



# Supply chain partners

Suppliers and subcontractors play a critical role in our business, providing the materials we use to build our homes and most of the labour force working on our sites.

We select our supply chain partners carefully and work with them to ensure they align with our standards on important issues such as health and safety, environmental protection and ED&I. We also partner with suppliers and contractors to test new approaches to tackling sustainability topics.



Taylor Wimpey plc Sustainability Summary 2025

## Performance in 2025

68%

Group suppliers have a net zero target. Of these, 53% align with our target date of 2045 (or earlier) and 47% have a target date of 2050

77%

Group suppliers registered with the Supply Chain Sustainability School

97.5%

of timber supplied by Group suppliers is FSC or PEFC certified.

B

rating in CDP Forests, the investor-led disclosure initiative (2024: B-)

9m

recycled glass equivalent to 9 million wine bottles was used to create our insulation in 2025

## Responsible and sustainable sourcing

Our Supply Chain Policy sets standards for suppliers on safety, quality, ethics, human rights and the environment. Our Supplier Code of Conduct requires suppliers to respect workers' human rights and prohibits all forms of modern slavery. It is embedded into our Framework Agreements (contracts) with Group suppliers (those managed by our Group procurement team).

We conduct an annual risk assessment of our Group supply chain, with each Group supplier assigned a risk rating based on factors including cost and security of supply, as well as ESG-related risks. This enables us to prioritise higher-risk suppliers for engagement and follow-up. High-risk suppliers are re-assessed quarterly.

We include sustainability disclosure requirements in our digital supplier relationship management system for Group suppliers. This is used for onboarding and supplier reviews and covers areas including employment standards, modern slavery, real living wage, environmental management, climate change, waste, packaging, nature and water.

We have quarterly review meetings with national partner suppliers who provide strategically important products. Depending on supplier category, these reviews cover sustainability issues such as waste, carbon emissions, modern slavery and real living wage.



## Supply chain partners continued

In 2025, Group suppliers were asked to complete questionnaires on their approach to risk, environmental topics and ED&I. Key findings will be communicated back to suppliers at our annual conference in 2026 to encourage further action and best practice sharing. Our supplier environmental survey showed that 68% of Group suppliers have a net zero target. Of these, 53% are aligned with our target to reach net zero by 2045 and 47% have a target date of 2050.

### Embedding environmental considerations into procurement

We are engaging with suppliers on carbon reduction, focusing on materials suppliers in the 15 most carbon-intensive categories. We are increasingly integrating embodied carbon as one of the factors considered in tender processes for carbon-intensive materials.

We ask suppliers to provide Environmental Product Declarations (EPDs) which are based on life cycle assessments (LCAs) and quantify embodied carbon. Use of EPDs informs our procurement decision making, but not all products currently have EPDs.

Our recent survey showed that 47% of Group suppliers have EPDs for products and systems they supply to us.

In 2026, we will focus our engagement on suppliers in carbon-intensive sectors who aren't currently aligned with our target to reach net zero by 2045.

We are developing an app for our planning, commercial, technical and procurement teams to use when specifying or procuring bricks. This will rate products according to factors such as cost, availability and CO<sub>2</sub> emissions from transport, making it easier for our teams to select the most cost- and carbon-efficient options. We hope to extend it to other products and add more carbon data as the quality of supplier EPDs improves.

We are working with suppliers to increase our use of recycled materials, which can also lower embodied carbon. Current examples of products in use in our homes include:

- Glass mineral wool insulation, supplied by Knauf Insulation, is made from recycled glass. The equivalent of around 9 million wine bottles were used to create our insulation in 2025
- Many of our window frames integrate recycled uPVC content and we are exploring opportunities to integrate other low carbon materials
- Our kitchen suppliers integrate recycled board and chipboard in our kitchen ranges
- Vinyl flooring that includes recycled content from offcuts
- Plasterboard sizes specified to suit our configurations, reducing waste from offcuts

#### Case study

## Working with the Supply Chain Sustainability School

**We use the Supply Chain Sustainability School (SCSS), an industry collaboration, to help engage our suppliers on sustainability.**

Suppliers completed 144 company-level self-assessments or re-assessments to help them identify and manage sustainability performance.

In 2025, 77% of our priority (Group) suppliers were registered with SCSS and attended over 617 hours of CPD virtual training on sustainability topics such as modern slavery, waste, climate change, diversity and inclusion, social value, and mental health and wellbeing.

We are also working through the SCSS on collaborative projects on improving carbon data in the supply chain, waste management, plastic packaging and human rights.

# 617

hours of CPD training on sustainability topics completed by suppliers

# 77%

of Group suppliers registered with the Supply Chain Sustainability School





## Supply chain partners continued

### Responsible timber sourcing

Our Sustainable Timber Policy commits us to procure timber and timber products from well-managed forests with full chain of custody certification from either the Forest Stewardship Council (FSC) or the Programme for the Endorsement of Forest Certification (PEFC).

We survey Group timber suppliers annually to understand the origin of the timber used in Taylor Wimpey homes, to confirm compliance with our policy on timber certification and to identify higher-risk areas of the supply chain. We require any companies sourcing from higher-risk countries to carry out due diligence to ensure timber meets our standards. If any non-compliances are identified, we work with the supplier to ensure remedial action is taken.

At our timber frame manufacturing facility, responsible timber sourcing requirements are integrated into supplier contracts, and the facility has achieved certification by PEFC.

We participate in CDP Forests, the investor-led disclosure initiative, and in 2025 we scored B (2024: B-).

# B

Score in CDP Forests (2024: B-)

### Human rights and modern slavery

We respect the human rights of employees, workers in our supply chain, customers, local communities and others affected by our business activities. We are guided by international standards such as the United Nations' Universal Declaration of Human Rights and the European Convention on Human Rights.

We respect the labour rights of our employees and those working on our behalf, including the rights to freedom of assembly and association, and non-discrimination. We address these rights through our human resources policies and our work on issues such as health, safety and diversity.

We do not tolerate any form of slavery, forced labour, child labour or human trafficking in our business or supply chain. We have two e-learning modules for employees to raise awareness of modern slavery risks and how to engage with suppliers on this issue. We require our tier 1 suppliers to confirm their compliance with our modern slavery policy during the tender process and via our framework agreements. We also engage with subcontractors working on our sites to ensure they are implementing appropriate policies and processes to mitigate modern slavery risks.

We have been involved in a project with the Supply Chain Sustainability School to better understand human rights risks in the PV panel supply chain and have engaged with our PV panel suppliers on their approach to mitigating human rights risks.

Read our Modern Slavery Act Transparency statement [www.taylorwimpey.co.uk/corporate/sustainability/modern-slavery-act](http://www.taylorwimpey.co.uk/corporate/sustainability/modern-slavery-act)

### Subcontractor engagement

Subcontractors provide essential labour, trades and services to our construction sites.

We work closely with subcontractors to ensure they meet our standards in areas such as health and safety (see page 43), build quality (page 11), inclusion (page 29) and customer service (page 14).

Our scope of operations for subcontractors sets our high expectations for build quality and finishing standards. It is included in our framework agreement with subcontractors, along with our Customer Service Policy and requirement to deal with customer issues within agreed timeframes. All subcontractors must confirm compliance with our policies on the real living wage and modern slavery before they can participate in a tender process.



Each regional business hosts a biannual seminar to update subcontractors on business performance, future plans, key messages and priorities relating to topics such as quality, safety, diversity and the environment. All subcontractors are invited. These topics are also discussed at quarterly meetings between our Group Commercial Director and leadership of our key subcontractors.

Many of our subcontractors are small, local and family-run businesses and working with them supports the local economy around our sites. We hold regular engagement and 'Meet the Buyer' events to help SME businesses to work with us and we support them to comply with our HSE procedures. We also partner with the Construction Industry Training Board and the Home Building Skills Partnership to support some of our mid-sized subcontractors to hire apprentices.



## Supply chain partners continued

We are committed to treating subcontractors and suppliers fairly and paying on time. Our standard payment terms are to pay by the end of the following month after receipt of invoice. The payment terms for contractors are 37 days. We have self-billing arrangements in place for subcontractors which automate and speed up invoicing and payment. This can particularly benefit small firms working with us.

### Future skills

Our industry is facing a skills shortage due to an ageing workforce and a shortfall in the number of young people joining, particularly in the skilled trades workforce. At the same time, changes to Building Regulations, the introduction of regulation such as the Future Homes Standard, and developments in technology mean the types of skills we need are changing. For example, we may need significantly more people qualified to install air source heat pumps in future but fewer gas engineers.

We work closely with our sub-contractors and others within and beyond our sector to understand our skills needs, attract more people into our industry and ensure the right training is in place to address skills gaps. We run our own trade apprenticeship scheme, see page 24, and many of our apprentices go on to roles with our subcontractors.

We have worked with the industry and the HBF to create the Home Building Sector Skills Plan, which is driving the development of multi-trade skills hubs around the UK. In 2025, our CEO Jennie Daly attended the first meeting of the Construction Skills Mission Board which aims to bring together government and industry to recruit 100,000 new workers into the construction sector.

We are participating in the Building Bridges Network, which brings together housebuilders and suppliers to develop and share best practice for equality, diversity and inclusion in our industry to help address the skills gap.

### Engaging schools and universities

To promote careers in our sector, each of our regional businesses has a schools engagement plan. We are relaunching our schools programme in 2026, with a target to reach 600,000 students across secondary and primary schools over the next 12 months. Each business unit will invest in training ambassadors to visit schools and run interactive events and assemblies, careers talks and workshops.

Regional businesses also engage with local universities and colleges. For example, Taylor Wimpey North East is working with Gateshead College to enable students on their construction courses to gain hands on experience.

