

Sustainability Policy

Persimmon Plc (the “Group”) is one of the UK’s leading housebuilders with regional offices and developments throughout the UK.

Our purpose is to build homes with quality our customers can rely on at a range of price points across the UK, creating sustainable communities, an inclusive environment for all, and minimising our environmental impacts. With customers at the heart of our business, we uphold the highest safety standards and leave a legacy that delivers economic, social and environmental value for our stakeholders.

This policy outlines the Group’s three sustainability pillars that shape our approach to how we undertake our activities as a responsible developer. It applies to all our businesses and operations, and we require our suppliers to support the requirements of this policy.

We have reviewed our material issues and the sustainability global challenges identified through the United Nations Sustainable Development Goals (UNSDGs). Our sustainability pillars are supported by detailed policies on specific issues, which are available on our website.

Our sustainability pillars are:

- Building for tomorrow

We will achieve net zero carbon homes in use by 2030 and in our operations by 2040, supported by carbon reduction commitments, aligned to climate science. We have a key role to play in minimising our environmental impacts through our operations, our supply chain and in the homes and communities that we build.

- Transforming communities

We will positively transform communities directly connected to Persimmon’s activities, creating great homes and places for our customers to live, where people and nature can thrive, and health and well-being is integrated into developments.

- Safe and inclusive

We will create a safe and inclusive culture focused on the wellbeing of our customers, communities and workforce. It is a priority that our processes meet stringent standards to deliver quality outputs in all that we do, with health and safety a critical deliverable. We are committed to retaining and recruiting a diverse and talented workforce, where everyone is valued and can be themselves.

The Board fully recognises the importance of sustainability issues. Ensuring that we operate in a responsible way, and that we build homes and communities that are both efficient and sustainable, is fundamental to the continued success of our business. Our stakeholders expect us to take sustainability issues into account in our strategic planning and day to day operations and report on our progress.

To do this we will;

- Operate a Group Sustainability Committee, with supporting sub groups, reporting to the Board, to ensure our strategy remains relevant, is being effectively delivered, the views of stakeholders are taken into account, and action plans are in place and scrutinised.
- Establish relevant KPIs to support delivery of our three sustainability pillars, and enable performance to be measured.
- Engage with our stakeholders to identify environmental, social and economic issues that are of most importance, ensuring our strategy remains relevant and progressive.
- Work to continually improve our performance and publicly report our progress in our Annual Report, supporting documents and website.
- Collaborate with our supply chain, experts, peers, NGOs, industry bodies and other relevant organisations to address sustainability issues.
- Ensure sufficient resource, support, and training across the business to deliver our sustainability commitments.
- Promote a culture of innovation and best practice ways of working to accelerate solutions and deliver sustainable homes and living for our customers.
- Build sustainability performance into our remuneration, rewards and recognition programmes.

This policy is reviewed annually and is approved by the Sustainability Committee. It is publicly available on our website and we report our progress in our external reports.

**Approved by,
Dean Finch
Group Chief Executive
June 2024**