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# 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 good quality homes at a range of price points across the UK. We aim to create and protect superior and sustainable levels of value for the benefit of our customers, workforce, suppliers and shareholders through the housing cycle. Being a responsible developer, we recognise the need to consider our impacts on the environment, economy and society and specifically to ensure that we develop sustainable local communities.

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 and we demonstrate to them how we are meeting this expectation in our annual Sustainability Report.

This policy outlines the Group’s three key sustainability pillars that shape our approach to sustainability and how we undertake our activities in a responsible way. These pillars are supported by detailed policies on specific issues. Our sustainability pillars are:

- **Building for tomorrow**  
We will achieve net zero carbon homes in use and in our operations, supported by carbon reduction commitments, aligned to climate science.
- **Transforming communities**  
We will positively transform communities directly connected to Persimmon’s activities.
- **Safe and inclusive**  
We will create a safe and inclusive culture focused on the wellbeing of our customers, communities and workforce.

Further information on our three key pillars, targets and activity can be found in our 2020 Annual Report and Sustainability Report [here](#).

## United Nations (UN) Sustainable Development Goals

At Persimmon, we want to address global challenges in a meaningful way that is relevant and aligned to our business strategy. Persimmon’s three key sustainability pillars, core focus areas and material issues align to ten of the UN Sustainable Development Goals (UN SDGs) these are:

- UN SDG 3: Good Health and Wellbeing
  - UN SDG 4: Quality Education
  - UN SDG 5: Gender Equality
  - UN SDG 7: Affordable and Clean Energy
  - UN SDG 8: Decent Work and Economic Growth
  - UN SDG 10: Reduced Inequalities
  - UN SDG 11: Sustainable Cities and Communities
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- UN SDG 12: Responsible Consumption and Production
- UN SDG 13: Climate Action
- UN SDG 15: Life on Land

The UN SDGs universally apply to all and aim to end all forms of poverty, fight inequalities, and tackle climate change on a global scale by 2030. These Goals cannot be realised without participation from all sectors including business.

## **Sustainability Governance**

The Group's Sustainability Committee developed the Group's sustainability approach after performing a materiality assessment to identify issues material to the Group's stakeholders, taking account of the Group's key focus areas, operational strategy and business model.

Membership of the Committee consists of the Group Chief Executive, the Group Strategy Director, the Company Secretary, the Group Sustainability Manager and the Group Corporate Reporting Manager. The Committee fulfils an important governance role by ensuring the Group's 'sustainability approach', covering key environment and social issues, is embedded in to day-today operations through monitoring several key workstreams. The Committee reports directly to the Board. Each workstream is led by relevant senior operational management and includes the Group Sustainability Manager.

## **Stakeholder engagement**

We seek to achieve open and honest relationships with our employees and other key stakeholder groups and will provide appropriate information about our management and performance on a regular basis. We will engage with our stakeholders on an ongoing basis and take into account emerging issues on sustainability.

**Dean Finch**  
**Group Chief Executive**  
**March 2021**

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