

Group training KPI Methodology 2023

1. Introduction

This statement summarises the reporting methodology for Persimmon Plc's Training KPI's for the financial reporting year 1st January 2023 to 31st December 2023, and that are considered material and relevant. This methodology is in line with Persimmon's annual reporting of training interventions.

The KPI will be measured by the number of interventions which include colleagues, and specific outreach personnel, undertaking training programmes as part of their "skills enhancement" focusing on skills above and beyond the basic job role skills enabling full potential to be reached, or key skills to be attained.

2. Reporting approach

The methodology used to identify the appropriate training interventions is based on development activities that support the development of skills and competency of our people above and beyond that required for business and usual activities of the job role.

Reports will be provided via our Access Learner management system and monitoring activities carried out by the Persimmon Group Training function.

3. Scope and reporting boundary

Persimmon Plc is the holding company for the Persimmon Group of companies. It operates from 30 regional offices throughout the UK. The Group trades under the brand names of Persimmon Homes, Charles Church and Westbury Partnerships across England, Wales and Scotland.

Persimmon Plc also operates Space4, Brickworks & Tileworks manufacturing sites, Persimmon Direct groundworks contractors, and FibreNest and Horsebridge broadband services.

Training interventions and programmes for staff in these businesses are categorised as "introductory", "competent" and "excellence".

- Introductory type training typically covers basic courses required for the business to operate in compliance, and for colleagues to understand required Persimmon ways of working.
- 'Competent' level training enables colleagues to fulfil their core roles and builds their own capabilities ensure they have the required skills and competence to be confident in their role and ensure effective delivery.
- "Excellence" training programmes are focused on providing opportunities for skills development and progression, fulfilling our peoples potential. This ensures a continuous pipeline of talent in the business and improved business performance.

The KPI scope of interventions will focus on the excellence programmes.

Excellence status is defined by assessment of training needs by role across the business. As part of the continued development of our training programmes an analysis of training needs by role are carried out and the requirements for staff to attain the levels of introduction competency, and excellence defined. These are reviewed with key stakeholders and subject matter experts, and signed off by the head of training and development and the functional Group Director.

Definition of Excellence will vary by role with what may be deemed as competence for one role may be deemed as excellence for another. An intervention is defined as an individual commencing on a programme of learning/development which enhances their knowledge beyond the basic requirements of knowledge, skills, or understanding required for the day to day responsibilities of their role.

4. Excluded activities

Any training that may be required by legislation, regulation, or deemed as BAU for a job role.

Any individual activities recorded as an intervention in previous years e.g a sales advisor commencing a sales excellence programme in 2023 would not be included in 2024 reporting even though some of the training activity would be completed within that year.

5. Data collation and methodology

All training data is collated by the Group training function. This is stored predominantly on our Access Learner Management system managed by group training admin. Training provider by External providers will be evidenced by invoices, certification, or attendance registers.

These interventions are based on the commitment of Persimmon to the development of their staff and the provision of opportunities for staff to develop and excel both within their role and progress in their careers. For the purpose of reporting, the intervention will be logged when the candidate commences the programme.