


Diversity Policy

Taylor Wimpey operates in diverse communities. We believe that embracing this diversity will enable us succeed through a workforce that is inclusive, creative and innovative. Diversity covers many aspects. We have defined diversity to mean that we actively embrace the business and local communities in which we operate and will strive to reflect their richness and character to include such aspects as gender, race and religion but also diversity of thought, background and experience.

Managing diversity is about valuing everyone as an individual - valuing people as our employees, customers and clients. People have different needs, values and beliefs. Our people management practice demands that employment propositions are both consistently fair but also flexible and inclusive in ways that assist our people while supporting our business needs and objectives.

We believe that everyone should have the right to equal access to employment and, when in our employ, to equal pay and access to training and career development. We are committed to ensuring that our people are free from any direct or indirect discrimination, harassment or bullying. We will not tolerate any behaviour that detracts from this. This includes our commitment to understanding modern slavery risks and taking appropriate steps to address the risks of modern slavery and human rights abuses occurring in our business and supply chain.

We acknowledge that we must continue to promote diversity in order to create an organisation that attracts, supports and promotes the broadest range of talent. Establishing an organisational culture with diversity as a core value will enable individuals to reach their full potential and to provide the best service to our customers.

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		Chief Executive Taylor Wimpey plc March 2017