



# Equality, Diversity and Inclusion Policy

## **Taylor Wimpey Equality, Diversity & Inclusion Policy**

### **Purpose**

Taylor Wimpey is committed to creating and maintaining a diverse and inclusive workplace that respects and values the unique contributions of everyone. We believe that diversity is a fundamental strength that enhances our ability to innovate, serve our customers and our communities, and achieve our business goals. This policy outlines our commitment to promoting equality, diversity, and inclusion in all aspects of our operations.



We are dedicated to fostering an inclusive work environment where all staff feel valued, respected, and supported. We strive to create a workplace that reflects the diversity of the communities in which we operate and where every individual can thrive.

We strive to be an employer of choice within our sector and beyond to attract, retain and develop a diverse and inclusive workforce who feel engaged, empowered, enabled and valued.

As a result, we are fully committed to equality of opportunity in all our employment practices and the aim of this policy is to ensure:

- fair, equal and consistent treatment of all current and prospective employees, agency workers, self-employed contractors, and all workers;
- that we do not discriminate based on race, colour, religion or belief, sex or sexual orientation, gender identity or expression, gender reassignment, ethnic or national origin, nationality, age, genetic information, disability, marital or civil partner status, pregnancy or maternity or any other status protected by law;
- that all employment decisions, including recruitment, hiring, promotions, pay, benefits, flexible working, training and terminations, are made without regard to these characteristics; and
- compliance with current legislation and codes of practice.

We aim to ensure that equality, diversity and inclusion is embedded in all our activities, policies and decisions and will work with our partners, contractors and suppliers to share best practice and encourage inclusive working practices and conditions.

### **Who does The Equality, Diversity and Inclusion Policy apply to?**

This policy applies to all employees, agency workers, self-employed contractors, workers, volunteers as well as job applicants and has relevance to all those concerned with recruitment and selection, advertising vacancies, training and promotion procedures and/or decisions. This includes any other employee or person acting on behalf of Taylor Wimpey who is concerned with the employment or engagement, or potential employment or engagement of any person with protected characteristics.

### **Our Commitment**



We take our responsibilities on equality, diversity and inclusion very seriously and commit to the following:

- Taking action to prevent and eliminate all forms of discrimination and removing or mitigating any practices that disadvantage underrepresented groups. This may include taking positive action to redress any gender, racial or other imbalance, including monitoring, reviewing the recruitment process, and acting on any inequality revealed by the data.

- Training and awareness on equality, diversity and inclusion by requiring that all employees and managers complete mandatory e-learning training. We will provide regular and relevant training for managers and key decision makers about legislation and provide awareness training and information on relevant topics throughout the year via our Equality, Diversity & Inclusion Committee.
- Complying with our legal obligations in a transparent manner.
- Transparency by ensuring we publish metrics and relevant information on our dedicated equality, diversity and inclusion intranet page [here](#).
- Making reasonable adjustments for disabled employees to ensure equal access to employment opportunities.
- Ensuring that our Equality, Diversity & Inclusion Committee meet on a regular basis and consist of employees with the right level of authority and access to resources to enable support, guidance to BU E, D & I Champions, as well as driving programmes, initiatives and action on equality, diversity and inclusion.
- Reporting via an annual report detailing progress and plans to advance equality, diversity and inclusion.
- Business Unit Equality, Diversity and Inclusion action plans owned and progressed by the Managing Director.
- Commercial and supply partners will be asked to provide details of their commitments and strategy on equality, diversity and inclusion as part of our tender processes.
- Induction for all new joiners will set out our expectations and culture in ensuring dignity, respect and inclusion at every level of our organisation.

For the avoidance of doubt, Taylor Wimpey will not tolerate any forms of discrimination or exclusion within our workplace. We will deal with any acts of discrimination, bullying and harassment under the disciplinary or other relevant policy and take appropriate action where necessary.

### **Responsibilities**

Employees and workers will:

- Demonstrate inclusive behaviour and familiarise themselves with our values and HR policies.
- Undertake equality, diversity and inclusion learning/training as required.
- Co-operate with any measures introduced to ensure equality of opportunity.
- Call out and report any discriminatory acts or practices as soon as possible to their line manager, the HR Department or by using the confidential helpline on 0800 915 1571.
- Not induce or attempt to induce others to practice unlawful discrimination.
- Not victimise anyone because of them having reported or provided evidence of any harassment, abuse or intimidation of others, including where this relates to a protected characteristic.

In addition to the above, managers will:

- Implement policies and procedures relating to equality, diversity and inclusion and communicate this to employees.
- Role model and promote a professional and positive work environment by being non-judgmental, inclusive and open, and challenging behaviour or decisions that breach this policy.
- Take accountability for timely and appropriate action to address and stop bullying, harassment and / or discrimination in line with our HR policies.
- Ensure that commercial, supply and external partners understand and comply with our

policy.

In addition to the above, our HR Department will:

- Ensure that managers and employees are aware of Taylor Wimpey's commitment to diversity and inclusion and will ensure that we:
  - Coach and support managers to be responsible for their own behaviours and the diversity & inclusion of their teams.
  - Ensure that this policy is regularly reviewed and developed and that any amendments are communicated.

Our GMT, and PLC board of directors have overall responsibility for the effective operation of this policy and for ensuring compliance with discrimination law.

### Discrimination



We do not expect anybody who works for us to unlawfully discriminate against, or harass, or victimise, other people, including because of their protected characteristics; this includes current and former employees, job applicants, clients, customers, suppliers and visitors. This applies in the workplace, outside the workplace (when dealing with customers, suppliers or other work-related contacts or when wearing a work uniform), and on work-related trips or events including work social events. We have produced specific guidance for attending work events which can be found [here](#).

The following forms of conduct are prohibited under this policy. They are also unlawful and may result in legal action being taken against Taylor Wimpey or individuals:

- Direct discrimination: treating someone less favourably because of a protected characteristic.
- Indirect discrimination: a provision, criterion or practice that applies to everyone but adversely affects people with a protected characteristic more than others and cannot be justified.
- Harassment: this includes sexual harassment and other unwanted conduct related to a protected characteristic, which has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. Harassment is dealt with further in our Anti-Harassment and Bullying Policy.
- Victimisation: retaliation or subjecting someone to a detriment when that person has (or may) complain or has (or may) support someone else's complaint about discrimination or harassment.
- Failure to make reasonable adjustments for disabled persons: adjustments may be necessary if a disabled person is placed at a substantial disadvantage in comparison with persons who are not disabled; if so, an employer must take such steps as are reasonable to alleviate the disadvantage.

Taylor Wimpey will periodically review its policies and practices to ensure that they are not discriminatory.

Specifically, Taylor Wimpey will ensure that redundancy criteria and procedures are fair and objective and are not directly or indirectly discriminatory. Please refer to the Redundancy Policy ([here](#)) for more information.

Specific statutory protection applies to employees who are either pregnant or on maternity leave. Please refer to the Maternity Policy [here](#) for more information.

Taylor Wimpey will also ensure that disciplinary procedures and penalties are applied without

discrimination, whether they result in disciplinary warnings, dismissal or other disciplinary action. Please refer to the Disciplinary Policy ([here](#)) for more information.

### **What are protected characteristics?**

- Age: Protection against discrimination based on age.
- Disability: Protection against discrimination based on physical or mental disabilities and a duty to make reasonable adjustments.
- Gender Reassignment: Protection for individuals who have undergone, are undergoing, or are proposing to undergo gender reassignment.
- Marriage and Civil Partnership: Protection against discrimination based on marital or civil partnership status.
- Pregnancy and Maternity: Protection for women who are pregnant or on maternity leave.
- Race: Protection against discrimination based on race, colour, nationality, ethnic or national origin.
- Religion or Belief: Protection against discrimination based on religion or belief, including lack of religion or belief.
- Sex: Protection against discrimination based on sex or gender.
- Sexual Orientation: Protection against discrimination based on sexual orientation.

### **Part-time and fixed-term work**

Part-time and fixed-term staff should be treated the same as comparable full-time or permanent staff and enjoy no less favourable terms and conditions (on a pro-rata basis where appropriate), unless the different treatment can be justified. Taylor Wimpey takes this responsibility seriously and provides training to line managers to ensure that best practice is followed.

### **Breaches of the Equality, Diversity and Inclusion Policy**



Taylor Wimpey does not tolerate breaches of this policy. These are normally dealt with in accordance with the Disciplinary Policy. Serious breaches may amount to gross misconduct resulting in dismissal. Individuals who believe that they have been discriminated against or victimised in accordance with this policy may:

- if they are an employee, raise a complaint using the Grievance Procedure in the Grievance Policy;
- if they are a worker covered by the Working Rule Agreement, raise a complaint by using the Grievance Procedure in the WRA; or
- if they are any other individual (including an agency worker, self-employed contractor, worker, volunteer or job applicant), raise their concern with the HR Department or line manager if applicable.

Where there has been an allegation of harassment or bullying, the Anti-Harassment and Bullying Policy which can be found [here](#) should be followed.

Complaints will be treated in confidence and investigated.

There must be no victimisation against anyone who complains or supports a claim about discrimination.

However, making a false allegation deliberately and in bad faith will be treated as misconduct or, in appropriate circumstances, gross misconduct, and will be dealt with under the Disciplinary Policy.

No employee or worker should be subjected to any detriment due to their membership of a trade union or because they choose to take part in the activities of a trade union.

### **Concerns about third parties**

Individuals who believe that someone else has been discriminated against contrary to this policy should raise their concerns with the individual's line manager or the HR Department.

### **Other Policies**



All Company policies, remuneration, hours of work, appraisal schemes and benefits are designed to promote equality of opportunity and protection for all employees.

This policy does not form part of any employee's contract of employment and it may be amended at any time.

Taylor Wimpey may also, at its absolute discretion, vary or remove any individual part(s) of this policy, including any timescales or time limits, as appropriate in any case or situation.

## Confidentiality




Taylor Wimpey will aim to deal with all matters in relation to this policy sensitively and with due respect for the privacy of any individuals involved.

All individuals must treat as confidential any information communicated to them in connection with a matter relating to this policy, unless otherwise authorised by their line manager.



The Board of Taylor Wimpey plc will monitor the effectiveness of this Policy and will review the Policy on a regular basis and at least every two years

Approved by		CEO, Taylor Wimpey plc	Date: Feb 2024
-------------	---	------------------------	----------------

