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# Human Rights Policy

As one of the UK's leading housebuilders, we acknowledge that we have a responsibility to treat our employees, customers, suppliers and business partners in a fair and respectful manner, to uphold all basic human rights and to prevent modern slavery and human trafficking in our business and supply chain.

We acknowledge that each individual and community has certain rights and this policy sets out the standards to which we will operate to ensure these rights are upheld throughout our businesses and operations. We expect our employees and our suppliers, including our subcontractors, to follow these standards wherever possible.

We have identified the following as being our most significant potential human rights impact areas arising from our operations and supply chain:

- The human, labour and employment rights of our employees, subcontractors and those working within our supply chain.
- The health and safety of our employees, subcontractors and those working within our supply chain.
- The rights of communities where we undertake our developments.

We assess potential human rights risks within these significant impact areas. To prevent and mitigate these risks:

- We do not employ any person below the age of 16 in any of our business operations, including on our construction sites.
  - We do not discriminate against any employee on any grounds (including, but not limited to, age, sex, race, colour, nationality, ethnic origin, religion, disability, sexual orientation, gender, marital or civil partnership status, political beliefs, pregnancy or maternity, or trade union activity) and aim to ensure that our employees have equal access to training, development and promotion opportunities and are given the opportunity to perform their job role in an effective manner.
  - We provide every employee, except apprentices and trainees, with a rate of pay that is at least equal to the Real Living Wage in their basic pay. Apprentices and trainees are all paid at least the National Minimum Wage or National Living Wage and we provide our staff with a range of additional employment benefits.
  - We comply with relevant legislation and regulations relating to the working standards of our employees, including those on working hours.
  - We have procedures in place to ensure that each of our operating businesses confirm that all employees and labour only sub-contractors are eligible to work in the UK.
  - All of our suppliers sign up to our Supplier Principles, which specify that they must comply with all relevant labour related legislation in the countries in which they operate and comply with the Modern Slavery Act 2015.
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- We have fair and transparent disciplinary and grievance procedures and we do not engage in nor do we tolerate any type of mental, physical, sexual or verbal abuse.
- We comply with all applicable environmental and health and safety regulations. We provide a healthy and safe working environment and work diligently to manage and minimise the risks and hazards to our staff, subcontractors, customers and the public.
- We respect the rights of local people when creating new developments and aim to undertake our activities in a manner that is considerate and in keeping with the surrounding community. We will, where practicable, consult with local communities and take into account their opinions and concerns when procuring land, planning and creating new developments.

This policy is implemented through our existing management processes and procedures, and forms part of our overall commitment to Corporate Responsibility. This policy is regularly reviewed, at least on an annual basis, and revised if necessary.

**March 2020**

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