



Environmental 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 that our activities have an impact on the environment and that we have a responsibility to consider and minimise these impacts. We are committed to the protection of the environment, including the prevention of pollution, the sustainable use of resources, climate change mitigation and adaptation, and the protection of biodiversity and ecosystems.

We place great emphasis on designing our developments to be in character with an area, and to protect and enhance the local environment and surroundings. We are committed to making a positive contribution to the communities in which we work, and minimising the environmental impacts from developments and our operations.

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

Our building safety aims comprise the following;

- We will fulfil our compliance obligations, including applicable legal requirements and other subscribed requirements, and be prepared for future regulatory changes, codes of practice and emerging standards.
- We will identify, assess and manage our environmental aspects, impacts, risks, and opportunities, minimising adverse effects on the environment and maximising opportunities to improve environmental performance and resource efficiency.
- We will continually improve environmental performance, establishing, implementing and maintaining measurable environmental objectives and targets aligned with the Group’s strategic direction, and monitoring progress through the environmental management system.
- We will communicate the policy requirements to all our stakeholders, and engage with our supply chain to ensure compliance with this policy.

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

- Assessing environmental aspects and impacts across the lifecycle of our developments, including planning, design, procurement, construction and end use considerations, to minimise environmental impacts and maximise opportunities for continual improvement.
- Implementing effective controls to prevent pollution of the natural environment from our activities and those working on our behalf, including controls addressing emissions, discharges, waste, and resource use.
- Ensuring compliance with all regulatory requirements and, where practical, approved codes of practice.



- Ensuring materials, energy and resources are used efficiently, and product wastage is minimised, setting KPIs and targets to monitor performance.
- Minimising construction, demolition, and excavation waste, adopting best practice and following the principles of the waste hierarchy.
- Using sustainable, reusable, or recyclable materials where possible, in accordance with our Sustainable Procurement Policy taking into account lifecycle environmental impacts.
- Ensuring employees and those working on our behalf are competent, trained, and aware of their environmental responsibilities, appropriate to their roles.
- Minimising impacts on wildlife habitats and species, maximising the opportunities for nature and biodiversity, and preserving heritage.
- Operating in consideration of the local environment and neighbours, minimising noise levels, traffic movements, and dust emissions.

Our environmental management system establishes the framework, procedures and controls required to deliver this policy and is integrated into our business processes and decision-making activities. Regular audits and inspections will be undertaken to support delivery, evaluate performance, and drive continual improvement of the environmental management system.

The Group Chief Executive chairs a quarterly Group Health, Safety & Environment Committee, to demonstrate to all of our teams the importance we place on our goal to achieve environmental 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.

Leadership at all levels are accountable for the effectiveness of the environmental management system and for promoting a culture of environmental responsibility and continual improvement.

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 environmental issues and ensuring adherence to our Environmental Policy.

This policy is reviewed periodically to ensure it remains appropriate to the purpose, context, and strategic direction of the Group.

**Approved by Dean Finch, Group Chief Executive
July 2026**