



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 legal and moral responsibilities to eliminate hazards and reduce risks, so far as is reasonably practicable, to prevent work-related injury and ill health. We ensure that risks arising from all Persimmon Group activities are suitably controlled to protect employees, contractors, visitors and other interested parties. This commitment is delivered through our Health and Safety Policy and management system, which applies across all operations, and we require our suppliers to comply with its requirements.

We place strong 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 constructed.

This policy defines the Group’s health and safety objectives and is implemented through the health and safety management system across all operational activities. It is communicated to employees and suppliers and is publicly available on the Group’s 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 proactively identify hazards and eliminate them where reasonably practicable, and where elimination is not possible, minimise OH&S risks through the application of the hierarchy of controls.
- 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:

- Demonstrating visible leadership and accountability for the effectiveness of the OH&S management system, ensuring health and safety is fully integrated into all business processes and decision-making.
- Promoting a positive health and safety culture that supports open reporting of hazards, incidents and near misses without fear of reprisal.
- 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 the consultation and participation of workers at all levels, including non-managerial employees, in the development, implementation and continual improvement of the health and safety management system.

- 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.
- Establishing and maintaining effective processes for consultation and participation of workers and worker representatives on matters affecting their health, safety and welfare.
- Maintaining an alcohol and drug testing programme for workers undertaking high risk activities, to include incident led and appropriate random testing.

Our health and safety management system establishes the procedures, standards and training necessary to support delivery of this policy. Performance is monitored through regular audits, inspections and review processes to ensure continual improvement.

The Group Chief Executive chairs the Group Health, Safety and Environment Committee, reinforcing the importance of achieving 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.

All employees and contractors are expected to take reasonable care for their own health and safety and that of others.

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 will be reviewed at least annually, or sooner if required, to ensure its continued suitability, adequacy and effectiveness to our business operations and our approach to sustainability.

Approved by Dean Finch, Group Chief Executive
July 2026