



# Responsible and resilient business

We are a responsible business, guided by our values. We put in place robust policies and governance processes and engage with our stakeholders to help us deliver quality homes and places in a safe and responsible way.



## Performance in 2025

200

Annual Injury Incidence Rate (AIIR) (2024: 212)

50

AIIR for major injuries per 100,000 employees and contractors (2024: 59)

c.£1m

donated to registered charities and local community causes (2024: c.£1m)

£233k

fundraised for registered charities and local community causes (2024: £208k)

94%

of sites with implementable planning being built on as at 31 December 2025 with a further 4.7% due to start in first quarter of 2026 (2024: 92.8% and 5.6%)



## Health and safety

Safety is our top priority and this starts from the highest levels of our business. We embed a safety culture through clear policies and procedures, training, communication and visible leadership.

## Health, Safety and Environment (HSE) Management System

Our safety standards and procedures are set out in our HSE Operational Manual. Each development has a Site HSE Manual which identifies site-specific safety risks and controls and assigns roles and responsibilities. From 2026, we are using a digital and interactive version of our Site HSE Manual, designed to be more user-friendly and practical for day to day use on site.

Our regional and site HSE Advisers assist managers with understanding and implementing our standards, ensure tailored health and safety support is provided to every site, and hold monthly meetings with production management to review performance.

To continually improve performance, we develop HSE Improvement Plans at Group and regional level.



## Responsible and resilient business continued

### Monitoring and audit

Health and safety remains our number one priority and is covered in every Board, Group Management Team (GMT) and regional management team meeting across the business. Our Head of HSE reports directly to our Chief Executive.

Directors from our regional businesses conduct regular safety reviews during site visits, including making unannounced spot checks. Production Managers review performance with Site Managers on a monthly basis. Our Management Team Site Visit Toolkit provides visual guides and practical insights on how to assess site safety and helps managers to develop their knowledge about key safety topics. Leaders record safety findings through our Safety Observations System, ensuring that any issues or concerns are identified, addressed, and tracked in a consistent way and that good performance is recognised.

Consistency checks focusing on specific areas of our HSE Management System are run monthly across our developments to assess the effectiveness of safety controls and ensure contractor implementation.

Our HSE Management System is audited by our internal regional HSE Advisers and independent external site HSE Advisers. External Advisers carry out independent unannounced site inspections at least monthly, as well as planned visits.

Health and safety data is verified by the Managing Director for each regional business, validated by our internal HSE Advisors, and cross-checked by external advisers to ensure compliance and accurate reporting.

### Responding to near misses

Where a serious near miss or unsafe practice (Category A) is identified, all related activities must cease immediately. Works may not resume until the Managing Director of the regional business has undertaken a site visit and verified that adequate control measures have been put in place. All Category As are reported to the CEO and GMT within 24 hours. They are also formally reported to the Board of Directors. By responding promptly to such events and sharing lessons learned across the business, we can reduce the likelihood of reoccurrence and help reduce future accidents.

### Safety in Spain

In Spain, we have a comprehensive health and safety management system, supported by internal audits and quarterly visits from the responsible directors. Our independent HSE Adviser conducts regular site inspections and the results are shared monthly in meetings with the regional Directors. A risk assessment is carried out and required safety measures are identified for each project; these are included in a Health and Safety Study, provided to contractors before the contract is signed or work begins.

The External Health and Safety Coordinator is responsible for coordinating safety both during the project design phase and during construction at each site. We regularly update our HSE Manual and hold an annual meeting with production teams to discuss safety matters and share best practices.

### Regulatory HSE compliance

During 2025, we were deeply saddened by the death of a contractor on a site that we own in Spain who was struck by a moving vehicle. We were not principal contractor at the time of the accident and therefore did not have operational control of the site. We are cooperating fully with the investigation by the Spanish Labor Inspectorate.

We received an £800,000 fine from the Health and Safety Executive in relation to an incident in 2023 when a temporary wooden stairwell covering collapsed, injuring an apprentice working on site. The covering had not been installed in line with our HSE standards. We have taken a number of steps to reinforce our safety controls and prevent a reoccurrence, including communication with employees to ensure awareness of approved methods for temporary covering of stairwells. We have also added an additional approval stage before mid-floors (the flooring structures used for storeys above ground level) can be temporarily loaded. In 2025, we worked with mid-flooring suppliers on a solution to reduce the need for under-propping (temporary

scaffolding) while making the construction process simpler and safer. We are also working with joist suppliers to further reduce instances where temporary floor support is required.

In 2025, we received seven notices of contravention from the Health and Safety Executive with a fee for intervention applied. There were no other safety or environmental fines in 2025.

In February 2026, we received a £660,000 fine in relation to the death in 2018 of a worker from a groundworks contractor who was struck by a telehandler on one of our sites. The judgement noted that following this tragic incident, we cooperated fully with the investigation by the Health and Safety Executive, undertook a nationwide review of safety policies and traffic management and implemented an improvement plan for all groundworks contractors.





## Responsible and resilient business continued

### Engagement and training

Employees and site operatives complete health and safety training and we require contractors to train their employees. Regular training includes:

- HSE induction training for all employees and site operatives, with additional training for higher-risk roles and activities such as groundworks;
- Annual one-day refresher training every year for production and site management teams;
- Senior management HSE training for all new Directors, including functional and regional Managing Directors;
- Training for customer service teams to assess for health and safety risks when responding to customer call-out;
- Continuing professional development and training for our regional HSE Advisers from internal and external providers; and
- Digital safety passports that show Site Managers whether apprentices, directly employed trade operatives and telehandlers have completed the relevant safety training before starting work on a new site.

To keep safety front of mind, we run regular interactive workshops for site teams on behavioural safety and tools for managing and communicating safety on site. Regular HSE newflashes and memos highlight updates to our HSE Management System or raise awareness of safety risks.

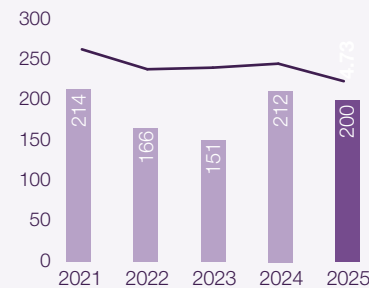
### Partnering with contractors on safety

Many workers on site are employed by our contractors, so we work closely with them on safety. Our approach includes:

- **Risk assessment, vetting procedures and third party accreditation:** These confirm that all contractors have the right knowledge, skills, resources and experience to manage HSE to our standards. Contractors must obtain third party health and safety accreditation, renewed annually, to demonstrate they have an adequate HSE management system, training process and risk assessment. There was 98.0% compliance in 2025 (2024: 98.5%). We require contractors to check that safety-critical workers are medically fit to operate mobile plant.
- **Our 'Operative's Journey' process:** Ensures a consistent approach to safety, including our HSE site induction, regular poster campaigns and site safe briefings.
- **HSE site support teams:** Help to monitor and improve site safety and act as contact point for operatives. Team members are nominated by the Site Manager and given a blue hat in recognition of their role and to make them visible on site.

### Health and safety Performance in 2025

Health and safety performance Annual injury incidence rate



- Taylor Wimpey annual injury incidence rate (AIIR) for all reportable injuries (Incidence rate per 100,000 employees and contractors)
- HBF Homebuilder average AIIR

# 200

Annual Injury Incidence Rate (AIIR) (2024: 212) compared with the average for the housebuilding sector of 224, as measured by the Home Builders Federation (2024: 246)

# 46%

of accidents were slips, trips and falls

# 50

AIIR for major injuries per 100,000 employees and contractors (2024: 59)

# 99%

of employees know how to manage health and safety issues related to their area of work (2024: 99%)

# 97%

agree that Taylor Wimpey takes health and safety in the workplace seriously (2024: 98%)

# 96%

would feel comfortable to challenge others on unsafe behaviours and working conditions (2024: 97%)





## Responsible and resilient business continued

We work with contractors to identify and address areas of higher risk. For groundworkers, this includes risks relating to excavation and use of heavy plant. Groundwork supervisors must complete externally accredited Site Supervisors' Safety Training and our own bespoke one-day training course before working on our sites. Over 291 people from our groundwork contractors completed our course in 2025. We hold regular groundworks breakfast sessions in every regional business to reinforce our safety controls. In 2025, these focused on plant and equipment safety, working in proximity to buried services, and occupational health. Our site HSE Advisers followed up after the session to ensure all groundworkers were consistently applying the appropriate safety controls.

We work with groundworkers to prevent service strikes and ensure safe practices near buried services, including requiring use of ARC resistant personal protective equipment (PPE). We reviewed our controls in this area in 2025, including assessing the root causes of previous service strikes, and further strengthened our controls and training requirements for dig teams. We helped trial a new supplier product for improving safety around buried cables, known as StrikeMatz, and are now rolling this out to new sites from 2026.

To help manage risks associated with telehandlers, we use telemetry data to monitor whether drivers are applying the correct safety procedures such as wearing a seat belt, driving within site speed limits, and not driving with the boom elevated. Site Managers must confirm each week that they have reviewed the data and discussed any issues with telehandlers. We have a National Telehandler Forum to review risks in this area.

### Occupational health

We manage a range of occupational health risks on our sites. In 2025, we introduced a mandatory one-day occupational health awareness course for all production and customer service teams, with further 'bitesize' training to be rolled out in 2026. Focus areas include:

- **Dust control:** We have clear procedures to reduce and control construction-related dust, including automated water suppression to control dust during groundworks. We use powered respirators on our sites to protect our employees from the impacts of dust. These are more effective than face masks at reducing dust inhalation, particularly for people with stubble and facial hair. We've made them available at a discounted rate to groundworkers and other contractors.

- **Defibrillators:** In partnership with the British Heart Foundation (BHF), we've installed defibrillators on all our construction sites and regional offices. We've trained our first aiders and site HSE Advisers on how to give CPR (cardiopulmonary resuscitation) and use a defibrillator. We donate the defibrillator to the community once construction has finished.
- **Sun safe:** We run a sun safe campaign in the summer months and provide free high factor sun screen for colleagues, contractors and visitors.
- **Mental health:** See page 30 for information on our Mental Health First Aiders.

Site HSE Advisers review contractors' occupational health management arrangements during monthly site inspections. In 2025, contractors were required to review and update their Safe System of Work, focusing on issues including noise, dust, sun exposure, control of substances hazardous to health, and manual handling risks.

### Supporting industry safety initiatives

We are a member of the HBF Health and Safety Committee and are members of the British Safety Council. We contribute to the HBF's Action Plan for Health and Safety and participate in the HBF Steering Group on Working Near Live Buried Services. We have signed up to the Construction Logistics and Community Safety initiative (CLOCS).



28

reportable RIDDOR (Reporting of Injuries, Diseases and Dangerous Occurrences Regulations) injuries (2024: 27)

200

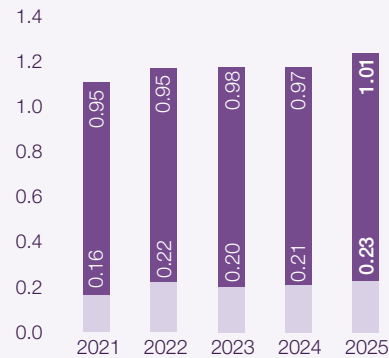
AllR for all reportable injuries per 100,000 employees and contractors (2024: 212)



## Responsible and resilient business continued

### Charity partners Performance in 2025

Charitable donations and fundraising (£m)



- Donations to registered charities and local community causes
- Value of employee fundraising

# c.£1.2m

donated and fundraised for registered charities and local community causes (2024: c.£1.2m), including employee fundraising<sup>1</sup>

# 322

employees participated in our annual Taylor Wimpey Challenge, raising £174k for the Youth Adventure Trust (YAT) and other charities

<sup>1</sup> This does not include investments made as a result of our planning obligations, or the value of employee time spent volunteering.

## Charity partners

We aim to make a difference to good causes that are relevant to our business and matter to our colleagues and communities.

### Our three priorities

In our charity partnerships, we focus on three priorities:

- **Aspiration and education:** Projects that promote aspiration and education in disadvantaged areas;
- **Tackling homelessness:** Intervening in and improving homelessness situations for seriously economically disadvantaged groups in the UK; and
- **Local projects:** Initiatives that have a direct link with our regional businesses and developments.

Our national charity partners are The Youth Adventure Trust, EveryYouth (previously End Youth Homelessness), Crisis, Magic Breakfast, and St Mungo's. Each regional business also has a charity budget to support organisations close to our sites.



Our Charity Committee oversees our charity partnerships. Its members include senior leaders such as our Group HR Director (Chair), a regional Land Director (vice Chair) and a variety of other employees including managers, personal assistants and graduate trainees. Any vacancies are advertised internally and we encourage a wide range of colleagues to apply. The committee works with our charity partners to select projects where we can make the most difference and monitors the impact of our giving.

### Getting our colleagues involved

We hold regular Group and local fundraising challenges to get our colleagues involved in supporting our charity partners, and our Volunteering Policy enables all employees to take two full days, or four half days, paid time off to volunteer.

We promote fundraising and volunteering opportunities via our intranet, email and internal social media network.

We took part in CRASH's Christmas campaign, where our employees collected hats, gloves, and scarves for distribution to homeless shelters via our charity partners.





## Responsible and resilient business continued

Case study

# Hiking for the Youth Adventure Trust

In 2025, over 300 employees, across 56 teams, completed a 10km hike through the picturesque Yorkshire Dales, as part of our annual Taylor Wimpey Challenge. Teams also took part in tasks designed to test their strategy, teamwork, and endurance.

Collectively, our teams raised over £174,000, to help provide life-changing opportunities for the young people supported by the Youth Adventure Trust, as well as much-needed funds for the individual charities chosen by our teams.



Case study

# Supporting EveryYouth to tackle youth homelessness

EveryYouth supports young people aged between 16-25 who are facing homelessness. In 2025, our funding enabled EveryYouth to support 294 homeless young people with education, employment and training. 142 of those went on to finish their education or start

a job. We were also one of EveryYouth's pledgers in The Big Give challenge, which enabled them to raise a further £90,000, while 10 of our colleagues participated in Sleep Out, giving up their bed for a night to raise money for the charity.



## Responsible and resilient business continued

Case study

# 1 million free breakfasts to help children learn and thrive

Almost one in five children in the UK are at risk of going hungry each morning, which can impact their health, education and long term prospects. Our partnership with Magic Breakfast has helped them to provide over 1 million free, nutritious breakfasts to school children facing hunger since 2022. In addition to financial donations (which were worth over

£90,000 in the school year 2024/25), many Taylor Wimpey colleagues have volunteered at local schools through the Magic Makers initiative. This has included helping to renovate play spaces, participating in Aspiration Days and architecture workshops, and donating to the Christmas campaign which provides gifts to children at participating schools.



Case study

# Tackling homelessness and expanding access to skilled jobs with St Mungo's

Our partnership with St Mungo's, the homelessness charity, helps people recovering from homelessness to gain new skills and find employment in the construction industry. In 2025, we donated £200,000, which helped St Mungo's to secure a location for their new Bristol Skills Centre which will open in 2026, and to move one of their London Skills Centres to a larger premises where they can help more clients. At the Skills Centres, St Mungo's clients can gain new skills, build their confidence, work towards an accredited City and Guilds Construction Skills qualification and access work placements. A Taylor Wimpey team also took part in a sponsored rig climb at the Cutty Sark ship in London, raising further funds.



“

Endsleigh Garden & Mare Street continue to deliver incredible outcomes for our clients. Made possible by the continued support of Taylor Wimpey – Thank you!”

**Steve**

Construction Skills Manager, St Mungo's

“

It has been life-changing for me. I believe it has helped me get through, it's like a sanctuary. I am learning new things and skills.”

**St Mungo's client**



## Responsible and resilient business continued

### Ethical business practices

We are committed to doing business ethically and responsibly, guided by clear policies and strong governance.

Our values and principles promote a culture of doing the right thing. We have clear policies, supported by systems and processes to manage risks and help us to continually improve our business practices.

Our Code of Conduct sets out the high standards of integrity and conduct we expect, and key policies are communicated to new colleagues through our induction process. All employees are appraised against our values as part of our performance review process.

### Anti-bribery and corruption

We have a zero tolerance approach to bribery and corruption, as set out in our policies relating to anti-corruption, anti-money laundering and competition law. All regional businesses and key departments must provide written confirmation of compliance annually and complete our gifts and hospitality register. Anti-corruption provisions are included in our standard supplier contracts.

### Whistleblowing

We encourage employees to share concerns or suspected breaches of our policies with their direct line manager or a member of our HR team or by reporting to our Group General Counsel and Company Secretary, Group HR Director or Head of Internal Audit. Our Board of Directors maintains responsibility for the Company's Whistleblowing Policy, which is communicated to employees, including those on site. It provides a clear reporting procedure for employees, including the option to use our third-party whistleblowing hotline, Safecall, available to all employees and subcontractors.

All whistleblowing cases are investigated by the Head of Internal Audit, Group HR Director and/or the Group General Counsel and Company Secretary, depending on the nature of the concern, and (where appropriate) the Head of HSE. The Board receives half-yearly whistleblowing updates which set out any whistleblowing issues raised during the period and interim updates on significant matters. The updates are anonymous and summarise the result of any investigation.

### Cladding fire safety

The safety of our customers is of paramount importance, and we have always been guided by this principle. It is our long-held view that leaseholders should not have to pay for the cost of fire safety remediation and our priority has always been to ensure that customers in Taylor Wimpey buildings have a solution to cladding remediation.

We took early and proactive action, committing significant funding and resources to address fire safety and cladding issues on all affected Taylor Wimpey apartment buildings built since 1992.

In 2023, we signed Developer Remediation Contracts with the Department for Levelling Up, Housing and Communities (DLUHC) and Welsh Government and we also signed the Scottish Safer Buildings Accord. Prior to signing these, we had already begun working on affected Taylor Wimpey buildings.

In the first half of 2025 we increased our provision for cladding fire safety remediation by £222.2 million to reflect findings from updated fire risk assessments and investigations.





## Responsible and resilient business continued

Approximately two thirds of the increase was to remediate historical building defects, relating to cavity barriers behind brickwork and render, which were not visible in earlier non-intrusive assessments. In the second half of the year, we have continued to make good progress with assessments, tenders and works. Since June 2025, the provision has increased by £3.6 million as a result of inflation, legal fees and other minor differences taking the total increase for 2025 to £225.8 million. Details on the financial provisions for these works is included in our Annual Report and Accounts.

We have 309 buildings within the scope of our provision, all of which have been assessed by our specialist team. To date, we have fully remediated 20% of our buildings in scope, with another 22% of the buildings having commenced remediation works. A further 9% of our buildings in scope have works tendered and 30% have been formally assessed and are in design. 19% have been internally assessed and are awaiting independent verification.

We include information on our website for leaseholders, see [www.taylorwimpey.co.uk/support/contact-us/fire-safety](http://www.taylorwimpey.co.uk/support/contact-us/fire-safety).

### Competition and Markets Authority (CMA)

In February 2024, the CMA launched an investigation into the conduct of seven UK housebuilders between January 2022 and February 2024, including Taylor Wimpey. In October 2025 the CMA accepted voluntary commitments from all parties involved in the investigation, and did not make any infringement finding against Taylor Wimpey or any of the housebuilders subject to investigation, and the voluntary commitments do not constitute an admission of any wrongdoing.

The voluntary commitments include: (i) agreeing not to share certain categories of information with housebuilders; (ii) supporting the Home Builders Federation and Homes for Scotland to develop and publish industry-wide guidance on information exchange; and (iii) a combined financial contribution by the seven housebuilders of £100 million to the Government's Affordable Homes Programme. Taylor Wimpey's share of the combined financial contribution is a payment of £15.84 million which has been made.

### Compliance with planning requirements

We aim to work constructively with Local Planning Authorities to agree the details of our planning obligations for each development, including affordable housing, local infrastructure, and facilities. Applications integrate a development plan, enabling planning authorities to monitor progress.

Once planning permission is granted, our technical teams monitor compliance with planning agreements and obligations. We track build rates to make sure that each scheme is being managed efficiently, and new homes are delivered on time. This is overseen by the Managing Director in each regional business.

We had c.32k plots for first principle planning determination in the planning system as at 31 December 2025 (2024: c.27k). 94% of sites with implementable planning were being built on as at 31 December 2025 with a further 4.7% due to start in the first quarter of 2026 (2024: 92.8% and 5.6%).

### Responsible marketing

We aim for all our marketing and advertising to be honest and accurate. We use a roster of advertising and marketing agencies which are

required to follow the guidelines established by the Advertising Standards Authority, the Committee of Advertising Practice, the Institute of Practitioners in Advertising, and the Construction Products Regulations as well as the New Homes Quality Code.

Our agencies have quality assurance and sign-off processes for work. Many agencies and their staff who work on our marketing are members of professional bodies such as the Institute of Practitioners in Advertising and the Chartered Institute of Public Relations and are bound by their Codes of Conduct.

During 2025, there were no complaints made to the Advertising Standards Authority about our advertising.





## Responsible and resilient business continued

### Information security

Risks relating to cyber security and data protection are a concern for all businesses. We implement advanced threat detection and incident response procedures supported by mandatory employee training. We monitor the cyber security policies of key technology suppliers and ensure that information security is embedded into the design of new IT solutions.

At Taylor Wimpey, we have business continuity plans in place and conduct vulnerability analysis, and our internal audit team audits our IT infrastructure and information security management systems and monitors training completion rates. We have a clear process for employees to report any incidents or concerns relating to information security.

The Audit Committee has accountability for overseeing the effectiveness of our risk management process, including in relation to information security. At executive level the Group Finance Director has responsibility for overseeing information security issues.

Our Information Security Policy states our commitment to protecting all information in an appropriate manner; driving a continual improvement strategy across our cyber security risk posture; having a well-established capability to monitor and respond to information security threats; and ensuring that all employees understand their responsibilities in this space.

### Sustainability governance

We have established clear roles and responsibilities for managing sustainability/ ESG issues.

**Board level:** Our Board of Directors is responsible for oversight of ESG risks and opportunities, as stated in the schedule of Matters Reserved for the Board. The Board receives an ESG update at every meeting, including a quarterly ESG scorecard with key performance indicators and progress towards climate targets.

The Audit Committee supports the Board in the management of risk, reviewing the Company's internal controls and risk management systems, including in relation to ESG risks. Several of our Principal Risks relate to ESG matters, including 'Natural resources and climate change', 'Health, safety and environment', 'Quality and reputation', 'Attract and retain high-calibre employees, and 'Government policies, regulations and planning'. Our risk management process is described in detail in our Annual Report and Accounts.

The Remuneration Committee reviews and approves the inclusion of ESG-related performance measures in our variable incentive schemes, and associated targets.

**Executive level:** Our Chief Executive has ultimate responsibility for achieving our ESG targets. The GMT receives a monthly update from the Group Communities Director on sustainability.



#### Environmental Governance Group (EGG):

This committee, established in 2025, replaces our previous Legacy, Engagement and Action for the Future Committee. It sets environmental strategy, oversees performance against our environmental targets and reviews our Sustainability Risk Register. It is chaired by a member of our GMT. Its members are appointed by the GMT and include heads of and senior leaders from group functions (sustainability, finance, technical, production, procurement, commercial, customer and design) and representatives from our strategic land division and regional businesses. The EGG meets quarterly and is supported by three working groups – Net Zero Carbon, Sustainable Operations, and Homes for Nature – that oversee the delivery plans for specific environmental targets and report progress back to the EGG.

The Director of Sustainability is responsible for monitoring environment-related issues, updating our Climate Change and Sustainability Risk and Opportunity Register, overseeing reporting and disclosures on ESG and the assurance of ESG data. They report to our Group Communities Director, who has responsibility for the business's approach to sustainability, masterplanning and affordable housing strategies, and reports directly to our Chief Executive.

**Operational level:** The Managing Director in each regional business has responsibility for achieving our sustainability targets at the local level. They are assisted by a nominated senior Sustainability Sponsor from the regional business management team. Each regional business has annual carbon, energy reduction, nature, water efficiency and waste targets and progress is



## Responsible and resilient business continued

tracked on a quarterly basis. Regional business management teams receive a quarterly report on carbon, energy, nature and resource use which enables them to compare performance between sites against targets and against other regional businesses.

Each regional business also has a Sustainability Champion to engage colleagues on resource efficiency and monitor progress at the regional level. Our Group sustainability team holds webinars with our Champions at regular times throughout the year to share updates and best practices.

At a project level, the sustainability aspects of a development are initially the responsibility of the land and planning, technical and design teams. Once work has begun on site, the production management team, including the Site Manager and contractors, ensures that a wide range of site-specific sustainability issues are addressed and monitored.

### Incentivising performance

Sustainability measures were included in the incentive plans for executive directors, senior management and regional management in 2025 (Performance Share Plan and medium term incentive plan), relating to carbon reduction, customer service and build quality.

### Internal Audit

Internal Audit considers ESG in the scope of its work, including during reviews of regional businesses and Group functions and as part of continuous monitoring of risk indicators. Internal Audit reports from regional business reviews include a section on ESG and culture, with commentary on progress against environmental targets. Reports are shared with regional business management teams, the GMT and external audit partners, with a summary of each report included in updates to the Audit Committee of the Board.

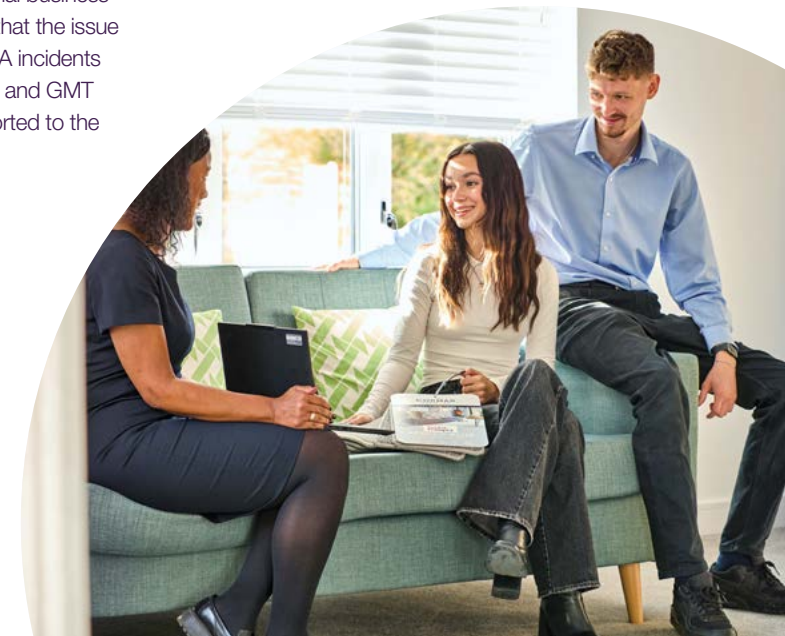
### Environmental Management System (EMS)

Our EMS covers all site activities and helps us to keep noise, dust and disturbance to a minimum, to prevent pollution incidents and to protect biodiversity. Each site has a Site Specific Environmental Action Plan (SSEAP) to manage and mitigate any technical and environmental risks identified.

Site management teams are trained on our EMS and everyone on site, including subcontractors, completes an HSE induction. Production teams complete our one-day Environmental Protection Training. Bitesize training on key environmental controls is being rolled out through our Learning Management System and our external advisers run training on topics such as managing silt, dust and mud, and protecting watercourses.

Employees, contractors and site operatives can use our Environmental Advice Line to get advice or, in the case of an incident, obtain specialist environmental support immediately. If a serious near miss or potential breach of our environmental management standards (Category A) is identified on one of our sites, work must stop immediately and cannot recommence until the Managing Director of the regional business has visited the site and confirmed that the issue has been addressed. All Category A incidents are reported to the Chief Executive and GMT within 24 hours. They are also reported to the Board of Directors.

Monitoring includes: a quarterly environmental checklist for production teams which is reviewed by the technical team; a review of environmental checks and SSEAP during monthly site visits by local management team directors, including unannounced spot checks; annual internal audit of our EMS by our regional Health, Safety and Environment (HSE) Advisers; and independent, unannounced HSE audits at every operational site at least once a month by our external site HSE Advisers.





## Responsible and resilient business continued

### Stakeholder engagement

We engage with a wide range of stakeholders to run our business, including our employees, subcontractors and suppliers, customers and communities, shareholders, local, regional and national government, NGOs, industry bodies and experts. We seek feedback from stakeholders on our approach to sustainability issues and partner with suppliers and peers to tackle shared challenges.

Our approach to employee engagement is explained on page 22, partnering with suppliers and sub-contractors on pages 31-33 and customer engagement on page 13.



### Communities

Community engagement plays an important role in developing effective schemes and supports good relationships with the communities we work in. We aim to reach a wide range of stakeholders, including neighbouring residents and property owners, potential customers, local authorities, businesses, schools and other groups.

Every one of our sites has a tailored planning and community engagement strategy and a clear point of contact. Engagement methods used to inform local people about our plans, include our website, meetings, exhibitions, workshops and information boards. Many consultations take place online and we use social media, online exhibitions and virtual forums to ensure a broad section of the community can participate.

Our Political and Community Engagement Toolkit helps our teams to consistently engage a wide range of stakeholders in the planning process and to use research to understand local needs and priorities. Our Community Communication Plan provides a step-by-step framework for our regional businesses to communicate with the community and prospective buyers throughout the lifecycle of a development.

We train our land and planning and technical teams to run best practice engagement processes, with training covering the planning process, the roles and responsibilities of local planning authorities and their members, legal requirements, the purpose of engagement, how to deal with difficult issues and questions, and a range of other topics.

### Investor engagement

We proactively engage with investors on our approach to ESG issues throughout the year. We also participate in several global and sectoral benchmarks used by investors, including:

- CDP Climate Change A (2024: A-), CDP Water B (2024: C), and CDP Forests B (2024: B-). CDP Supplier Engagement (A);
- Constituent of the Dow Jones Sustainability Europe Index (Standard & Poor's Corporate Sustainability Assessment) and included in the S&P Sustainability Yearbook 2026;
- Constituent of the FTSE4Good Index series, have an MSCI AA rating and were included in the Sustainalytics 2025 Industry ESG Top-Rated Companies List; and
- Member of Next Generation, the sustainability benchmark for UK housebuilders, and ranked fifth with a silver rating in 2024, the latest score available.





## Responsible and resilient business continued

### Political engagement

Regulation has an impact on our business and we think it is important to share our views with policy makers at the local, regional and national level.

This includes direct engagement such as responding to Government consultations, engagement with local and regional government through the planning process and engagement via our membership of trade associations.

We engage with local authorities, parish councils, Homes England, the Greater London Authority (GLA), regional government, the Ministry of Housing, Communities and Local Government (MHCLG), Department for Environment, Food and Rural Affairs (DEFRA), Nature England and other public sector organisations to understand their priorities and share our views.

Public policy work is carried out in a way that reflects our values and cultural principles and key policies such as our Business Conduct Policy. We aim for clear, open and accurate communication. It is our policy not to make donations to political parties or organisations.

As well as site-specific engagement, we participate in the development of strategic frameworks, Local Plans and Neighbourhood Plans, which consider broader development needs and enable local people to shape new developments in their area. This often includes working closely with local authorities to develop the local design code as part of the local development plan.

### Industry association memberships

We engage with Government through our membership of industry organisations such as the Home Builders Federation (HBF) and the British Property Federation (BPF). Regional businesses are also members of trade associations, for example our Scottish businesses are members of Homes for Scotland.

### Industry organisations and experts

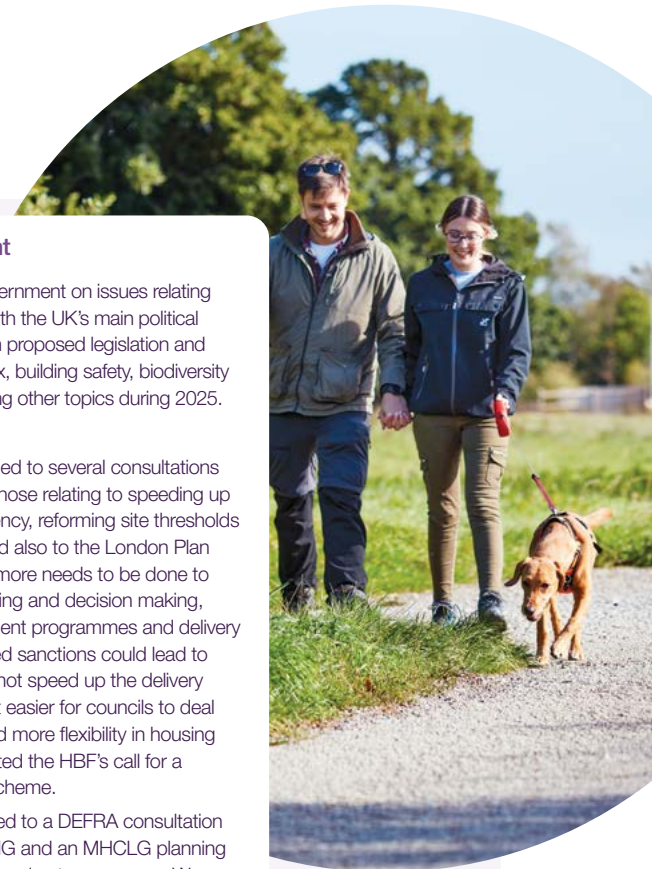
We partner with NGOs (non-governmental organisations) and expert organisations in areas such as urban design, ecology and innovation to help us create sustainable communities across the UK. For example, we are partnering with Hedgehog Street on nature interventions.

Many environmental issues for our sector are systemic and require collaboration among regulators, industry organisations, housebuilders and the supply chain. We work with others to tackle industry-wide challenges including through the HBF, the Future Homes Hub (see page 11) and the Supply Chain Sustainability School (see page 32). In 2026, Jennie Daly our Chief Executive will be Chair of the Future Homes Hub.

### Recent public policy engagement

We engage with central and devolved government on issues relating to planning and sustainability, as well as with the UK's main political parties. We responded to consultations on proposed legislation and changes to the planning system, landfill tax, building safety, biodiversity and nature, and water management among other topics during 2025. Examples included:

- Planning system reform:** We responded to several consultations run by the MHCLG in 2025, including those relating to speeding up build out, improving build out transparency, reforming site thresholds and reform of planning committees, and also to the London Plan consultation. We shared our view that more needs to be done to improve the quality and speed of planning and decision making, with more transparency over development programmes and delivery rates. We also highlighted that proposed sanctions could lead to unintended consequences and would not speed up the delivery of homes. We recommended making it easier for councils to deal with planning permission variations, and more flexibility in housing typologies and tenure mix, and supported the HBF's call for a replacement for the first time buyers' scheme.
- Biodiversity and nature:** We responded to a DEFRA consultation on improving the implementation of BNG and an MHCLG planning reform working paper on development and nature recovery. We shared our view that proposals to introduce strategic delivery plans alongside nature restoration funds represent a positive opportunity to unlock growth while ensuring the future protection of designated habitats, provided the funds are set at a level that would not jeopardise development viability.
- New Homes Accelerator programme call for evidence:** We submitted sites to this programme which aims to speed up the delivery of large-scale housing developments across England by addressing the causes of delays and obstacles to development.
- Call for sites – New Towns Taskforce:** We submitted sites to this taskforce of The House of Lords Built Environment Committee and have an interest in one of the 12 shortlisted sites.





## Responsible and resilient business continued

### Materiality assessment

We focus on the sustainability risks, opportunities, impacts and dependencies that are most material to our business and our stakeholders.

We conduct regular materiality assessments (at least every three years), with our most recent assessment concluding in 2023. Our assessment used a ‘double materiality’ approach to identify the socio-economic and environmental issues that have most impact on the value of our business and those where our business activities have most impact on people or the environment. Issues do not have to be material from both a financial and stakeholder perspective to be included.



Key steps in the methodology included:

- **Identifying impacts** – A long list of impact areas was identified, based on our previous materiality processes and a review of external reporting standards;
- **Evaluation and prioritisation** – A range of inputs were used to prioritise the identified impact areas. This included stakeholder interviews, a media and policy review, reference to sector-specific standards, multi-stakeholder and corporate benchmarks, and alignment with our business strategy and risk management process; and
- **Review and validation** – The findings were reviewed by members of our senior leadership, and some minor adjustments were made to reflect business priorities.

We recognise the important link between the Company’s material impacts and risk management, and our material impacts have been aligned to our Principal Risks, as set out in our Annual Report.

We are preparing for the introduction of the UK Sustainability Reporting Standards (UK SRS), which are expected to introduce new requirements for materiality assessment. We will align with these requirements when conducting our next assessment.

### Our material impacts



\* Includes customer service.



## Responsible and resilient business continued

### ESG reporting and disclosure

We are committed to transparent reporting on environmental, social and governance (ESG) issues. We publish a range of information and performance data each year to enable investors and other stakeholders to assess our strategy and progress.

This summary report provides an overview of our performance and data for the period 1 January to 31 December 2025. It covers the whole of Taylor Wimpey plc except where stated. Data is for the calendar year 2025, except where stated. Detailed reporting methodologies for our greenhouse gas emissions and waste data are included on our website.



### External assurance

We are continually working to improve the quality of our data and disclosures, to align with changing regulation and to meet stakeholder expectations. High-quality data also supports us to make well-informed decisions. In addition to our own internal processes and governance, we are extending the number of ESG metrics which undergo external assurance.

In 2025 PricewaterhouseCoopers LLP (PwC) performed external independent limited assurance procedures over selected ESG performance metrics for the year ended 31 December 2025, in accordance with International Standard on Assurance Engagements 3000 (Revised) 'Assurance engagements other than audits or reviews of historical financial information' (ISAE 3000 (Revised)), issued by the International Auditing and Assurance Standards Board, and 'Assurance Engagements on Greenhouse Gas (GHG) Statements' (ISAE 3410).

A copy of PwC's report and our Methodology and Criteria Document is available on our website at: [www.taylorwimpey.co.uk/corporate/investors/ESG-assurance](http://www.taylorwimpey.co.uk/corporate/investors/ESG-assurance).

#### Metrics in the external assurance scope

	<b>ESG Performance metric</b>	<b>31 December 2025</b>
Health and safety	Annual Injury Incidence Rate (per 100,000 employees and contractors)	200
Diversity and inclusion	Female representation in GMT and direct reports (%)	27
Diversity and inclusion	Ethnic representation in GMT and direct reports (%)	5.6
Environmental impact	Scope 1 GHG emissions (tCO <sub>2</sub> e)	8,607
Environmental impact	Scope 2 location based GHG emissions (tCO <sub>2</sub> e)	4,487
Environmental impact	Scope 2 market based GHG emissions (tCO <sub>2</sub> e)	1,223
Environmental impact	Scope 1 and 2 market based GHG emissions (tCO <sub>2</sub> e)	9,829
Environmental impact	Scope 1 and 2 market based intensity (tCO <sub>2</sub> e per 100 sqm completed build)	0.90
Environmental impact	Scope 3 – Category 1 Purchased goods and services (tCO <sub>2</sub> e)	861,435
Environmental impact	Scope 3 – Category 11 Use of Sold Goods (tCO <sub>2</sub> e)	707,025
Environmental impact	Carbon emissions of homes (kgCO <sub>2</sub> e per sqm completed build)	11.42
Environmental impact	Construction waste intensity (tonnes per 100 sqm completed build)	5.9
Environmental impact	% waste sent to be diverted from landfill	98.8
Environmental impact	Number of homes built using timber frame	1,947