

Our partners

Our partnerships are very important to us and we take that responsibility seriously. We strongly believe that the best partnerships are fair and mutually beneficial.

Material issues



Progress for 2020

- Launched the Taylor Wimpey Pay It Forward Scheme for subcontractors
- Provided clear and regular communications for our suppliers and subcontractors during the pandemic
- Our colleagues raised over £70k for charity by taking part in the Taylor Wimpey Isolation Charity Challenge
- Introduced a COVID-19 Code of Conduct to keep our partners safe on site

Priorities for 2021

- Continue to develop on site training, competency and site-based audit programme in collaboration with our supply chain to have full nationwide coverage by spring 2021
- Integrate sustainability compliance into the tender process for central suppliers
- Hold our Taylor Wimpey Challenge and participate in the Housebuilders Challenge event, COVID-19 restrictions permitting

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Link to SDGs



Supporting subcontractors in the pandemic

During the first stages of the COVID-19 pandemic we introduced our 'Taylor Wimpey Pay It Forward Scheme', providing advance payments for future work done by subcontractors where we have a long-term relationship. This was aimed at self-employed individuals who either did not benefit from the Government's Self-employment Income Support Scheme or may have experienced significant hardship before that scheme started to make

payments. This helped us to maintain strong links with our subcontractors and quickly begin working with them again once the crisis eased. We also made our employee helpline available so subcontractors could get support and guidance on a range of topics including finances, budgeting, stress and anxiety, or use our mental health and wellbeing app.

Supply chain

We want to work in collaboration with our supply chain to deliver greater quality and efficiency, with national agreements a key tool to optimise our purchasing power. Collaboration brings benefits and the potential for cost savings for both Taylor Wimpey but also our suppliers. This includes increasing efficiency by reducing stock items and improving visibility on programming for material demands.

We continue to work to improve our relationships with our supply chain, both in procurement and via Taylor Wimpey Logistics, to deliver solutions to build quality and efficiency issues on an ongoing basis. Taylor Wimpey Logistics plays an important part in our supply chain management, providing us with an alternative route to delivery and aiding efficiency with the preparation of 'just in time' build packs for each stage of the build process.

We have been reviewing how we train people by leveraging technology, firstly with online supplier masterclasses hosted by our Supply Chain partners throughout 2020, and by launching a Nationwide Supplier Training programme with site and installation teams to provide expert supplier knowledge and information to the workforce. We have engaged with our incumbent suppliers to develop a focused on-site training, competency and site-based audit programme for site teams, direct trades and subcontractors, that will be delivered by the suppliers' technical representatives supporting 'right first time' and improving quality which enables us to provide a better-quality customer experience. We will continue to develop this platform in collaboration with our supply chain to have full nationwide coverage by spring 2021.

Charity partnerships

During 2020, we continued our partnership with our national charities as well as local charity partners across the UK albeit meetings were held virtually this year. The Charity Committee oversees and prioritises our national charity donations and includes a variety of employees across the business. Our six national charities are the Youth Adventure Trust, End Youth Homelessness, Crisis, CRASH, St Mungo's and

Foundations Independent Living Trust. When the COVID-19 crisis hit we contacted our charity partners to understand how it was affecting them and ask how we could best support them.

In total, during 2020, we donated and fundraised over £668,000 for registered charities (2019: over £1.1 million). We held a number of virtual fundraising challenges and made donations to support our charity partners through this difficult year. This included a company-wide Isolation Challenge that raised over £70,000. The money was shared between NHS charities, Crisis and Childline. More information about our charity partnerships and local sponsorships can be found within our Sustainability Report.

When the pandemic struck the UK in early 2020, our colleagues across the business got involved to support those affected in their local communities. We donated our surplus supplies of PPE to local NHS and care organisations, which were packed and delivered by employees. Taylor Wimpey Logistics also used its supplier contacts to purchase additional PPE for hospitals and care homes. In total we were able to buy and deliver 150,000 aprons, 75,000 pairs of gloves and 150,000 masks to over 50 care homes and hospitals.

Local Planning Authorities

We aim to work constructively with planning authorities to agree the details of our planning obligations for each development, including affordable housing, local infrastructure and facilities.

We use the results of our community engagement to help us develop planning proposals that are financially viable and meet local needs. Each planning application integrates a clear development plan, enabling planning authorities to monitor progress. As at 31 December 2020, we were building on 96% of sites with implementable planning.

Working with local and central Government

We engage with local authorities, parish councils, Homes England, the Greater London Authority (GLA), the MHCLG and other public sector organisations to understand their priorities and share our views.

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.

We engage with central Government on issues relating to planning and sustainability. In 2020, this included: the Planning for the Future White Paper, COVID-19 impact on the planning system, Building a Safer Future, and the Future Homes Standard. More information is included in our Sustainability report.

We engage with Government through our membership of industry organisations such as the HBF and the British Property Federation.

We are members of five Homes England regional Delivery Partner Panels.

Working with suppliers on HSE

We work closely with suppliers and subcontractors on safety. Our approach includes risk assessment and vetting procedures to confirm that all subcontractors have the right knowledge, skills, resources and experience to manage health and safety to our standards. Our 'Operative's Journey' process includes our HSE site induction, regular poster campaigns and site safe briefings and we have HSE site support teams that participate in monitoring and improving site safety.

Our Supply Chain Policy and Supplier Code of Conduct summarise our supplier standards for safety, quality, ethics, human rights and the environment. In 2020, we established a Sustainable Procurement Working Group to further develop our approach to engaging suppliers on sustainability issues.

Human rights and modern slavery

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

We respect the rights of our employees and those working on our behalf, including the rights to freedom of assembly and association and non-discrimination. Our work on issues such as health, safety, diversity and the environment supports our commitment to uphold human rights.

We do not tolerate any form of slavery, forced labour, child labour or human trafficking in our business or supply chain. We have established our Modern Slavery Act multidisciplinary working party, to oversee our approach to due diligence and our work with suppliers to reduce modern slavery risks.

More information is available in our Modern Slavery Act Statement.



April Pay it Forward

The Taylor Wimpey Pay it Forward Scheme offered support to self-employed subcontractors who lost income during the lockdown.

As well as providing support for trusted subcontractors, the scheme also helped the Company to maintain strong relationships with trusted partners and ensured we were able to swiftly re-mobilise our construction sites with sufficient resource and support.

“It's not a 'them' and 'us' culture with subcontractor relationships, but very much a team approach to achieve the best possible outcomes, at all times.”

Contractor

April	May	June	July
<p>Open and honest communications</p> <p>Communications from a Group and regional level, including weekly calls with suppliers and subcontractors ensured our partners were kept up to date with key messages, including our re-mobilisation strategy and new ways of working.</p>	<p>Taylor Wimpey Isolation Challenge</p> <p>A Company-wide isolation activity challenge raised over £70,000 for charity. The money was shared between NHS Charities Together, Crisis and Childline.</p>	<p>Engaging our suppliers</p> <p>A Sustainable Procurement Working Group was established to further develop our approach to engaging suppliers on sustainability issues.</p>	<p>Working with Government</p> <p>We engaged with local and central Government on issues relating to planning and sustainability, including the Planning for the Future White Paper, the Future Homes Standard and Building a safer future.</p>