

## Sustainability Policy

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 also manufactures timber frame products, bricks and tiles.

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

This policy sets out how the Group integrates sustainability into its strategy, operations, and supply chain. It applies to all our businesses and operations. We expect our suppliers to support the requirements of this policy and to demonstrate environmental and social responsibility in the goods and services they provide.

We review our material issues alongside global sustainability challenges identified through the United Nations Sustainable Development Goals (UN SDGs). Our sustainability pillars are supported by detailed policies on specific issues, which are available on our website.

Our approach is structured around three sustainability pillars:

### **Building for tomorrow**

We will reduce environmental impacts across our activities, drive efficiency in the way we work and use resources responsibly. We will achieve net zero carbon across our homes in use, operations and supply chain by 2045, supported by carbon reduction commitments aligned with climate science.

### **Transforming communities**

We will positively contribute to communities connected to Persimmon’s activities by creating quality homes and places where customers can live well, people and nature can thrive, and health and wellbeing are considered in the design and delivery of our developments.

### **Safe and inclusive**

We will create a safe and inclusive culture focused on the wellbeing of our customers, communities and workforce. We will maintain robust processes and standards to deliver quality outcomes, with health and safety as a critical priority. We are committed to attracting, retaining and developing a diverse and talented workforce where everyone is respected, included and able to contribute fully.

The Board recognises that sustainability is fundamental to the continued success of our business. Operating responsibly, and building homes and communities that are efficient, resilient and sustainable, supports long-term value creation. Our stakeholders expect us to consider sustainability in our strategic planning and day-to-day operations, and to report transparently on our progress.

To support delivery of this policy, we will:

- Operate a Group Sustainability Committee which reports to the Board and oversees delivery of the Group's sustainability strategy, stakeholder engagement and action plans.
- Establish relevant KPIs to support delivery of our three sustainability pillars and measure performance.
- Engage with stakeholders to identify the environmental, social and economic issues of greatest importance, ensuring our strategy remains relevant, responsive and progressive.
- Continually improve our performance and report progress publicly through our Annual Report, supporting documents and website.
- Collaborate with our supply chain, experts, peers, NGOs, industry bodies and other relevant organisations to address shared sustainability challenges.
- Provide appropriate resources, support and training across the business to deliver our sustainability commitments.
- Promote innovation and best practice to accelerate practical sustainability solutions and deliver sustainable homes and places for our customers.
- Integrate sustainability performance into relevant remuneration, reward and recognition programmes.

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

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