

Whistleblowing/Protected Disclosure Policy

The Board of Taylor Wimpey plc will monitor the effectiveness of this Policy and the Audit Committee will review and approve the Policy on a regular basis.

Approved by		Last reviewed	19 December 2019
Audit Committee			

Policy

Taylor Wimpey expects from its employees a duty of confidentiality relating to the Company's commercial and business affairs and its trade secrets. However, Taylor Wimpey recognises that there may be situations where some wrongdoing is being carried out within the Company or related to its business of which it would wish to be aware, to ensure it is dealt with and/or remedied. In this case, employees who become aware of such incidences must not allow their private interests to outweigh their duty and should use the procedures set out in this policy to make a disclosure of wrongdoing, rather than referring the matter directly to an outside party. These are set out in the Protected Disclosure Whistleblowing Policy and Procedure. This will enable the Company to investigate a matter that it may be unaware of and to deal with it effectively, in the best interests of the Company whilst maintaining the confidentiality of its internal operations.

The Board of Taylor Wimpey plc and the Group Management Team are committed to this policy. If an employee raises a genuine concern under this policy, they will not be at risk of losing their job or suffering any form of retribution as a result. Provided they raise a genuine concern related to suspected wrongdoing or danger affecting any of our activities, it does not matter if they are mistaken. Of course, we do not extend this assurance to someone who makes an allegation that they not reasonably consider to be true.

In addition to internal management assistance Taylor Wimpey also operates a whistleblowing service operated by an external provider. The confidential external whistleblowing hotline is facilitated by Safecall and is accessible on: 0800 9151571.

We will not tolerate the harassment or victimisation of anyone raising a genuine concern. However, we recognise that employees may nonetheless want to raise a concern in confidence under this policy. If requested, identity will be protected by keeping it confidential and not disclosing it without consent.

In all circumstances, all employees and others who represent the Company must adhere strictly to this policy and the associated procedures - this will protect them as well as the Company.