
- We have a Diversity and Inclusion Working Group with a range of volunteer employees from different roles and backgrounds to help drive change.
- We support and consistently seek to grow our employee-led networks.

## Responsibilities

Creating an inclusive workplace is everyone's responsibility. In the same way that we expect everyone to comply with their health and safety responsibilities and perform their duties to the best of their abilities we also expect people to conduct themselves in an appropriate way.

As colleagues, it's essential that we:

- Treat each other with respect.
- Be open to listening and considering different viewpoints.

For managers, it's essential to:

- Set a good example in how we act and communicate.
- Foster a welcoming environment within teams.
- Address and manage any behaviour that does not align with our values.

Our Board and Executive Leadership Team help ensure we are integrating EDI into what we do and have a key role in promoting these values throughout the organisation. They are ultimately accountable for ensuring this policy is upheld and that we deliver real change.

## Recruitment and Career Development

We want people to enjoy their careers with us and make the most of their potential; it's important to us that everyone has equal access to opportunities.

- When making decisions, we focus on an individual's potential, performance and skills.
- We advertise roles across different platforms to reach a broad mix of applicants.
- Our job descriptions are written in plain language, to encourage a broad range of applicants. We try and reduce limiting criteria like qualifications or sector experience if they're not essential.
- We'll only ask about someone's health if necessary, either for the role or to help us make reasonable adjustments.
- Every new starter goes through the same right-to-work checks, and we never make assumptions based on someone's appearance or background.
- Once people are here, we ensure everyone has the same access to appropriate development opportunities and training resources so they can keep building their skills.

## Equal Access to Opportunities

Our benefits and policies are reviewed to ensure they are accessible and fair to everyone – including those whose experiences may be shaped by multiple factors like caring responsibilities, disability, gender or race. Some key areas we focus on are pay and benefits, development opportunities such as promotions and training, parental leave, flexible working, and how we handle grievances, disciplinarys or redundancies.

## Support and Adjustments

If employees have a disability or long-term health condition and think they may benefit from additional support, we encourage them to discuss this with their line manager or Human Resources. We will always consider making reasonable adjustments to assist.

## Raising Concerns and Finding Support

If employees believe they have experienced discrimination, harassment, or victimisation we encourage them to speak up, and they can do so through:

- Speaking to their line manager.
- Contacting Human Resources.
- Contacting our free, independent, and confidential Employee Assistance Programme (EAP), available 24/7 at 0800 0155630.

An issue can also be raised anonymously, using our whistleblowing channel. Contact details for this service are available on our intranet's Whistleblowing page.

We take all complaints seriously and retaliation against someone for raising a concern is not acceptable. However, if someone raises a concern in bad faith, this may be considered misconduct, and our Disciplinary Procedure may apply.

## If This Policy is Breached

We expect everyone to follow this policy because it's the right thing to do.

We will take any behaviour that goes against this policy seriously. Depending on the severity of the situation, it could lead to disciplinary action, and in the most severe cases, could result in dismissal from the company.

## Policy Review

This policy does not form part of any employee's contract of employment. We'll review it annually to ensure it is up-to-date and reflects best practices, and we may amend it at any time if needed.

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