



Fit for the
future

Sustainability Summary 2024

Taylor
Wimpey | plc



We are one of the UK's leading national homebuilders operating from 22 regional businesses across the UK. Our purpose is to build great homes and create thriving communities.

Our report explores how we're embedding sustainability across our business to generate value for our colleagues, partners, customers, communities and investors.

We deliver high-quality **homes and places** where customers can enjoy a good quality of life and adopt a more sustainable lifestyle.

We collaborate with our **people and suppliers**, investing in health, safety and wellbeing, creating more inclusive workplaces and building the skills needed to deliver the sustainable homes of the future.

We are mindful of the impact of our business on the **planet** and are committed to addressing this by delivering on our environment targets and our Net Zero Transition Plan.

We pride ourselves on being a **responsible and resilient business** with strong policies and governance that enable us to reduce risks, deliver on our commitments and prepare for the long term.

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Our reporting suite

Annual Report and Accounts

Includes our operational and financial performance and key sustainability and financial disclosures (including our disclosure against the TCFD recommendations). It can be viewed at www.taylorwimpey.co.uk/corporate along with our Notice of Annual General Meeting 2025.



Scan to view our online Annual Report 2024

Sustainability Summary

Provides an update on our sustainability actions, detailed performance data and progress against targets during the period 1 January 2024–31 December 2024.



Sustainability website

Includes more detailed performance information, policies and case studies. See www.taylorwimpey.co.uk/corporate/sustainability



Introduction from our Chief Executive



We aim to achieve results in the right way protecting the long-term interests of the business and our stakeholders.”

Quality housing makes a positive difference across almost every area of life, including educational attainment and better health outcomes, and is one of the key contributors to economic growth, at both a local and national level. We are proud to deliver quality new homes to our customers and to create thriving new communities where people want to live and can enjoy a good quality of life.

It is important that we achieve our results in the right way, protecting the long-term interests of our business and our stakeholders, including our colleagues, partners, customers, communities and investors.

In 2024, we were pleased to increase our build quality and customer service scores, achieving our highest ever performance, alongside contributing £345 million to the local communities in which we build via planning obligations (2023: £405 million), and to have made progress on reducing the carbon footprint of our business, among other achievements.

We know there is always more we can do and look forward to another year of strong results in 2025.

Jennie Daly CBE
Chief Executive

Financial and operational highlights

Group completions including joint ventures
10,593
(2023: 10,848)

Revenue
£3,401.2m
(2023: £3,514.5m)

Operating profit
£416.2m
(2023: £470.2m)

Plots in short term landbank
c.79k
(2023: c.80k)

Total dividend per share paid in the year
9.59p
(2023: 9.57p)

Average selling price on private completions
£356k
(2023: £370k)



Materiality assessment

We focus on the sustainability risks, opportunities, impacts and dependencies that are most material to our business and our stakeholders.

We conduct regular materiality assessments (at least every three years) with our most recent assessment concluding in 2023. Our assessment used a 'double materiality' approach to identify the issues that have most impact on the value of our business and those where our business activities have most impact on people or the environment. Issues do not have to be material from both a financial and stakeholder perspective to be included. A summary of the methodology is included on page 37.

About our findings

We have grouped our key issues into four impact areas which are used to structure our reporting:

- **Our homes and places** – How we design and build new homes and communities where our customers can enjoy a good quality of life. These issues link to our Principal Risks including: 'Mortgage availability and housing demand', 'Quality and reputation', 'Land availability', 'Natural resources and climate change'.

- **Our people and suppliers** – How we look after our employees, work with our suppliers and subcontractors and invest in the skills we need to build new homes today and in the future. These issues link to our Principal Risks including: 'Attract and retain high-calibre employees', 'Health, safety and environment', 'Availability and costs of materials and subcontractors'.

- **Our planet** – How we manage the impact of our business on the environment. These issues link to our Principal Risks including: 'Natural resources and climate change', 'Health, safety and environment', 'Government policies, regulations and planning'.

- **Responsible and resilient business** – How we apply high ethical standards to benefit our business and our stakeholders. These issues link to our Principal Risks including: 'Government policies, regulations and planning', 'Mortgage availability and housing demand', 'Quality and reputation', 'Health, safety and environment', 'IT environment and security'.

We set targets for many of our material impacts and a full list can be found on pages 47 to 50.

Our material impacts



* Includes customer service.

Material impact highlights



Our homes and places

Completions in the UK designated as affordable

22%

(2023: 23%)

Homes with integrated PV panels

48%

(2023: 20%)

Contributions to local communities via planning obligations

£345m

(2023: £405m)

Customer satisfaction 8-week score

96%

(2023: 92%)



Our people and suppliers

Voluntary employee turnover

12.1%

(2023: 14.2%)

Annual Injury Incidence Rate (AIIR) (per 100,000 employees and contractors)

212

(2023: 151)

Employee engagement score

93%

(2023: 93%)

Women in our Group Management Team (GMT)

33%

(2023: 33%)



Our planet

Reduction in absolute operational carbon emissions (scopes 1 and 2) since 2019

47%

(2023: 35%)

Construction waste diverted from landfill

98%

(2023: 98%)

Electricity from REGO-backed renewable sources

85%

(2023: 79%)

Wildlife enhancements installed since 2021

5,500

(2023: 3,500)



Responsible and resilient business

Next Generation benchmark

Silver

(2023: Gold)

Rating from MSCI

AAA

(2023: AAA)

Schemes with implementable planning being built on or are due to start on in the first quarter of 2025

98%

(2023: 99.6%)

Donated and fundraised for registered charities and community causes

£1.2m

(2023: £1.2m)





Our homes and places

We aim to **plan, design and build our homes and developments** to enable our customers to **enjoy a good quality of life**, adopt sustainable living habits and feel part of a community. We invest in **improving our customer service** and work with partners to **deliver affordable and accessible homes**.



Highlights from 2024

Completions designated as affordable

22%

(2023: 23%)

Homes with integrated PV panels

48%

(2023: 20%)

Contributions to local communities via planning obligations

£345m

(2023: £405m)

Customer satisfaction 8-week score

96%

(2023: 92%)



Our homes

In 2024, we completed 10,593 new homes (2023: 10,848), including joint ventures. This is similar to the previous year, reflecting challenging market conditions in 2024.

Energy-efficient homes

Our homes are already highly energy-efficient and we are investing in research and development to help us improve further. The majority of our homes built in 2024 were designed to achieve an Energy Performance Certificate rating of B. The average dwelling emission rate was 13.2 kgCO₂e/m² per year. Features include insulation, energy-efficient walls and windows, 100% low energy light fittings and energy-efficient appliances. We are rolling out homes built to our latest specification in line with the updates to Building Regulations Parts L and F. These integrate enhanced fabric standards, further energy-efficiency measures and low carbon technologies, including triple glazing, wastewater heat recovery systems, high efficiency boilers, thermally enhanced lintels and photovoltaic (PV) panels. These changes result in an average 31% reduction in carbon emissions from our homes in England, compared with our previous specification, with similar reductions in Wales and Scotland.



We are continuing to develop our specification for zero carbon ready homes as we prepare for the introduction of the Future Homes Standard. Our Road to Net Zero Carbon Working Group is guiding our preparations and the changes to our specification. Our build trial at Sudbury has informed this process and we are continuing to conduct post-occupancy research with the new residents, to capture feedback on the experience of living in the homes. Around 5% of our completions in 2024 included air source heat pumps.

Our new homes are also water-efficient with water meters (England and Wales), low flow taps and showers, and dual flush toilets. We have made integrated recycling bins part of the specification for kitchens in our new standard house types to help customers recycle.

We want to inspire customers to adopt nature-friendly gardening techniques and are distributing home welcome packs with wildlife-friendly products, such as wildflower seeds and bug hotels.

7,545

EV charging points installed since 2021

Our homes and places continued

Affordable and accessible homes

A lack of affordable housing is one of the biggest challenges facing people across the UK with many unable to buy or rent their own home. We can play a part in addressing the undersupply of new housing in the UK and we aim to make our homes affordable to a wide range of people. Our approach includes:

- Building houses and apartments to suit a wide range of budgets
- Supporting new initiatives that can improve affordability and mortgage availability
- Working with local authorities and registered provider partners (housing associations) to integrate high-quality social housing on our developments

A well-functioning planning system is key to achieving the Government's aims for growth in housebuilding. We engaged with Government on this issue during 2024, including our Chief Executive meeting with the UK Prime Minister.

We support a range of initiatives to help customers to buy their own home or make it easier to get a mortgage. In 2024, these included shared ownership schemes, deposit top-ups and mortgage contributions, and discounts for key workers and members of the armed forces.

Most of our developments include affordable social housing (homes made available at below market rates including social rent, affordable rent, low-cost home ownership and discount market sale tenures), which are negotiated as part of planning obligations. In 2024, we delivered 2,199 affordable homes including joint ventures (2023: 2,388), equivalent to 22% of completions (2023: 23%).

The average selling price of our homes in the UK (private sales) was £356,000 (2023: £370,000). 31% of homes were sold to first time buyers (2023: 29%).

The majority of our new house types offer improved accessibility, in line with the optional requirements in Building Regulations Part M4(2), to support customers with reduced mobility or disabilities.

31%

of homes sold to first time buyers (2023: 29%)

£356k

average selling price of our homes (2023: £370k)



Build quality

We aim to lead the industry in quality standards by upskilling our teams and continually strengthening our policies and processes.

We make quality inspections throughout the build process, and the National House Building Council (NHBC) carries out an independent Construction Quality Review (CQR) for each site twice a year, measuring build quality at key build stages. In 2024, our average score was 4.93 out of 6 (2023: 4.89) compared to an industry benchmark group average of 4.70 (2023: 4.67). We met our target for at least 94% of build stages to score 4 or above in all regional businesses, achieving 97.1% (2023: 95.7%), compared to a 92.7% industry benchmark. We rank second nationally against housebuilders that have more than 100 build stages (which excludes self build and very small housebuilders).

Our homes and places continued



4.93

CQR score out of 6 (2023: 4.67), compared to an industry benchmark group average of 4.70

Our approach was recognised by the NHBC Pride in the Job Awards, which celebrates the role of Site Managers in building high-quality new homes. The results are based on independent site inspections. In the year we received 62 Quality Awards (2023: 51), 16 Seal of Excellence Awards (2023: 13) and two Regional Awards. We are proud to announce that in January 2025, Site Manager, David McClure, from our Castle Gate development in West Scotland was honoured with the Supreme Award in the Large Builder category – the very highest achievement in the Pride in the Job Awards programme.

Our Academy of Production Excellence helps to upskill our workforce and keep improving our build quality. Participants complete an NVQ at the relevant level, from construction site supervision to construction senior management.

We set a quality improvement plan for any sites not fully meeting our quality targets and we work with our commercial, technical and production teams to implement the actions. Progress on each plan is reviewed monthly by our GMT.

In 2024, we have been preparing for the introduction of the Building Safety Act in England which introduces enhanced safety and compliance measures for the design, construction and management of buildings. Our GMT and the Managing Directors of our regional businesses completed training on the requirements in 2024 and this will be rolled out to production and technical teams in the first half of 2025.



Award-winning research

At our future homes build trial in Sudbury, Suffolk, we built five zero carbon ready, fully electric homes fitted with a range of energy-efficient and low carbon technology combinations. We believe it was the first trial of its type on a live site. We were pleased that our investment in innovation was recognised with a number of awards in 2024:



Building Innovation Awards
Most Sustainable Building Project



Housebuilder Media Awards
Best Sustainability Initiative



Show House What-House? Awards
Bronze for Best Sustainable Development

Research and innovation

We are investing in research and product trials to help us improve the sustainability, standardisation and quality of the homes we build. In 2024, our Research and Development (R&D) Director coordinated our research efforts and chaired our Functional Interface Group that tests and trials new, innovative and alternative products. Reducing the embodied carbon of the materials we use is a key focus area, see page 22. Around 88% of completions used off site components, such as spandrel panels, panellised cassette roofs, cassette timber floors and prefabricated porches, canopies and dormers. Off site construction techniques can improve the energy performance of our homes and have a lower environmental footprint as they can be manufactured efficiently with less waste.

Timber frame has lower embodied carbon than traditional brick and block building techniques. Our new timber frame facility started supplying our sites in 2024. In combination with our existing suppliers, our own facility will help us in our goal to increase timber frame usage to 30% of our completions by 2030.

🏠 Our homes and places continued

Case study

Low carbon living at Whittle Gardens

We are delivering 176 new zero carbon ready homes for soldiers based at Imjin Barracks and their families, in partnership with the Defence Infrastructure Organisation.



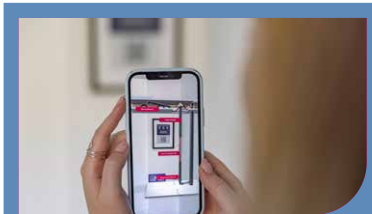
“This is the first large scale net zero carbon housing development procured for the Ministry of Defence and supports the Army’s obligations under the Greening Government Commitments to reach net zero by 2050.”

Major General Richard Clements CBE, Director Army Basing & Infrastructure

The partnership supports the military to provide affordable, high-quality homes for service personnel while fulfilling its sustainability commitments.

The homes integrate a range of sustainable features, including air source heat pumps, mechanical ventilation heat recovery, PV panels, underfloor heating, smart heating controls, masonry build with enhanced walls, thermal break lintels, triple-glazed windows and external doors, wastewater heat recovery and electric vehicle charging points, ensuring a reduced carbon footprint and increased energy-efficiency.

Upon completion, Whittle Gardens will also feature green open space, community orchards, wildflower meadows, play areas, sports pitches and a multi-use games area. Footpaths and cycleways will enable easy access to the surrounding areas.



Communicating the benefits

New residents may not be familiar with the low carbon technologies in their new homes, so we have invested in producing informative guides and videos using augmented reality to make sure they get the maximum benefit of the features in the home.

176
new zero carbon ready homes



Energy efficiency

The homes are designed to be highly energy-efficient. Zoned underfloor heating will allow residents the option to only heat the rooms they want to, which can further reduce energy use.

Our homes and places continued

Our places

We want our developments to become successful and sustainable new communities. Our approach starts with selecting the right land and incorporates placemaking and investment in local infrastructure and facilities.

We are developing our social value toolkit to help us assess and communicate the benefits our developments bring to local communities. We trialled the toolkit in 2024 and aim to roll it out in 2025. In addition, our economic benefits toolkit is used on new schemes to calculate and communicate the economic benefits associated with our developments.

£345m

contributed via planning obligations to support affordable homes, green spaces, community facilities and transport infrastructure (2023: £405m)

92%

of homes within 1,000m of a public transport node (2023: 90%)

Sustainability and landbuying

The land we buy and develop is our most important asset. We select land in the places our customers want to live with good connectivity to infrastructure and facilities. During the landbuying process, we consider factors such as Biodiversity Net Gain, flood risk, proximity and access to infrastructure and services, sustainable transport, community wellbeing, and local economic development.

Climate resilience

We build our homes and developments to be resilient to the impacts of a changing climate.

We have a rigorous process for managing flood risk. We carry out a flood risk assessment on all our sites and do not buy land unless we can mitigate flood risk. We minimise overheating risks by reducing the potential for solar gain through the design and positioning of windows and the use of triple glazing and ventilation systems.

Infrastructure, facilities and transport

To create great places to live, we need to ensure that future residents can access local community and social infrastructure either on or nearby the new development. This has a direct impact on their quality of life and satisfaction with their new home.

In 2024, we contributed £345 million (2023: £405 million) towards: affordable housing; green spaces; community, commercial and leisure facilities; transport infrastructure; heritage buildings; and public art. These are funded through our planning agreement obligations (Section 106 agreements in England and Wales, Section 75 agreements in Scotland, and Community Infrastructure Levy payments). Our planning agreement obligations are negotiated with local authorities and reflect local needs, council policy and feedback gained through community engagement. We estimate that well over 90% of our schemes contribute to community infrastructure.



Delivering for our communities

In 2024, we invested £345 million in the communities in which we build via planning obligations, including:

Education

£25.2m

(2023: £53.2m)

Public open space/ sports pitches/play areas

£4.3m

(2023: £5.9m)

Public transport

£6.0m

(2023: £6.0m)

Leisure and community facilities

£2.2m

(2023: £4.5m)

🏠 Our homes and places continued

We aim to create walkable neighbourhoods where customers can enjoy an active, healthy lifestyle and make sustainable transport choices. This includes layouts that integrate paths and cycle routes that connect with existing networks, and street design that encourages slower vehicle speeds and safer cycling conditions. We also invest in public and community transport, walkways and cycle paths through our planning obligations. In 2024, 67% of our UK completions were within 500 metres of a public transport node (2023: 70%), 92% were within 1,000 metres (2023: 90%). We contributed £6 million to public transport provision through our planning obligations.

Placemaking and design

Placemaking is about creating communities that are socially, environmentally and economically sustainable. During 2024, we have been developing our Placemaking Charter, a new framework to further embed strong placemaking standards across our business. The Charter is based around five key principles:

- Connected communities
- Places where life happens
- Attractive and welcoming places
- Safe places
- Places designed with nature

For each of the five principles, we are developing detailed design and delivery proof points enabling us to more easily assess whether every scheme is meeting our standards. The Charter reflects best practice, such as Building for a Healthy Life, and is aligned with the National Design Guide and National Model Code. Our Director of Design and Group Urban Designer review the design of every new scheme and, going forward, schemes will be reviewed and scored against our Placemaking Charter.

We celebrate good design and placemaking through our annual internal competition. This raises the profile of design around the business and recognises teams for applying good practice. We had entries from 20 regional businesses and our strategic land teams in 2024, which were judged by members of our GMT and Heads of Functions.

Our service

We want customers to receive a great service, clear information about their new home and the build process, and a prompt response to any issues that arise.

Each of our regional businesses has a Customer Director who sits on the management team to elevate the voice of the customer across our business. They review data on customer issues, complaints and defects to identify any trends or recurring issues and put measures in place to address them and improve service.



Our Academy of Customer Excellence and Academy of Sales Excellence help us build the functional skills we need to deliver great customer service. Customer service is incentivised from the top of the organisation, linked to a significant portion of our Executive Incentive Scheme and to performance-related bonuses.

We track customer satisfaction using the Home Builders Federation (HBF) eight-week and nine-month independent survey results. In the 2024 eight-week survey, 96% of customers said they would recommend us to a friend (2023: 92%). We are pleased to have increased our score and met our target to maintain a five-star rating. Our nine-month satisfaction scores give us insight into how customers feel about the homes and places we build over the longer term. Our most recent score was 80% (2023: 77%). This is our highest score to date and we believe it reflects the work we've been doing to strengthen our customer service and build quality and to improve the time taken to resolve customer issues.

In addition to the HBF surveys, we use an InHouse survey to gather customer feedback at two weeks and six months. From 2025, we are extending our Customer Journey to include further follow ups with customers across the first two years of living in their new home. This will provide insight into the experience of living in our homes and on our developments and the performance of the estates management companies we work with.

When issues arise for our customers, we want to address them as quickly as possible. We have a target to resolve 70% of customer issues within 28 days. In 2024, we achieved 66% (2023: 60%). Our MyTask portal enables us to monitor subcontractors' response times to customer issues. We follow up with a call to our customer after the subcontractor has visited, to confirm the issue has been resolved satisfactorily.

4 out of 5
star rating on
Trustpilot based
on over 10,000 reviews

🏠 Our homes and places continued

How did we perform?

Our homes

31%

of completions to first time buyers
(2023: 29%)

22%

of completions in the UK
designated as affordable
(2023: 23%)



Our places

£345m

in planning contributions towards
infrastructure and facilities
(2023: £405m)

48%

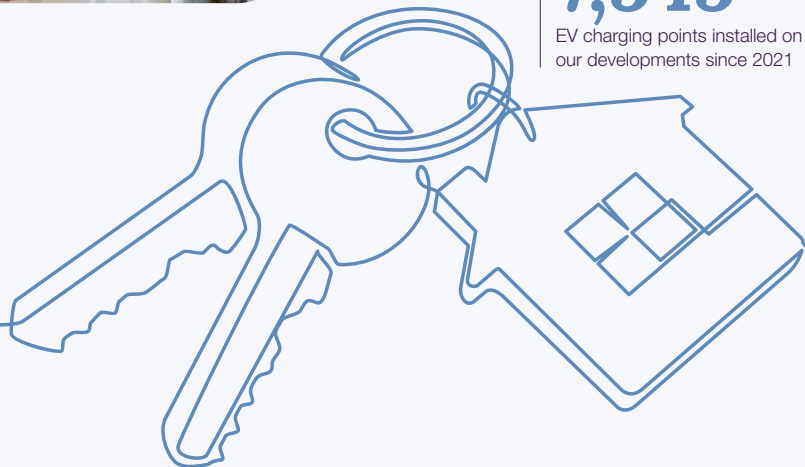
of our homes integrated
on site PV panels
(2023: 20%)

67%

of our UK completions within 500
metres of a public transport node
(2023: 70%)

7,545

EV charging points installed on
our developments since 2021



Our service

Customer satisfaction 'would you recommend us to a friend?' (%)



- Customers who would recommend us to a friend (8 weeks)
- Customers who would recommend us to a friend (9 months)
- Homebuilder average (8 weeks)

Construction Quality Review score (out of 6)



- NHBC CQR score (average out of 6)
- Homebuilder average (8 weeks)

77%

of complaints resolved or
had an agreed action plan
in place within eight weeks
(2023: 60%)

66%

of customer issues
resolved within 28 days
(2023: 68%)



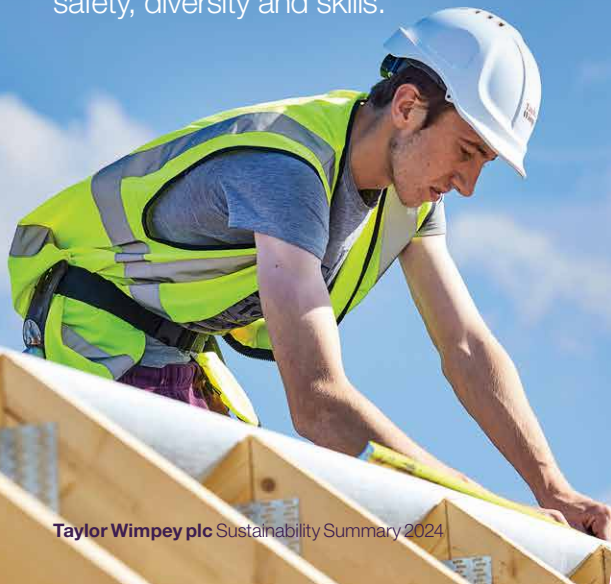


Our people and suppliers

We want to be an **employer of choice** in our sector and beyond.

We're focused on **creating inclusive workplaces** and giving colleagues the training and support they need to **unlock their potential**.

Suppliers and subcontractors play a crucial role in our business and we work closely with them on topics such as health and safety, diversity and skills.



Highlights from 2024

Voluntary employee turnover
12.1%
 (2023: 14.2%)

Employee engagement score
93%
 (2023: 93%)

AIIR (per 100,000 employees and contractors)
212
 (2023: 151)

Women in our GMT
33%
 (2023: 33%)

Health and safety

Safety is our top priority because we want everyone to go home from work each day safe and well. We have rigorous policies and procedures in place to address safety risks and continually improve performance, and we embed a safety culture through training, communication and visible leadership.

Our health, safety and environment (HSE) management system is supported by a comprehensive HSE training programme, including induction, senior management training and annual one-day refresher training for all production and site management teams.

Our vetting and risk assessment procedures ensure that contractors have the right knowledge, skills, resources and experience to manage health and safety to our high standards. Contractors must obtain annual third-party accreditation for their HSE management system, training process and risk assessment.

We pay close attention to near misses and unsafe practices to prevent potential future accidents. If a serious near miss or unsafe practice (Category A) is identified on one of our sites, work must stop immediately and cannot recommence until the Managing Director of the regional business has visited the site and confirmed that the issue has been addressed. All Category A incidents are reported to the Chief Executive and GMT within 24 hours.

We manage a range of occupational health risks, including those relating to dust control, sun exposure, noise and vibration. We ran an awareness campaign for our contractors in 2024, requiring them to review and update their occupational health controls.



👤 Our people and suppliers continued

Case study

Creating a safety culture

Leaders play an important role in our safety culture, supporting all colleagues to keep safety top of mind.

Our leaders make regular visits to our sites, and regional directors undertake unannounced safety spot checks and regular site safety reviews.

In 2024, we launched our Management Team Site Visit Toolkit, to help leaders further engage on safety during site visits. The toolkit provides visual guides and practical insights on what leaders should expect when assessing site safety and helps them to develop their knowledge about key safety topics. The toolkit also helps leaders to record their findings through our Safety

Observations System, ensuring that any safety issues or concerns are identified, addressed, and tracked in a consistent way.

The toolkit focuses on a specific area of the HSE Management System each month. Focus areas in 2024 included working at height, environmental management and overhead services. Leaders also complete our senior management health and safety training.



Leadership review

Health and safety remains our first priority and performance is reviewed at every meeting of our Business Unit Management Teams, our GMT and our Board of Directors. Our Head of Health, Safety and Environment reports directly to our Chief Executive.



Safety performance in 2024

There was an increase in our AIIR in 2024 to 212 (2023: 151), though it remains below the average for the UK homebuilding sector of 246. 38% of accidents related to slips, trips and falls. Our AIIR for major injuries reduced to 59 (2023: 65). There were no fatalities. We received one notice of contravention from the Health and Safety Executive with a fee for intervention applied.

212

AIIR per 100,000 employees and contractors (2023: 151)



Our people and suppliers continued

Key scores from our employee survey showed that:

99%

know how to manage health and safety issues in their area of work

97%

would feel comfortable to challenge others on unsafe behaviours and working conditions

96%

feel proud to work for Taylor Wimpey

90%

feel fully supported to do their job well

96%

feel they can be themselves at work

89%

agree that all employees have equal opportunities to progress



Workplace culture and engagement

We are proud of our strong, positive work culture at Taylor Wimpey, which is guided by our purpose and values and reinforced through regular communication and engagement.

Our Code of Conduct sets out the high standards of integrity and conduct we expect and key policies are communicated to new colleagues through our induction process. Employees are appraised against our values as part of our performance review process.

We run annual employee surveys to understand views on our workplace and assess the impact of our policies, strategies and communication. In 2024, 73% of employees participated in the survey with an overall 93% engagement score. Key results are summarised to the left, with strong scores in areas including health and safety, inclusion and workplace culture. Lower scoring areas included progress on simplification and standardisation, and remuneration.

In 2024 building on feedback from employees, we launched a new Employee Value Proposition (EVP) as a strategic initiative to enhance the Group's appeal as an employer and ensure our employees feel valued and engaged.

Our National Employee Forum, which met four times in 2024, helps to ensure that employee views on matters affecting the business are heard and represented.

Each regional business as well as our strategic land division, Head Office and logistics business also has its own Local Employee Forum. Our National Young Persons Forum helps us to engage with our young talent and potential future leadership.

Skills and development

We invest in skills to help us recruit, retain and develop talented people and to address current and future skills gaps in our business and subcontractor base. We partner with subcontractors, suppliers, peer companies, and industry associations on many of our skills programmes.

Entry level roles made up 5.5% of our workforce in 2024 and included:

- **Trade apprenticeships** – three to four-year placements for bricklayers, carpenters and joiners. Apprentices are supported by a dedicated Apprentice Manager
- **Management trainees** – a multi-year development programme with professional qualifications including Trainee Assistant Site Manager, commercial trainee, and technical trainee roles
- **Graduates** – placements, formal training, special projects and coaching over two to three years to develop our future leaders

👤 Our people and suppliers continued

Our career converters programme supports ex-service personnel to join our business. In 2024, former service personnel joined our Fast Track Trainee Assistant Site Manager programme, which will include training in soft skills as well as completion of an NHBC qualification at NVQ Level 4 and other technical courses.

We work with schools, colleges and universities to promote careers in our sector. Each of our regional businesses has a schools engagement plan, and to date we have engaged with 550 schools, reaching 330,000 students.

Training our teams

Our training focuses on: management and leadership skills, personal development skills, and technical knowledge and capabilities. Our functional academies cover production, technical, sales and customer service, providing structured career and skills development. 149 employees were enrolled on or completed Academy courses in 2024.



We assess the impact of our training and development using metrics such as employee productivity and retention, build quality scores, customer satisfaction scores and sales figures. In our latest survey, 88% of colleagues agreed that the training opportunities available enable them to do their job well.

Our leadership training and coaching helps our senior colleagues to prepare for and thrive in leadership roles. In 2024, this included sessions for current leaders on their role in talent development and development days for aspiring Managing Directors. We also launched our Mentoring Programme for Highly Valued Experts, which enables colleagues to share their knowledge and experience to support the professional development of our teams.

Performance reviews

Regular and open dialogue about performance is key to setting the cultural tone and performance level we want our employees to aspire to. Our quarterly conversation review process provides a structured approach with performance objectives set and reviewed four times a year.

Our performance reviews assess behaviours as well as performance and are aligned with our Company values: 'Take responsibility'; 'Be proud'; 'Better tomorrow'; 'Respectful and fair'. Line managers are trained on our performance management principles and how to have honest and constructive conversations about performance.

Equality, diversity and inclusion (ED&I)

We want to create a workplace where all colleagues feel valued and empowered, regardless of their background or identity.

By embracing diversity, we can deepen our understanding of our customers and stakeholders, enhance innovation and creative thinking, and widen our talent pool to help address skills gaps in our sector. Historically, the housebuilding sector has attracted fewer women and people from ethnic minorities. This is changing but more work is needed before our business and sector is fully reflective of the UK's diversity.

550

schools engaged with to promote careers in our industry

88%

of colleagues agree that the training available enables them to do their job well



👤 Our people and suppliers continued

Our strategy focuses on three key pillars:

- **21st Century Leadership** – Ensuring that our line managers understand their role in developing a more diverse and inclusive culture and have the relevant training and support to achieve this
- **Employer of Choice** – Ensuring that our working environment, policies and procedures, and development and progression opportunities, support greater diversity and inclusivity, including wellbeing
- **Expanding our Reach** – Develop broader recruitment channels, understand and embrace the diversity of our customers and workplace and improve our engagement with them

ED&I performance is reviewed twice yearly by the Nomination and Governance Committee of the Board of Directors and by our GMT.

Our ED&I Committee oversees implementation of our strategy and is chaired by a member of our GMT. Each regional business has an ED&I Champion and an ED&I Action Plan. We have set quantitative aspirational targets to help drive progress and accountability.

Our ED&I e-learning is integrated into onboarding training for all employees. By the end of 2024, over 1,000 employees had completed the module. We launched additional e-learning for line managers in 2024, covering topics such as embracing and respecting differences, bias, stereotypes, microaggressions and prejudice

in actions, psychological safety and belonging, privilege and allyship. All regional businesses have participated in the first phase of our respectful workplace programme, see page 20.

Our maternity, paternity, adoption and carers' leave policies exceed statutory requirements. We reviewed our family friendly policies in 2024 and further extended the amount of paid leave offered and reduced the length of service employees need to qualify. Our employees are offered coaching before, during and after parental leave.

We provide diversity training for hiring managers to track candidate ethnicity, gender and age, and work with recruiters who can help us reach a diverse candidate base.

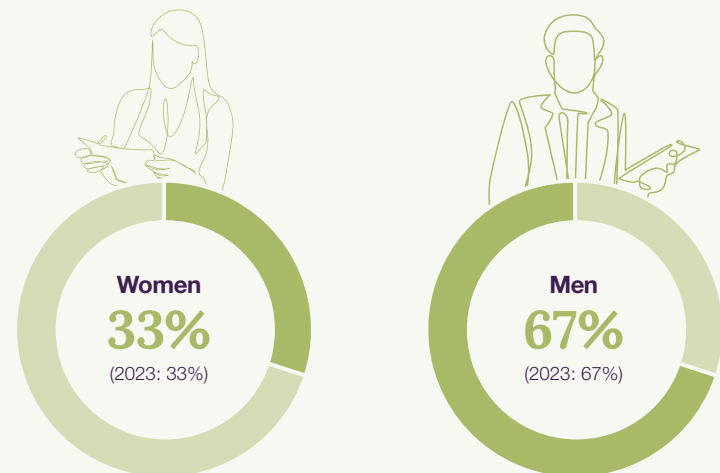
We have six networks (employee resource groups): Embracing the Change Menopause Network, EnAble Network, Proud2B LGBTQ+ Network, Race and Cultural Equality Network, Women in Production Network and Working Families and Carers Network. Each network is sponsored by a member of our GMT.

ED&I performance in 2024

Key data from the year showed that there were 33% women in our GMT (2023: 33%) and 44% women on our Board of Directors (2023: 44%). The figure for GMT and their direct reports was 26% (2023: 28%) and women made up 28% of regional business leadership roles (2023: 27%). 33% of graduates were women, and women made up 14% of other early entry talent programmes.



Gender balance in executive leadership (Group Management Team)



44%

women on our Board of Directors (2023: 44%)

28%

women in regional business leadership roles (2023: 27%)

👤 Our people and suppliers continued

Ethnic representation was 6.9% in our GMT and direct reports (2023: 6.9%) and 2.5% in regional business leadership roles (2023: 3.7%). 29% of graduates were from a minority ethnic background (2023: 17%) and 11% in our other early entry talent programmes (2023: 7%). While we are pleased to have increased minority ethnic representation in our early entry talent programmes, overall we are not progressing as quickly as we would like. In 2025, we will be refreshing our strategy to create a more localised approach.

In 2024, 1% of employees identified as LGBTQ+ (2023: 2%). This data relies on self-declaration by employees, with 65% of employees reporting their sexuality (2023: 65%).



Reverse mentoring

This 40-week programme partners colleagues who are Black, Asian or from another minority ethnic background and women working in production with members of our senior leadership team. It provides management with insight into how the policies, processes, customs and practices of our business can impact women and those from a minority ethnic background, while providing employees from under-represented groups with access to advice and support to help with their career progression. We expanded the programme in 2024 with most members of our GMT participating.

Wellbeing

We want to help all our colleagues look after their mental, physical, social and financial health. Our ED&I Committee coordinates our efforts, supported by a Health and Wellbeing Champion in some regional businesses.

Mental health is a significant concern for the construction industry. Our Mental Health First Aiders (MHFAs) support managers and employees when mental health issues arise. We aim to have an MHFA at every site, and registered 76 new first aiders in 2024, bringing our total to 212.

We have rolled out training on managing mental health in the workplace to six of our regional businesses so far, in partnership with Lighthouse Club (a charity providing emotional, physical and financial wellbeing support to the construction community). This equips line managers to support colleagues experiencing mental health issues or returning to work from a mental health-related absence.

Our core benefits package includes healthcare for all employees, through private medical insurance or health cash plans. Our Employee Assistance Programme offers counselling, financial advice and a confidential telephone support line.

We have a range of options to support everyone's financial wellbeing, to assist employees to be more confident with their money, and to gain the skills and capability to manage their finances well. Optional benefits include discounted shopping, access to retail offers and a salary sacrifice car scheme enabling employees to access energy-efficient vehicles for them and their families. We also run regular employee sessions on pensions, benefits and webinars on managing money and budgeting.

212

MHFAs trained to support managers and employees when mental health issues arise

29%

ethnic representation on our graduate programme

👤 Our people and suppliers continued

Responsible sourcing standards

Suppliers and subcontractors play a critical role in our business and we collaborate with them on sustainability topics.

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 include sustainability disclosure requirements in our digital tender system for Group suppliers covering 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.

In 2024, we updated our approach to assessing risks in our supply chain. Each Group supplier is being assigned a risk rating based on factors including cost and security of supply as well ESG-related risks. This will enable us to prioritise higher-risk suppliers for further engagement and follow up. In 2025, Group suppliers will be asked to provide us with details of their ESG strategies and targets to inform our future supplier engagement.



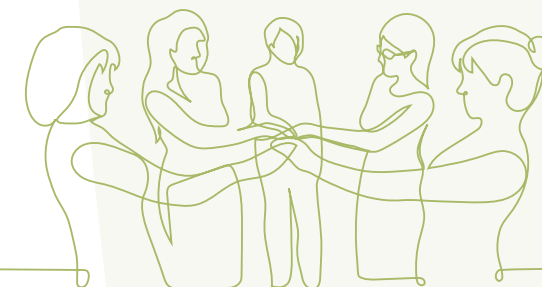
Each Group supplier is being assigned a risk rating based on factors including cost, security of supply and ESG-related issues.

Awards and accreditations

We are an accredited Living Wage Employer, meaning that all our directly employed staff and all those working for us via a subcontractor or service company are paid at least the real living wage, as set by the Living Wage Foundation.

We are a Level 2 Disability Confident Employer and have a gold award from the Defence Employer Recognition Scheme.

We are members of the Employers Network for Equality and Inclusion, which promotes equality and inclusion in the workplace. We have signed the Social Mobility Pledge, an initiative by former MP Justine Greening.



Our people and suppliers continued

Human rights and modern slavery

We respect the human rights of our 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 that 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 at www.taylorwimpey.co.uk/corporate/sustainability/modern-slavery-act

Small and medium-sized suppliers

We work with many small and medium-sized enterprises (SMEs) who provide labour, trades and services to our construction sites. Many of our partners are 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 SMEs to work with us and 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.

We have self-billing arrangements in place for subcontractors, which automate and speed up the invoicing and payment process. This can be particularly important for small firms working with us.



Case study

Respectful workplaces

Our respectful workplace culture change programme supports our leaders to ensure that all sites are inclusive and welcoming places with zero tolerance for bullying, harassment, inappropriate comments and behaviours.



All our regional businesses have participated in the first phase, which included management training, visual signage for use around sites, respectful workplace training for all employees, an updated site induction and enhanced site facilities. Phase 2 training is designed to further build colleagues' confidence to call out unacceptable behaviour, including inappropriate banter. We are sharing our approach with key subcontractors and expect them to carry out their own respectful workplace training. Subcontractors working on our sites receive guidance on respectful workplace practices during their induction.

👤 Our people and suppliers continued

How did we perform?

Health and safety



4,354

people directly employed
(2023: 4,618)

c.9.4k

operatives working on our sites
(2023: c.9.3k)

12.1%

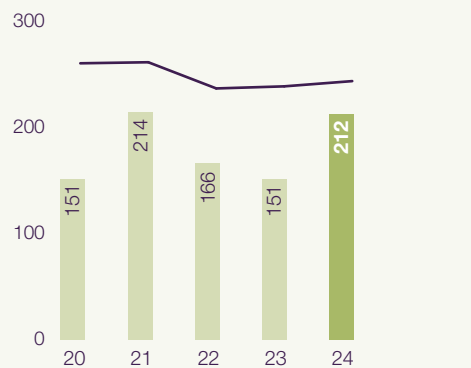
voluntary employee turnover
(2023: 14.2%)

98%

employees agree we take health and safety seriously
(2023: 98%)



Annual Injury Incidence Rate

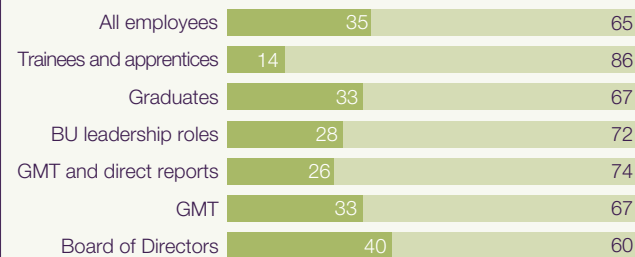


● Taylor Wimpey Annual Injury Incidence Rate (AIIR) for all reportable injuries (incidence rate per 100,000 employees and contractors)

— HBF Homebuilder average AIIR

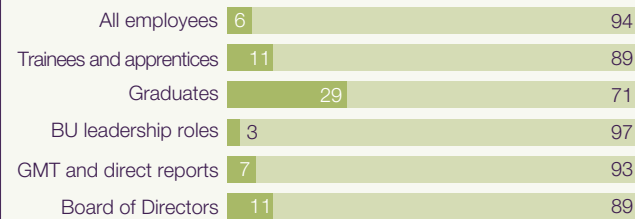
Equality, diversity and inclusion

Gender balance in our workforce (%)



● Women ● Men

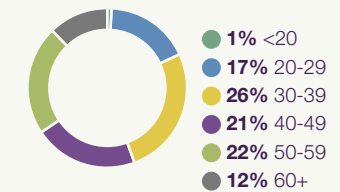
Ethnic representation in our workforce (%)



● Ethnic representation ● Other



Age diversity in our workforce



44%

women on our Board of Directors
(2023: 44%)

26%

women in our GMT and direct reports
(2023: 28%)

6.9%

ethnic representation in our GMT and direct reports
(2023: 6.9%)





Our planet

We want to play our part in **creating a greener, healthier future for our customers, colleagues and communities**, while reducing and mitigating environmental risks to our business. **Our Environment Strategy includes targets up to 2030 across climate, nature, resources and waste.**

Highlights from 2024

Reduction in operational carbon emissions (absolute) since 2019

47%
(2023: 35%)

Reduction in our total carbon footprint since 2023

9%
(2023: 21% reduction on 2022)

Nature enhancements installed since 2021

5,500
(2023: 3,500)

Reduction in waste intensity since 2023

22%
(2023: 25% increase on 2022)



Climate change and net zero

We're committed to being net zero aligned in our operations by 2035 and reaching net zero across our value chain by 2045, five years ahead of the UK's national target.

Our target has been independently validated by the Science Based Targets initiative (SBTi) confirming that it is aligned with the SBTi's 1.5°C mitigation pathways for reaching net zero by 2050 or sooner (the most ambitious designation available). Our near term carbon reduction targets are also SBTi validated. We've published our transition plan and four-stage roadmap, detailing the actions we are taking to reach net zero.

In 2024, to reduce operational emissions we have been focused on purchasing renewable electricity; rolling out hybrid generators which are now mandatory for all new sites; purchasing Hydrotreated vegetable oil (HVO) to replace diesel; and switching to EV and hybrid vehicles in our fleet. A carbon reduction measure was included in incentive plans for senior and regional management to support progress on our operational emissions target.

We are developing our decarbonisation roadmaps for key materials such as bricks and concrete, and engaging our supply base on tackling embodied carbon. We established an internal materials decarbonisation working group in 2024 to help lead this work. We are in the process of calculating the embodied carbon for a sample of our standard house types to help inform future decision-making on materials use and supplier engagement. Timber frame construction can reduce embodied carbon by around 15% compared with brick and block techniques. In combination with our existing suppliers, our own facility will help us in our goal to increase timber frame usage to 30% of our

completions by 2030 (2024: 16%). We continued to roll out our more carbon-efficient specification for our homes, see page 6.

We have reduced operational carbon emissions intensity (scope 1 and 2) by 21% against our baseline (2023: 5%) and absolute operational emissions by 47% (2023: 35%). This reflects fewer completions in 2024 compared to 2019 as well as the impact of carbon reduction measures such as our sourcing of renewable electricity and a reduction in the use of diesel due to roll out of hybrid generators and use of HVO.

Our total footprint, including scope 3 emissions, reduced by 9% since 2023. This reflects factors including sourcing of renewable electricity, reduced use of diesel, the roll-out of homes built to our latest specification, a reduction in waste volumes, improvements in our methodology and changes to some of the emissions factors used to calculate emissions. Emissions were 41% lower than in 2019, however this also reflects the lower number of completions in 2024 (around a third less than in 2019).



External recognition

We were certified to the Carbon Trust's Route to Net Zero standard in 2024 and were the only housebuilder to hold this standard.

We were rated A- by CDP Climate Change (2023: A-). Our latest CDP Supplier Engagement score was A for our approach to engaging suppliers on climate change.

We were included on the Financial Times Europe's Climate Leaders list 2024.

Our planet continued

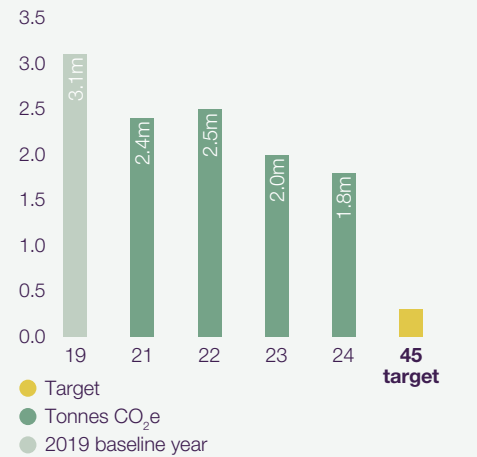
How did we perform?

Climate change

Greenhouse gas emissions per 100 sqm of completed homes (scope 1 and 2) tonnes CO₂e



Total greenhouse gas emissions (scope 1, 2 and 3) – million tonnes CO₂e



More detailed greenhouse gas emissions data is provided on page 43.

85%

of purchased electricity from renewable REGO-backed sources (2023: 79%)

21%

reduction in carbon emissions intensity (scope 1 and 2) since 2019

17%

reduction in emissions from homes in use since 2023

28%

reduction in company car fleet emissions since 2019

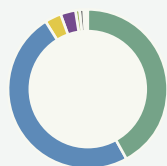
11%

increase in energy use intensity on UK building sites since 2019 (2023: 18% increase)

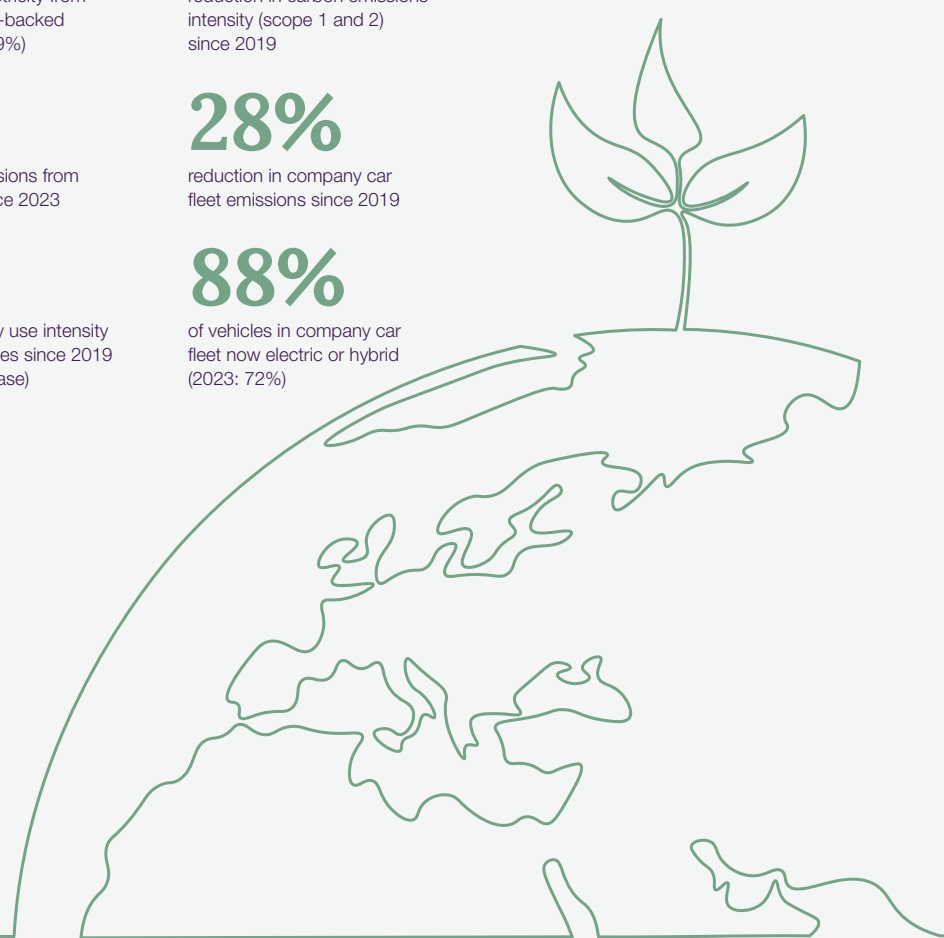
88%

of vehicles in company car fleet now electric or hybrid (2023: 72%)

Scope 3 emissions



- 42.2% Use of Sold Products
- 49.1% Purchased good and services
- 3.2% Employee commuting
- 3.0% Upstream Transport and Distribution
- 1.1% End of life treatment of Sold Products
- 0.7% Waste generated in operations
- 0.4% Downstream Leased Assets
- 0.2% Fuel and energy related activities
- 0.1% Business travel



Our planet continued

Nature

We want to create space for nature on our sites and contribute to improving biodiversity to benefit both our customers and the environment.

New sites submitting their first planning application now include a minimum Biodiversity Net Gain (BNG) of at least 10% in line with regulation. We have published guidance and held training sessions for our regional businesses to support them to manage the risks, costs and opportunities associated with BNG. In 2024, 25 new sites with implementable or pending planning permission included provision for BNG. Of these, 52% have provision for 10% BNG, and 48% have more than 10% BNG, including 20% with over 20% BNG. BNG will be delivered off site for five of the sites.

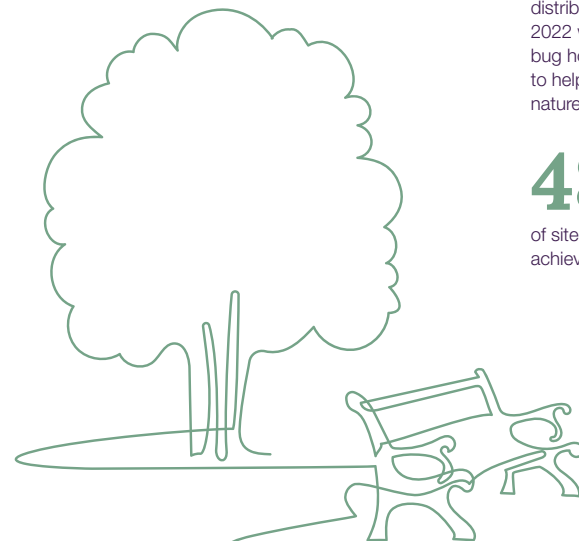
In line with our environment strategy targets (see pages 48 and 49), we integrate wildlife enhancements on suitable sites to support native species, including hedgehog highways, bee bricks, bug hotels, and bird and bat boxes.

5,543

wildlife enhancements installed on our sites since 2021 (including bug hotels, bee bricks, bird and bat boxes)

326

sites with hedgehog highways since 2021



In addition, in 2024, we co-developed and signed the Homes for Nature commitment via the Future Homes Hub, committing to install a bird-nesting brick or box for every home built and hedgehog highways as standard on new sites.

We partner with nature organisations to ensure our actions reflect best practice. Our current partners are Hedgehog Street, a campaign by the British Hedgehog Preservation Society and People's Trust for Endangered Species, and Buglife – the Invertebrate Conservation Trust. In 2024 we contributed to the new National Hedgehog Conservation Strategy, developed by the People's Trust for Endangered Species and British Hedgehog Preservation Society.



5,164

home welcome packs distributed to customers since 2022 with wildflower seeds, bug hotels and other products to help them create a more nature friendly garden

48%

of sites with BNG provision will achieve more than 10% BNG

We include a disclosure consistent with the recommendations of the Taskforce on Nature-related Financial Disclosures on page 55, summarising our initial analysis of nature impacts, dependencies, risks and opportunities.

We conduct an ecological impact assessment for all sites to identify protected species or habitats. We use ecologists' reports to identify mitigation measures and these are embedded into each Site Specific Environmental Action Plan, part of our environmental management system.

We encourage customers to adopt nature-friendly gardening practices through advice online and in our show homes and by providing nature-friendly home welcome packs.



Our planet continued

Resources and waste

We aim to reduce resource use and waste. In 2024, 98% of construction waste was diverted from landfill and we aim to increase this. Our Towards Zero Waste strategy and action plan covers all stages of development from land acquisition to demolition, construction, occupancy and end of life. It focuses on improving our data on resource use and waste to enable us to adopt more circular approaches alongside target setting, incentives, training, supplier engagement and action plans for key waste streams.

In 2024, we focused on updating induction training and strengthening regular communication on waste with our site teams, including a waste score for all sites updated at least quarterly. Taylor Wimpey Logistics provides 'build packs' that can be requested on a 'just in time' basis by site teams, reducing the need to store materials on site which can result in more wastage. Two working groups focused on construction waste and groundworks waste are helping to lead efforts on waste reduction. Teams use our Waste Do's and Don'ts guide and waste reduction is included in our induction process for site teams. 15% of the potential bonus for Site Managers is linked to performance on waste reduction.

Our waste intensity has reduced by 14.4% against our 2019 baseline, and 22.1% compared with 2023. Total waste volumes decreased year-on-year and by 44.7% against our baseline. The decrease year-on-year reflects work to engage our site teams on waste and to encourage reuse of inert waste on site. The decrease since 2019 also reflects the lower number of completions in 2024 compared with our baseline year.

Working with suppliers

We are working with suppliers and subcontractors to reduce waste at source, increase recycling on site and increase use of materials with lower embodied carbon. To help us identify opportunities for improvement we are asking suppliers to provide Environmental Product Declarations (EPDs). These are based on life cycle assessments and include quantification of embodied carbon. During 2024, one focus area has been pre-cast concrete. We integrated sustainability requirements into our tender process, and used EPDs and discussions with potential suppliers to understand the relative carbon impact of different products. Current examples of products in use in our homes include:

- Our glass mineral wool insulation, supplied by Knauf Insulation, is made from recycled glass. The equivalent of around 7.5 million wine bottles were used to create our insulation in 2024



- 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
- Use of modular components manufactured off site which can reduce waste
- Plaster board specified to suit our configurations reducing waste from off-cuts

We work with the Supply Chain Sustainability School to help engage suppliers on environmental improvements. 88% of our priority suppliers were registered with Supply Chain Sustainability School and attended over 952 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.

98%

construction waste diverted from landfill

7.5m

recycled glass equivalent to 7.5m wine bottles used to create our insulation in 2024



Our planet continued

Sustainable timber

We want to use sustainably sourced timber to avoid contributing to deforestation. 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 timber suppliers to understand the origin of the timber used in Taylor Wimpey homes, 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.

Around 98.5% of timber supplied by Group suppliers is FSC or PEFC certified. Of the remaining 1.5%, the majority was from suppliers who do not hold certification but only source PEFC or FSC certified timber.

98.5%

of timber supplied by Group suppliers is PEFC or FSC certified

Water

Our Water Policy commits us to reduce water use and protect water environments and we have a target to reduce water use intensity by 10% by 2025. We integrate water-efficiency measures in the homes we build and work to reduce water use in our operations, to protect water quality during construction and to manage surface water and reduce flood risk.

We are working with local authorities in some areas to address challenges associated with nutrient and water neutrality issues. On several developments, we are integrating measures on and off site to address nutrient neutrality concerns such as wetland areas and wastewater treatment plants.

Water consumption has reduced by 31% since 2019 (2023: 28%); however, water intensity has increased by 7% over the same period (2023: 9%). We believe the increase in intensity reflects the lower number of completions relative to 2019. While we completed fewer homes we continued to use water for activities such as dust suppression and in our offices and site compounds.

7%

increase in water intensity since 2019

Case study

Focus on timber frame

Use of timber frame can **reduce embodied carbon by around 15%** compared to brick and block building techniques.



We've established our own timber frame manufacturing facility which delivered its first kits to our sites in 2024. In combination with our existing suppliers, our own facility will help us in our goal to increase timber frame usage to 30% of our completions by 2030 (2024: 16%). The facility is expected to produce around 3,000 kits per year at full capacity.



Our factory building has a BREEAM Excellent rating and Taylor Wimpey Manufacturing has achieved certification to the ISO 9001 quality management standard and the Structural Timber Frame Association Gold Assure standard. Responsible timber sourcing requirements are integrated into supplier contracts and the facility has achieved certification by PEFC.

Going forward, we will be exploring opportunities to develop our timber frame systems to further reduce materials use and embodied carbon and to reduce and reuse wood waste from off-cuts.

16%

completions using timber frame in 2024 (2023: 16%)



Our planet continued

How did we perform?

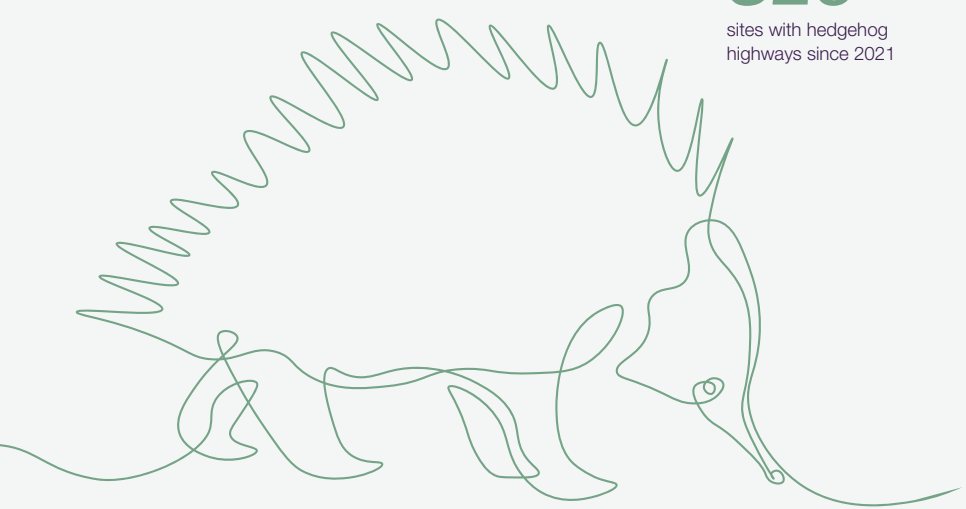
Nature



24
new sites with implementable or pending planning permission included provision for Biodiversity Net Gain

5,500
wildlife enhancements installed on our sites since 2021 (including bug hotels, bee bricks, bird and bat boxes)

326
sites with hedgehog highways since 2021

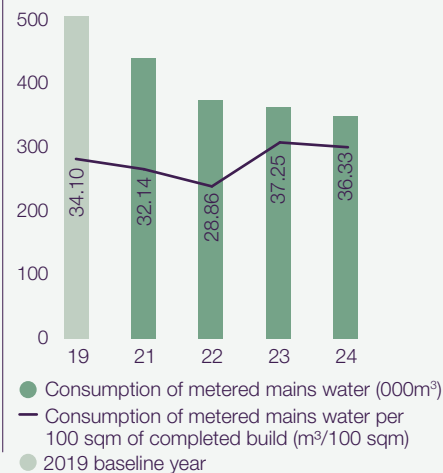


Resources and waste

Waste (tonnes of construction waste per 100 sqm build)



Operational water use UK (000m³)



132k

pallets were picked up from our sites (2023: 105k) and 47% were sent for reuse (2023: 46%)

7%

increase in water intensity since 2019

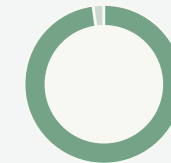
14%

reduction in waste intensity against our 2019 baseline

62k

paint pots returned for recycling (2023: 58k)

Construction waste recycling



● **98%** Waste diverted from landfill
● **2%** Waste sent to landfill



Our planet continued



A carbon reduction measure was included in the incentive plans for senior management and regional management in 2024.

Embedding our approach

Each regional business has annual carbon, energy reduction, nature, water efficiency and waste targets up to 2025. Regional business management teams receive a quarterly report on carbon, energy, nature and resource use which enables them to compare performance between sites against targets and against other regional businesses.

A scope 1 and 2 carbon reduction measure was included in the incentive plans for senior management and regional management in 2024.

We have a Sustainability Sponsor in each regional business management team who keeps us focused on our targets. Each regional business has a Sustainability Champion to engage colleagues on resource efficiency and monitor progress. Our Group sustainability team holds webinars with our Champions six times a year to share updates and best practices.



LPG generator trial

The transition to a low carbon economy will require us to adopt a range of new technologies and approaches. We are already rolling out hybrid generators to new sites, to reduce emissions from diesel use. In 2024, we also trialled use of an LPG (liquid petroleum gas) generator at our Brightwell Lakes site in East Anglia, which demonstrated similar cost and carbon savings. The trial also provided useful insights into the use and storage of compressed gas on site, which will help us to prepare for the potential future use of hydrogen as a low carbon fuel for plant and generators.

Environmental management system

Our Health, Safety and Environmental Management System covers all site activities and helps us to keep noise, dust and disturbance to a minimum, to prevent pollution incidents and to protect biodiversity. Each site has an environmental action plan and its approach is subject to internal and external audits.

In 2024, we have been rolling out updated guidance and an enhanced training package on site environmental management for our teams, external principal contractors and subcontractors.

Collaboration

Many environmental issues for our sector are systemic and require collaboration among regulators, industry organisations, housebuilders and the supply chain. We work with others to tackle industry-wide challenges including through the Home Builders Federation, the Future Homes Hub (FHH) and the Supply Chain Sustainability School. In 2024, we chaired and were involved in a number of FHH working groups including those on metrics, embodied and whole life carbon and zero carbon ready homes.



Responsible and resilient business

We aim to be a responsible business, guided by our values.

We put in place robust policies and governance processes and engage with our stakeholders to help us deliver great homes and communities in a responsible way.

Highlights from 2024

Donated and fundraised for registered charities

c.£1m

(2023: c.£1m)

Rating from MSCI

AAA

(2023: AAA)

Next Generation benchmark

Silver

(2023: Gold)

Sites with implementable planning being built on

98%

(2023: 99.6%)



Ethical business practices

Our values and principles promote a culture of doing the right thing. We have clear policies supported by systems and processes to manage risks and help us to continually improve our business practices. Our approach to governance is explained in our Annual Report and Accounts.

We publish our corporate governance and business conduct policies on our website including our Anti-Corruption Policy, our Fraud Mitigation and Response Policy and our Whistleblowing Protected Disclosure Policy.

Anti-bribery and corruption

We have a zero-tolerance approach to bribery and corruption, as set out in our policies relating to anti-corruption, anti-money laundering and competition law. All regional businesses and key departments must provide written confirmation of compliance annually and to complete our gifts and hospitality register. We expect the same standards from our suppliers and anti-corruption provisions are included in our standard supplier contracts.

Whistleblowing

Our Board of Directors maintains responsibility for the Company's Whistleblowing Policy which is communicated to employees including on our sites. It provides a clear procedure for employees to report concerns either to their line manager or through a third-party whistleblowing hotline.

All whistleblowing cases are investigated by the Head of Internal Audit, Group HR Director and/or the Group General Counsel and Company Secretary depending on the nature of the concern, and (where appropriate) the Head of HSE. The Board receives half-yearly whistleblowing updates which set out any whistleblowing issues raised during the period and interim updates on significant matters. The updates provided are anonymous and summarise the result of any investigation.

Cladding fire safety

The safety of our customers is of paramount importance, and we have always been guided by this principle. It is our long held view that leaseholders should not have to pay for the cost of fire safety remediation and our priority has always been to ensure that customers in Taylor Wimpey buildings have a solution to cladding remediation.

We took early and proactive action, committing significant funding and resources to address fire safety and cladding issues on all affected Taylor Wimpey apartment buildings built since 1992.

Responsible and resilient business continued



In 2022, we signed up to the Government’s Building Safety Pledge for Developers and the Welsh Government Building Safety Developer Remediation Pact which reaffirmed our commitment that leaseholders should not have to pay for fire safety remediation. In the first half of 2023 we also signed the Scottish Safer Buildings Accord. Prior to signing these, we had already begun working on affected Taylor Wimpey buildings.

During 2024 we spent £28.5 million on remediation works and continued to progress work with building owners, management companies and leaseholders and we remain committed to resolving these issues as soon as practicable for our leaseholders. Further details on the financial provisions for these works is included in our Annual Report and Accounts, pages 13, 14 and 193.

We have 203 buildings within the scope of our provision, all of which have been assessed by our specialist team. We signed the Ministry of Housing, Communities and Local Government (MHCLG’s) Joint Plan in 2024 and are working to meet the targets it sets out. To date, we have fully remediated 25% of our buildings in scope with another 22% of the buildings having commenced remediation works. A further 10% of our buildings in scope have works tendered and 21% have been formally assessed and are in design.

We include information on our website for leaseholders, see www.taylorwimpey.co.uk/support/contact-us/fire-safety.



Competition and Markets Authority (CMA)

Taylor Wimpey welcomed the CMA’s final report, published on 26 February 2024, from its housebuilding market study with its focus on improving the planning system, adoption of amenities and outcomes for house buyers.

At that time of publication, the CMA commenced an investigation into a number of housebuilders, including Taylor Wimpey, relating to concerns that they may have exchanged competitively sensitive information. On 10 January 2025, the CMA updated its timetable stating that further investigation, including additional evidence gathering and CMA analysis and review, would continue until May 2025.

We will continue to cooperate fully with the CMA in relation to its investigation as we have done throughout the process to date.

Responsible marketing

We aim for all our marketing and advertising to be honest and accurate and comply with the UK’s Green Claims Code. We engage with our marketing agencies to ensure they have quality assurance, review and sign off processes in place. More information is included on our website.

 Responsible and resilient business continued

Compliance with planning requirements

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. Applications integrate a development plan, enabling planning authorities to monitor progress. We had c.26.5k plots for first principle planning determination in the planning system as at 31 December 2024 (2023: c.30.2k).

Once planning permission is granted, our technical teams monitor compliance with planning agreements and obligations. We also track build rates to make sure that each scheme is being managed efficiently and new homes are delivered on time. This is overseen by the Managing Director in each regional business.

As at 31 December 2024, we were building on or are due to start in the first quarter of 2025 on 98% of sites with implementable planning (2023: 99.6%).

Charity partnerships

We partner with national charities to support communities and causes connected to our business. We focus on three priorities to maximise our positive impact. These are:

- **Aspiration and education:** Projects that promote aspiration and education in disadvantaged areas
- **Tackling homelessness:** Intervening in and improving homelessness situations for seriously economically disadvantaged groups in the UK
- **Local projects:** Initiatives that have a direct link with our regional businesses and developments

Our national charity partners are The Youth Adventure Trust, Every Youth (previously End Youth Homelessness), Crisis, Magic Breakfast, and St Mungo's. Each regional business also has a charity budget to support organisations close to our sites.

Our Charity Committee oversees our charity partnerships. Its members include senior leaders such as our Group HR Director (Chair), a regional Land Director (vice Chair) and a variety of other employees including managers, personal assistants and graduate trainees. Any vacancies are advertised internally and we encourage a wide range of colleagues to apply. The committee works with our charity partners to select projects where we can make the most difference and monitors the impact of our giving.

Getting our colleagues involved

We hold regular Group and local fundraising challenges to get our colleagues involved in supporting our charity partners and our Volunteering Policy enables all employees to take two full days, or four half days, paid time off to volunteer. In 2024, over 330 colleagues participated in our annual Taylor Wimpey Challenge, raising £157,000 for the Youth Adventure Trust (YAT) and other charities.

We promote fundraising and volunteering opportunities via our intranet, email and Yammer social media network.

330

colleagues took part in our annual Taylor Wimpey Challenge for the Youth Adventure Trust

26.5k

a for first principal planning determination in the planning system at the end of 2024



 Responsible and resilient business continued

Case study

Supporting our charity partners

There are currently record numbers of people experiencing homelessness in Britain. In 2024, we donated £145,000 to national homelessness charity Crisis, funding the salaries of three lead workers at Crisis Skylight centres in Edinburgh, Oxford and Newcastle. Many Crisis members have very complex needs including physical and mental health issues, substance use and a history of trauma and abuse.

Lead workers provide life-changing emotional and practical support to help Crisis members access services and build their confidence, motivation and skills.

Many of our Taylor Wimpey colleagues also stepped up as fundraisers and volunteered at local Crisis shops and during Crisis at Christmas, supporting people experiencing homelessness over the festive period.



Taylor Wimpey Challenge

In its tenth year, our annual Taylor Wimpey Challenge reached the £1 million raised milestone. In 2024, 355 employees took part in the event and headed to the Jurassic Coast in Dorset, with a total of 56 teams that raised over £113k for the Youth Adventure Trust, and over £44k to support other charities.

£1m
raised over 10 years



Christmas washbag campaign

This year we took part in CRASH's Christmas washbag campaign, where our employees compiled more than 3,000 bags with essential toiletries, such as soap, toothbrushes, socks and hand cream, for homeless charities and hospices across the UK.

3,000

washbags collected by our employees



Responsible and resilient business continued

Governance of sustainability

We have established clear roles and responsibilities for managing sustainability issues. This includes:

Board level: Our Board of Directors is responsible for oversight of our ESG initiatives, risks and opportunities. The Board receives an ESG update at every meeting, including a quarterly ESG scorecard with key performance indicators and progress towards targets. The Board has conducted a mapping exercise to ensure that all ESG matters are considered by the Board or one of its Committees.

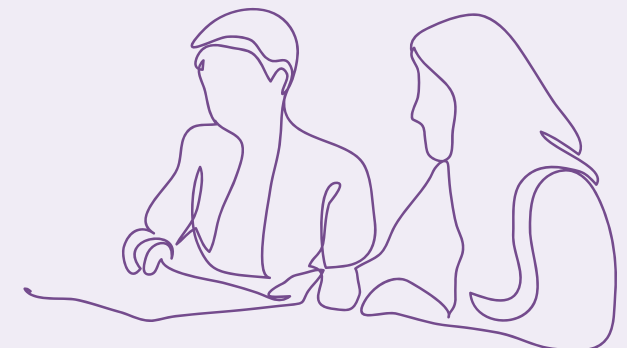
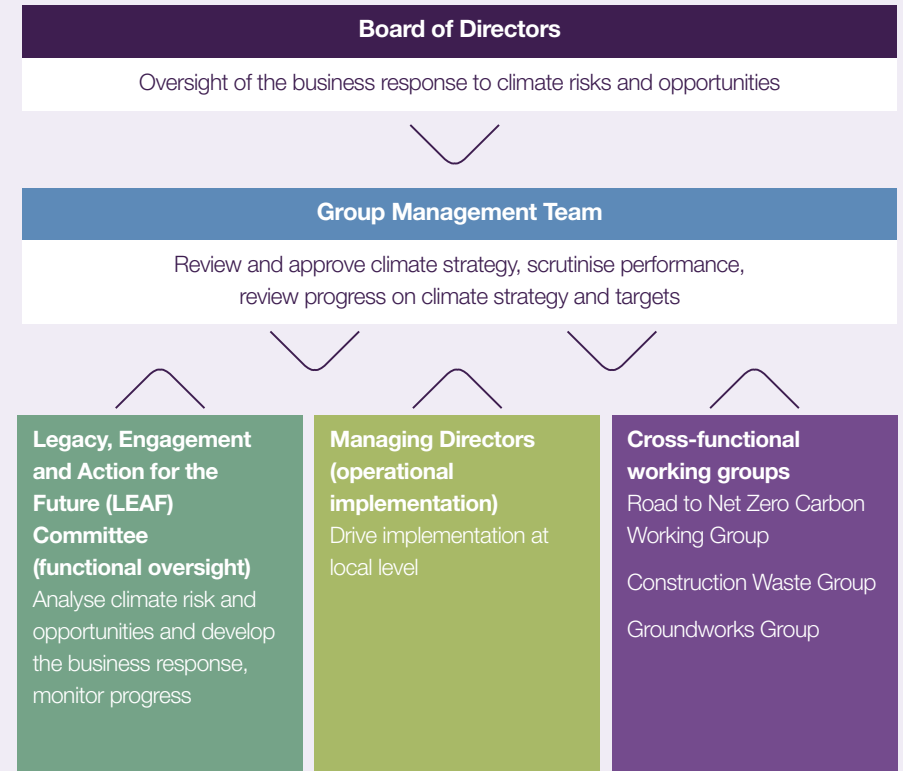
Executive level: Our Chief Executive has ultimate responsibility for achieving our sustainability targets. Sustainability is a standing agenda item for Group Management Team (GMT) meetings and members receive a monthly update from the Director of Sustainability.

Legacy, Engagement and Action for the Future (LEAF) Committee: Chaired by a member of our GMT, our LEAF Committee is responsible for reviewing sustainability strategy, risks and opportunities. LEAF members include the heads or senior leaders of our sustainability, technical, production, procurement, commercial, customer and design functions and representatives from our strategic land and regional businesses. It met four times in 2024. In 2024, the Director of Sustainability was responsible for monitoring sustainability issues and overseeing our reporting and disclosures.

They report to our Group Technical Director who leads our Road to Net Zero Carbon Working Group, and reports directly to our Chief Executive. Our Head of HSE is responsible for our Environmental Management System. Cross-functional working groups support effective governance of sustainability.

Operational level: The Managing Director in each regional business has responsibility for achieving our sustainability targets at the local level. They have nominated a Sustainability Sponsor within their management team and a Sustainability Champion to assist with implementation and data collection. The Managing Directors and Business Unit Management Teams receive a quarterly update on their progress against our operational carbon, nature and resource targets. This enables them to compare performance between sites and with other regional businesses. Each regional business has annual targets for energy, nature, water and waste up to 2025.

At a project level, the sustainability aspects of a development are initially the responsibility of the land and planning and design teams. Once work has begun on site, the production management team, including the Site Manager and contractors, ensures that a wide range of site-specific sustainability issues are addressed and monitored.



 Responsible and resilient business continued



Training: We have a sustainability training plan for relevant functions to support the roll out of our environment strategy and net zero commitment. Our induction e-learning programme includes topics such as diversity and inclusion and modern slavery. Functional training, such as our Production Academies, also covers aspects of sustainability and we have more detailed training for our Sustainability Champions network.

Remuneration: A scope 1 and 2 carbon reduction measure was included in the incentive plans for senior management and regional management in 2024 (performance share plan and medium term incentive plan), to support progress on our carbon reduction targets. There were also customer service and build quality measures. 15% of the potential bonus for Site Managers is linked to performance on waste reduction. Health and safety and customer service form part of all senior managers' business objectives.

ESG/Sustainability risk management

The identification, assessment, mitigation and monitoring of sustainability risks is included as part of our overall risk management process, the outcomes of which are formally reported to the Board half yearly, with updates provided at each Board meeting as appropriate. Many of our Principal Risks relate to ESG matters including 'Natural resources and climate change', 'Health and safety, quality and reputation', 'Attract and retain high-calibre employees, and 'Government policies, regulations and planning'.

As part of our risk management process, individual sustainability and climate-related risks are considered through functional and regional business risk registers, our Climate Change and Sustainability Risk and Opportunity Register and on a regular basis by senior management, assessing the impact they may have on the Group's strategy, looking at short, medium and in particular longer term emerging risks which may arise as the area continues to evolve.

Our Climate Change and Sustainability Risk and Opportunity Register is maintained by our LEAF Committee and reviewed at each meeting.



15%

of Site Managers' potential bonus linked to performance on waste



Responsible and resilient business continued

Stakeholder engagement

We engage with a wide range of stakeholders to run our business

including our employees, subcontractors and suppliers, customers and communities, local and national government, peer companies and experts.

These interactions help shape our approach to sustainability issues and enable us to collaborate on sustainability challenges. We also integrate stakeholder feedback into our regular formal materiality assessment, see page 4.

Our Political and Community Engagement Toolkit helps our teams to consistently engage a wide range of stakeholders in the planning process and to use research to understand local needs and priorities.



Employees

We engage with colleagues through our national and local employee forums and regular surveys, see page 15.

Suppliers

We meet regularly with key suppliers to communicate our standards and expectations and to collaborate on business and sustainability improvements, see pages 19 and 20.



Customers

We engage with customers during and after the buying process and seek their feedback through follow up surveys and post-occupancy research, see page 11.

 Responsible and resilient business continued



Communities

Community engagement plays an important role in developing effective schemes and supports good relationships with the communities we work in. Every one of our sites has a tailored planning and community engagement strategy and a clear point of contact.

We use a range of methods to inform local people about our plans, including our website, meetings, exhibitions, workshops and information boards. We aim to reach a wide range of stakeholders, including neighbouring residents and property owners, potential customers, local authorities, businesses, schools and other groups. Many consultations take place online and we use social media, online exhibitions and virtual forums to ensure a broad section of the community can participate.

Our Political and Community Engagement Toolkit helps our teams to consistently engage a wide range of stakeholders in the planning process and to use research to understand local needs and priorities. Our Community Communication Plan provides a step-by-step framework for our regional businesses to communicate with the community and prospective buyers throughout the lifecycle of a development.

Our Engagement Academy gives our land and planning and technical teams the skills, knowledge and confidence to run best practice engagement processes. The training covers the planning process, the roles and responsibilities of local planning authorities and their members, legal requirements, the purpose of engagement, how to deal with difficult issues and questions and a range of other topics. It includes role play exercises to help colleagues practise engagement techniques.



Local and national government

We engage with local authorities, parish councils, Homes England, the Greater London Authority, the Scottish and Welsh governments, the Department for Levelling Up, Housing and Communities, Department for Environment, Food and Rural Affairs, Natural England and other public sector organisations to understand their priorities and share our views.

We engage directly and through trade associations such as the Home Builders Federation and the Future Homes Hub. Examples from 2024 are included on our website www.taylorwimpey.co.uk/corporate/sustainability/responsible-and-resilient-business/stakeholder-engagement

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. This often includes working closely with local authorities to develop the local design code as part of the local development plan.



Investors

We proactively engage with investors on our approach to ESG issues throughout the year. We also participate in several global and sectoral benchmarks used by investors, see page 39.

Responsible and resilient business continued

Materiality assessment methodology

Regular materiality assessments support us to manage sustainability risks and opportunities, impacts and dependencies for our business and our stakeholders.

Our most recent assessment was concluded in 2023. It was conducted by an external consultant and used a ‘double materiality’ approach to identify the socio-economic and environmental issues that have most impact on the value of our business and those where our business activities have most impact on people or the environment.

Key steps in the methodology included:

- **Identifying impacts** – a long list of impact areas was identified based on our previous materiality processes and a review of external reporting standards
- **Evaluation and prioritisation** – a range of inputs were used to prioritise the identified impact areas. This included stakeholder interviews, a media and policy review, reference to sector-specific standards, multi-stakeholder and corporate benchmarks, and alignment with our business strategy and risk management process
- **Review and validation** – the findings were reviewed by members of our senior leadership, and some minor adjustments were made to reflect business priorities

We recognise the important link between the Company’s material impacts and risk management, and our material impacts have been aligned to our Principal Risks, as set out in our Annual Report.

Comparing the significance of different types of impacts is not straightforward, particularly where quantitative and comparable data is not available. We will continue to develop our approach to materiality and impact assessment and regularly update our assessment.

About our reporting

This summary report provides an overview of our performance and data for the period 1 January to 31 December 2024. It covers the whole of Taylor Wimpey plc except where stated. Data is for the calendar year 2024 except where stated.

Further information is included in our integrated Annual Report and Accounts including our reporting in line with the recommendations of the Taskforce on Climate-Related Financial Disclosures. Our Sustainability website includes more details on the topics summarised in this document as well as case studies and examples.

We publish our key Company policies on our website, including those relating to business ethics, human rights, health, safety and environmental management and community investment www.taylorwimpey.co.uk/corporate/our-company/governance/our-policies.



 Responsible and resilient business continued

Assurance

Key carbon, energy use and waste data was externally assured by Carbon Trust Assurance to a limited assurance level. This includes verification to ISO 14064 for our scope 1 and 2 footprint, and three selected scope 3 categories (Purchased Goods and Services, Fuel and Energy-related Activities and Use of Sold Products). The Carbon Trust assurance statement is published on our website at www.taylorwimpey.co.uk/corporate/sustainability.

PricewaterhouseCoopers LLP ('PwC') have performed limited assurance procedures over selected ESG performance metrics for the year ended 31 December 2024, in accordance with International Standard on Assurance Engagements 3000 (Revised) 'Assurance engagements other than audits or reviews of historical financial information' (ISAE 3000 (Revised)), issued by the International Auditing and Assurance Standards Board. A copy of PwC's report and our Methodology and Criteria Document is available on our website www.taylorwimpey.co.uk/corporate/investors/ESG-assurance.

ESG area	ESG performance metric	31 December 2024
Health and safety	Annual Injury Incidence Rate (per 100,000 employees and contractors)	212
Diversity and inclusion	Female representation in GMT and direct reports (%)	26%
Diversity and inclusion	Ethnic representation in GMT and direct reports (%)	6.9%
Carbon reduction through alternative construction methods	Number of homes built using timber frame	1,624



United Nations Sustainable Development Goals

We support the United Nations Sustainable Development Goals, which aim to unite governments, businesses and the third sector to end poverty, fight inequality and address climate change.



 Responsible and resilient business continued

How did we perform?

Investor engagement

- Constituent of the Dow Jones Sustainability Europe Index
- Included in the S&P Sustainability Yearbook 2025
- Constituent of the FTSE4Good Index series
- MSCI AAA rating
- Sustainalytics ESG Risk Rating of Low and included in its 2025 Industry ESG Top-Rated Companies List
- Member of Next Generation, ranked fifth with a silver rating in 2024 with a score of 68% (2023: third, 71%, Gold). Next Generation is a rigorous and detailed sustainability performance benchmark of UK homebuilders.

Silver

Next Generation benchmark award (2023: Gold)

Charity partnerships

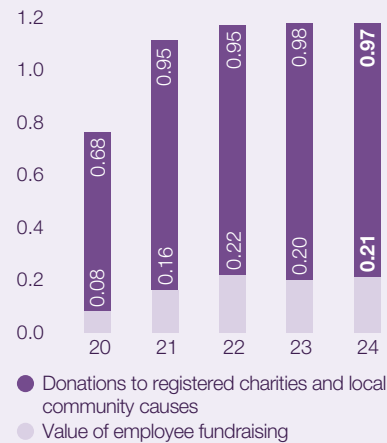
£1.2m

donated and fundraised for registered charities and local community causes (2023: £1.2 million)

£208k

raised by colleagues to support our charity partners

Charitable donations and fundraising (£m)



Performance data

	Coverage	Unit	2024	2023	2022	2021	2020	2019
Our homes and places								
Number of completions (including joint ventures)	UK	Number	10,089	10,438	13,773	14,087	9,609	15,719
Number of completions	Spain	Number	504	410	381	215	190	323
Number of completions (excluding joint ventures)	UK	Number	9,972	10,356	13,551	14,087	9,412	15,520
Number of outlets (average)	UK	Number	216	238	232	225	240	250
Affordability								
Completions designated as affordable	UK	%	22	23	21	18	20	23
Number of affordable homes (excluding joint ventures)	UK	Units	2,178	2,351	2,920	2,501	1,904	3,548
First time buyers – % of completions	UK	%	31	29	45	41	40	36
Efficient, lower carbon homes								
Homes built using timber frame	UK	%	16	16	18	19	19	14
Homes with on site PV panels (excluding joint ventures)	UK	%	48	20	17	16	13	9
Homes with on plot EV charging points (including joint ventures)	UK	%	33	13	11	7	–	–
Number of EV charging points installed (on plot and public) (including joint ventures)	UK	Number	3,534	1,385	1,639	988	–	–
Our developments								
Value of Section 106 (England and Wales) and Section 75 (Scotland) and CIL agreements delivered	UK	£m	345	405	455	418	287	447
Homes built on brownfield land (excluding joint ventures)	UK	%	22	21	17	21	25	29
Completions within 500m of a public transport node (excluding joint ventures)	UK	%	69	70	67	67	71	57
Completions within 1,000m of a public transport node (excluding joint ventures)	UK	%	92	90	90	86	88	74
Build quality								
Taylor Wimpey average NHBC CQR score ¹	UK	Out of 6	4.93	4.89	4.81	4.67	4.45	4.13
Industry average NHBC CQR score	UK	Out of 6	4.70	4.67	4.6	4.43	4.32	4.01
Average reportable items per NHBC inspection	UK	Number	0.18	0.28	0.32	0.26	0.24	0.28
Customers satisfied or very satisfied with quality of their home ²	UK	%	93	90	88	89	89	87
Customer service								
Customers 'Would you recommend us to a friend?' (8-week score) ²	UK	%	96	92	90	92	92	89
HBF homebuilder average – 'Would you recommend us to a friend?' (8-week score) ³	UK	%	n/a	90	91	91	91	89
Customers satisfied or very satisfied with the service provided before purchase ²	UK	%	93	88	84	85	84	83

Performance data continued

	Coverage	Unit	2024	2023	2022	2021	2020	2019
Our homes and places continued								
Customer service continued								
Customers who would recommend us to a friend (9-month score) ⁴	UK	%	80	77	78	79	78	77
Customers who would recommend us to a friend	Spain	%	71	86	91	93	93	93
People and suppliers								
Health and safety								
Number of reportable RIDDOR (Reporting of Injuries, Diseases and Dangerous Occurrences Regulations) injuries per year	UK	Number	27	21	27	35	26	32
AllIR for all reportable injuries (incidence rate per 100,000 employees and contractors) ⁵	UK	per 100,000	212	151	166	214	151	156
AllIR for all major injuries (incidence rate per 100,000 employees and contractors)	UK	per 100,000	59	65	68	73	58	44
HBF homebuilder average AllIR ⁶	UK	per 100,000	246	241	239	264	263	282
Fatalities – employees and contractors	Group	Number	0	0	0	0	0	0
Lost time injury frequency rate (LTIFR) for employees	UK	per million hours worked	0.3	0	1	1	1	–
LTIFR for contractors	UK	per million hours worked	1.3	1.25	0.9	1.36	0.93	–
HSE training								
HSE training days – site management and operational staff	UK	per employee	1.36	3.1	4.4	4.2	3.39	4.4
HSE training days – support staff (office based)	UK	per employee	0.38	0.19	0.16	0.35	0.13	0.3
Number of staff trained on health and safety standards within the last year	UK	Number	3,869	3,610	4,654	4,954	4,210	4,767
HSE Spain⁷								
AllIR for reported workplace injuries (incidence rate per 100,000 employees and contractors)	Spain	per 100,000	74	420	0	300	456	179
Number of reported workplace injuries per year	Spain	Number	11	6	0	3	4	2
AllIR for all major injuries (incidence rate per 100,000 employees and contractors)	Spain	per 100,000	7	42	0	30	46	18

Performance data continued

	Coverage	Unit	2024	2023	2022	2021	2020	2019
People and suppliers continued								
Employee numbers and turnover								
Average number of employees (weekly and monthly)	UK	Number	4,354	4,618	5,140	5,271	5,948	5,796
Average number of employees	Spain	Number	101	97	92	91	81	87
Average number of employees (weekly and monthly)	Group	Number	4,455	4,719	5,232	5,362	6,029	5,883
Average number of site operatives	UK	Number	9,400	9,300	11,100	11,100	12,330	14,674
Annual voluntary employee turnover	UK	%	12.1	14.2	17.7	19.0	9.4	12.9
Skills, learning and development								
Total apprentices, graduates and trainees recruited during the year	UK	Number	58	52	289	150	75	498
Entry level positions as % of workforce	UK	%	5	9	9	9	14	16
Employees who have enrolled on or completed academy courses	UK	Number	149	249	1,285	1,700	1,500	1,500
Equality, diversity and inclusion⁸								
Women in workforce – all employees	UK	%	35	34	33	32	30	29
Women in junior management ⁹	UK	%	29	25	–	–	–	–
Women in management	UK	%	40	38	30	28	28	28
Women in regional business leadership roles	UK	%	28	27	31	24	18	–
Women in GMT	Group	%	33	33	44	36	36	44
Women in GMT and direct reports	Group	%	26	28	21	–	–	–
Women on the Board of Directors	Group	%	44	44	44	50	50	50
Women in our graduate programme	UK	%	33	62	58	–	–	–
Women in early entry talent programmes	UK	%	14	15	13	–	–	–
Ethnic representation in workforce (employees who are Black, Asian or other minority ethnic)	UK	%	6	6	5	5	4	4
Ethnic representation on the Board of Directors	Group	%	11	11	11	–	–	–
Ethnic representation in GMT and direct reports	Group	%	7	7	–	–	–	–
Ethnic representation in regional business leadership roles	UK	%	3	4	3	–	–	–
Ethnic representation in our graduate programme	UK	%	29	17	22	–	–	–
Ethnic representation in early entry talent programmes	UK	%	11	7	8	–	–	–
LGBTQ+ employees ¹⁰	UK	%	1	2	2	1	–	–



Performance data continued

	Coverage	Unit	2024	2023	2022	2021	2020	2019
Our planet								
Greenhouse gas emissions (GHG)¹¹								
Scope 1 GHG emissions – combustion of fuel	Group	tonnes CO ₂ e	11,787	14,275	15,975	17,464	16,522	21,018
Scope 2 GHG emissions – market based	Group	tonnes CO ₂ e	1,218	1,628	2,331	2,272	1,981	3,563
Scope 2 GHG emissions – location based	Group	tonnes CO ₂ e	5,078	4,649	4,279	5,406	5,272	6,172
Total scopes 1 and 2 – market based	Group	tonnes CO ₂ e	13,005	15,902	18,306	19,736	18,503	24,581
Scope 3 GHG emissions (total) ¹²	Group	tonnes CO ₂ e	1,800,612	1,977,848 ¹³	2,519,103	2,383,398	–	3,051,378
Scope 3 GHG emissions (total) – previous methodology	Group	tonnes CO ₂ e	–	–	–	2,632,421	1,961,431	3,869,583
Total scopes 1, 2 and 3	Group	tonnes CO ₂ e	1,813,618	1,993,750	2,537,409	2,403,134	1,979,934	3,075,959
Emissions intensity – per 100 sqm completed homes (scopes 1 and 2)	Group	tonnes CO ₂ e/ 100 sqm	1.27	1.53	1.37	1.41	1.96	1.62
Emissions intensity – per 100 sqm completed homes (scopes 1, 2 and 3)	Group	tonnes CO ₂ e/ 100 sqm	178	192 ¹³	190	172	210	202
Progress against target								
Reduction in carbon emissions intensity (scopes 1 and 2) against 2019 baseline	Group	%	21	5	15	13	(21)	–
Reduction in carbon emissions absolute (scopes 1 and 2) against 2019 baseline	Group	%	47	35	26	20	25	–
Reduction in carbon emissions intensity (scopes 1 and 2) since 2013	Group	%	55	46	52	50	30	43
Reduction in carbon emissions absolute (scopes 1, 2 and 3) since 2019	Group	%	41	35	18	22	–	–
CDP climate rating	Group	Score	A-	A-	A-	A-	B	B
Scope 3 emissions categories¹²								
Purchased goods and services	Group	tonnes CO ₂ e	884,166	908,238 ¹³	1,309,017	1,122,678	–	1,400,568
Waste generated in operations	Group	tonnes CO ₂ e	11,911	18,294	15,089	15,446	–	17,550
Business travel	Group	tonnes CO ₂ e	2,023	2,087	1,553	1,438	–	2,647
Fuel and energy-related activities	Group	tonnes CO ₂ e	4,440	4,591	4,886	5,802	–	5,677
Downstream leased assets	Group	tonnes CO ₂ e	6,816	7,008	6,399	6,592	–	2,656
Use of sold products (homes in use)	Group	tonnes CO ₂ e	760,145	914,417	1,044,293	1,106,062	–	1,404,544
Upstream transport and distribution	Group	tonnes CO ₂ e	53,434	46,064	34,351	31,044	–	62,283
End-of-life treatment of sold products	Group	tonnes CO ₂ e	20,366	24,627	29,166	29,210	–	33,798
Employee commuting	Group	tonnes CO ₂ e	57,312	52,521	74,348	65,125	–	121,655
Out of scope emissions								
Biogenic emissions ¹⁴	Group	tonnes CO ₂ e	317	–	–	–	–	–



Performance data continued

	Coverage	Unit	2024	2023	2022	2021	2020	2019
Our planet continued								
Energy use¹⁵								
Operational energy use (fuel and electricity consumption from sites and offices)	UK	MWh	75,001	80,695	87,013	94,992	85,442	101,352
Operational energy intensity (site and office fuel and electricity intensity)	UK	MWh/100 sqm	7.7	8.1	6.7	6.9	9.3	6.8
Operational energy use (fuel and electricity consumption from sites and offices)	Group	MWh	79,904	85,741	92,312	104,870	96,195	116,207
Operational energy intensity (site and office fuel and electricity intensity)	Group	MWh/100 sqm	7.8	8.3	6.9	7.5	10.2	7.6
Site energy use intensity (fuel and electricity from sites and plots)	UK	MWh/100 sqm	7.4	7.8	6.5	6.7	9.0	6.6
Reduction in site energy use intensity against 2019 baseline	UK	%	(11.3)	(17.5)	2.4	(0.9)	(36.5)	–
Site energy use (fuel and electricity from sites and plots)	UK	MWh	71,517	77,215	83,575	91,355	82,979	98,197
Reduction in site energy use (absolute) against 2019 baseline	UK	%	27.2	21.4	14.9	7.0	15.5	–
Energy consumption by source								
Renewable electricity REGO-backed (Renewable Energy Guarantees of Origin)	Group	MWh	20,840	17,832	15,468	18,352	13,006	9,344
Brown electricity	Group	MWh	3,685	4,636	6,619	7,199	9,571	14,563
Natural gas	UK	MWh	25,455	22,896	24,428	36,357	29,707	33,593
Butane	UK	MWh	193	170	276	435	340	412
Gas oil and diesel	UK	MWh	24,054	35,459	40,400	32,806	32,949	43,647
LPG	UK	MWh	0	0	31	61	29	110
Propane	UK	MWh	267	292	370	483	351	497
Kerosene	UK	MWh	0	0	0	0	10	16
Hydrotreated vegetable oil (HVO)	UK	MWh	1,294	7	128	0	0	0
Total non-renewable energy consumption (excluding fleet)	Group	MWh	54,949	63,460	72,252	77,342	72,956	92,838
Total non-renewable energy consumption (excluding fleet)	Group	%	73	78	82	81	85	91
Nature and biodiversity								
Sites with hedgehog highways installed (cumulative since 2021)	UK	Number	326	277	203	110	–	–
Bug hotels and bee bricks installed	UK	Number	947	271	169	113	–	–
Bat boxes installed	UK	Number	357	237	442	–	–	–
Bird boxes installed	UK	Number	651	501	647	850	–	–
Sites where biodiversity risks assessed	UK	%	100	100	100	100	100	100
Sites exposed to biodiversity risks that have a biodiversity management plan	UK	%	100	100	100	100	100	100

Performance data continued

	Coverage	Unit	2024	2023	2022	2021	2020	2019
Our planet continued								
Waste and resources¹⁶								
Construction waste per 100 sqm build – general ¹⁷	UK	Tonnes/100 sqm	5.56	7.33	5.75	5.77	7.87	6.78
Construction waste per 100 sqm build – plasterboard	UK	Tonnes/100 sqm	0.86	0.91	0.82	0.74	0.83	0.72
Construction waste per 100 sqm build – total	UK	Tonnes/100 sqm	6.42	8.24	6.57	6.52	8.71	7.50
Construction waste – general	UK	Tonnes	53,319	71,411	74,515	79,042	72,372	100,612
Construction waste – plasterboard	UK	Tonnes	8,280	8,839	10,557	10,161	7,640	10,699
Construction waste – total	UK	Tonnes	61,599	80,250	85,072	89,204	80,011	111,311
Hazardous waste (construction) ¹⁸	UK	Tonnes	15.7	1.5	1.9	17.6	5.0	148.1
Reduction in waste intensity against 2019 baseline	UK	%	14.4	(9.8)	12	13	(16)	–
Reduction in waste (absolute) against 2019 baseline	UK	%	45	28	24	20	28	–
Recycling								
Construction waste diverted from landfill	UK	%	98	98	98	97	97	97
Construction waste landfilled	UK	%	2	2	2	3	3	3
Paint cans collected for reuse or recycling	UK	Number	61,635	57,823	54,964	45,021	19,445	19,374
Pallets returned for reuse or recycling	UK	Number	132,278	105,182	95,607	65,352	71,916	94,984
Water								
Consumption of metered mains water	UK	m ³	348,572	362,986	373,639	439,955	454,056	505,893
Consumption of metered mains water per 100 sqm build	UK	m ³ /100 sqm	36.33	37.25	28.86	32.14	49.41	34.08
Reduction in mains water intensity against 2019 baseline	UK	%	(7)	(9)	15	6	(45)	–
Reduction in mains water (absolute) against 2019 baseline	UK	%	31	28	26	13	10	–
CDP water security rating		Score	C	B	B	B	B	B
Responsible and resilient business								
Financial performance and landbank								
Revenue	Group	£m	3,401.2	3,514.5	4,419.9	4,284.9	2,790.2	4,341.3
Operating profit ¹⁹	Group	£m	416.2	470.2	923.4	828.6	300.3	850.5
Plots owned or with planning consent (short term landbank)	UK	Number	c.79,000	80,323	82,830	85,376	77,435	75,612
Short term landbank – number of plots converted from strategic land pipeline	UK	Number	6,054	7,624	3,692	7,691	4,010	8,387
Strategic pipeline – number of potential plots	UK	Number	c.136,000	c.142,000	c.144,000	c.145,000	c.139,000	c.140,000
Completions sourced from strategic pipeline	UK	%	40	45	52	50	55	56

Performance data continued

	Coverage	Unit	2024	2023	2022	2021	2020	2019
Responsible and resilient business continued								
Partnering with charities								
Donations to registered charities	Group	£	810,100	820,288	790,061	840,854	588,000	816,000
Donations to local community causes	Group	£	157,950	160,988	161,746	104,364	94,000	129,000
Amounts raised by employee fundraising	Group	£	207,905	197,488	223,463	161,168	80,000	364,000
Total donations (cash and fundraising)	Group	£	1,175,955	1,178,764	1,175,270	1,106,385	762,000	1,309,000

- The NHBC carries out independent Construction Quality Reviews (CQR) at key build stages. This is the average score from NHBC CQRs for calendar year 2024.
- The 8-week 'would you recommend' score for 2024 relates to customers who legally completed between October 2023 and September 2024, with the comparator relating to the same period 12 months prior.
- The 8-week 'would you recommend' score for 2024 relates to customers who legally completed between October 2023 and September 2024, with the comparator relating to the same period 12 months prior. At the time of publication data was not available for 2024.
- The 9-month 'would you recommend' score for 2024 relates to customers who legally completed between October 2022 and September 2023, with the comparator relating to the same period 12 months prior.
- PricewaterhouseCoopers LLP have performed limited assurance procedures over the metric Annual Injury Incidence Rate (per 100,000 employees and contractors) for the year ended 31 December 2024, see page 38.
- HBF H&S Statistical Analysis Report 2023/2024.
- For Spain, our injuries data and Annual Injury Incidence Rate (AIIR) include all reported workplace injuries to employees and contractors. This is similar but not directly comparable to our data for the UK which is collected under the UK's Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR).
- Figures are for calendar year 2024 and are calculated as a percentage of total employees. PricewaterhouseCoopers LLP have performed limited assurance procedures over selected diversity metrics for the year ended 31 December 2024, see page 38.
- We improved our methodology for calculating gender balance in junior management in 2023. Figures calculated under our new approach are not comparable with previous years.
- LGBTQ+ data relies on self-declaration by employees and 65% of employees report their sexuality (2023: 65%).
- Our carbon and energy use data is externally assured by Carbon Trust Assurance to a limited assurance level. Our scopes 1 and 2 footprint, and three selected scope 3 categories (purchased goods and services, fuel and energy-related activities and use of sold products) are verified to ISO 14064. We have used the GHG Protocol Corporate Accounting and Reporting Standard (revised edition) for data gathered to fulfil our requirements under the Mandatory Carbon Reporting (MCR) requirements, and emission factors from the Government's GHG Conversion Factors for our corporate reporting. We use the market-based method of the revised version of the GHG Protocol Scope 2 Guidance for calculating our scope 2 emissions. Carbon intensity metrics are calculated based on the figure of 1,020,837 sqm completed floor area. This covers Taylor Wimpey Group including joint ventures. Our UK only carbon emissions intensity (scope 1 and 2 market based tCO₂/100sqm) was 1.31 in 2024, 1.56 in 2023 and 1.38 in 2022.
- We report on nine of the 15 scope 3 categories identified in the GHG Protocol. The remaining six categories are not material to our business. In 2022, we developed a more accurate methodology for measuring scope 3 supply chain emissions (purchased goods and services), using a combination of quantity-based data (drawing on data on the quantity of materials purchased and emissions data from environmental product declarations) as well as spend data. Our previous methodology relied on spend data only. We have updated our baseline 2019 scope 3 footprint using the new methodology (however we do not have data for 2020 using our new methodology). For transparency, we continue to report total scope 3 emissions prior to 2021 using our previous methodology. Our scope 3 methodology is published on our website at www.taylorwimpey.co.uk/corporate/sustainability/our-planet/climate-change-and-net-zero.
- This figure has been restated to reflect a change to the methodology used to calculate emissions from purchased goods and services. This relates to the conversion factors used to calculate emissions from concrete, which was updated based on advice from the Carbon Trust.
- Biogenic emissions from our use of HVO are outside our scope 1, 2 and 3 footprint.
- Our operational energy use data for the UK includes site and offices. Group data includes site, offices and fleet. Our energy reduction target focuses on UK site energy use. UK energy intensity metrics are calculated based on 971,326 sqm completed floor area which covers our UK business and includes joint ventures.
- Waste intensity metrics are calculated based on 959,570 sqm completed floor area which excludes Taylor Wimpey Central London and some joint ventures.
- General waste includes compactable waste, inert waste, timber waste and some types of hazardous waste. It also includes non-recyclable mixed waste that cannot be disposed of in available skips.
- This is construction hazardous waste and includes paint cans and sealant tubes. It does not include any remediation waste or contaminated soils.
- Operating profit is defined as profit on ordinary activities before financing, exceptional items and tax, after share of results of joint ventures.

Progress against targets

Target	Progress in 2024
Our homes and places	
Develop our technical specification for zero carbon ready homes during 2022 and 2023	● Our specification will be finalised following publication of the Future Homes Standard and the launch of the new Home Energy Model (HEM) software (which will replace the Standard Assessment Procedure (SAP)). This is expected later in 2025. Our findings from the build trial at Sudbury have informed the development of our specification.
Make it easier for close to 40,000 customers to work from home and enable more sustainable transport choices through 36,000 EV charging points and 3,000 additional bike stands by the mid-2020s	● We have installed over 7,500 EV charging points since 2021 (including joint ventures). Over 3,400 homes have included a study in their floorplan since 2021. We are not yet making progress on our target to install additional bike stands.
Help 20,000 customers to increase recycling at home by 2025	● We are including integrated recycling bins in more of our kitchens to help customers increase recycling. Over 1,200 completions included integrated recycling bins in 2024.
Make it easier for 20,000 customer households in water-stressed regions to install a water butt by 2025	● We have installed over 2,900 water butts in customer homes since 2021, including 933 in 2024. In 2025, we are partnering with a supplier to offer all customers 20% off the purchase price of a water butt for their new home. Customers can also use the discount to buy a home composter.
Help customers engage with nature and create 20,000 more nature friendly gardens by 2025	● We have distributed over 5,164 home welcome packs with wildflower seeds, bug hotels and other products to help customers create a more nature friendly garden since 2022. We've also added how-to guides to our website in partnership with Hedgehog Street and Buglife and developed materials our business units can use to engage customers and local communities in nature-based activities.
Timber frame used for 30% of completed homes by 2030	● Around 16% of completions in 2024 used timber frame (2023: 16%). We expect this to increase as our timber frame facility increases production.
200 beehives on our sites by 2025	● We have installed 27 beehives to date, including 12 in 2024.
At least 94% of build stages to score 4 or above in all regional businesses	● We met our target for at least 94% of build stages to score 4 or above in all regional businesses, achieving 97.1% (2023: 95.7%), compared with 92.7% industry benchmark. Our average score was 4.93 out of 6 (2023: 4.89) compared with an industry benchmark group average of 4.70 (2023: 4.67). We rank second nationally against housebuilders that have more than 100 build stages (which excludes self-build and very small housebuilders).
Resolve at least 70% of customer issues within 28 days	● 66% of customer issues were resolved within 28 days, an increase on 60% in 2023. Our MyTask portal enables us to monitor subcontractors' response times to customer issues, which is helping to improve response times.
Resolve all complaints or have agreed an action plan within 8 weeks	● We achieved this for 77% of complaints in 2024 (2023: 68%).
Maintain a recommend score of at least 90% in the HBF 8-week survey, which equates to a 5-star rating	● 96% of customers in the 8-week survey would recommend us to a friend (2023: 92%). We are pleased to have increased our score and met our target to maintain a five-star rating.
Improve our 9-month customer satisfaction survey score	● Our most recent score was 80% (2023: 77%), which is our highest to date, reflecting the investment we have made in customer service, build quality and placemaking.

Key to progress

● Achieved ● In progress ● Not achieved

Progress against targets continued

Target	Progress in 2024
People and suppliers	
Maintain or lower our AIIR compared with 2023	● There was an increase in our AIIR to 212 (2023: 151) but it remained well below the average for the housebuilding sector of 246, as measured by the Home Builders Federation (2023: 239). Around 40% of accidents are slips, trips and falls.
40% female representation in GMT and direct reports by 2030	● Women accounted for 26% of GMT members and their direct reports (2023: 28%). Due to market conditions, we recruited and employed fewer employees in 2024, which affected our ability to make progress on our diversity targets.
9.7% ethnic representation in GMT and direct reports by 2027	● There was 7% ethnic representation, compared with 7% in 2023. This is a new target in 2024.
50% female representation in regional business leadership roles by 2030	● 28% of regional business leadership roles were held by women in 2024 (2023: 27%).
12.5% ethnic representation in regional business leadership roles by 2030	● Ethnic representation in regional business leadership roles was 3% (2023: 4%). 6% of total employees were from a minority ethnic background (2023: 6%).
50% female and 25% ethnic representation on our graduate programme by 2030	● 33% of graduates were women (2023: 62%) and 29% were from an ethnic minority background (2023: 17%).
50% female and 25% ethnic representation to our early entry talent programmes by 2030 (management trainees and apprentices)	● There were 14% women (2023: 15%) and 11% ethnic representation (2023: 7%) on our early entry talent programmes (management trainees and apprentices).
Our planet	
By 2045 we will reach net zero greenhouse gas emissions (scope 1, 2 & 3) across our value chain on a 2019 base year (comprising at least a 90% reduction and neutralising residual emissions)	● Our total footprint, including scope 3 emissions was 1,813,618 tCO ₂ e (2023: 1,993,750). The reduction since 2023 reflects factors including sourcing of renewable electricity, reduced use of diesel, the roll out of homes built to our latest specification, a reduction in waste volumes, improvements in our methodology and changes to some of the emissions factors used to calculate emissions. Absolute emissions were 41.0% lower than in 2019; however, this also reflects the lower number of completions in 2024 (around a third less than in 2019). This target has been approved by the SBTi.
36% reduction in operational carbon emissions intensity by 2025 from a 2019 baseline (science-based target) and be net zero aligned by 2035	● We have reduced operational carbon emissions intensity (scope 1 and 2) by 21.1% against our baseline (2023: 5.0%) and absolute operational emissions by 47.1% (2023: 35.3%). This reflects fewer completions in 2024 compared with 2019 as well as the impact of carbon reduction measures such as our sourcing of renewable electricity and a reduction in the use of diesel due to roll out of hybrid generators and use of HVO. This is one of the performance targets in our revolving credit facility (sustainability linked loan) and is integrated into our performance share plan and medium-term incentive plan. The emissions reduction element of this target has been approved by the SBTi.
Reduce scope 3 emissions by 52.8% per 100 m ² of completed floor area from a 2019 base year (based on a reduction of 46.2% in absolute emissions against the base year)	● We have reduced scope 3 carbon emissions intensity by 7.6% compared with 2023 and by 12.0% against our baseline. Absolute scope 3 emissions decreased by 9.0% compared with 2023 and by 41.0% against our baseline. This reflects improvements in the carbon efficiency of the homes we build, wider grid and supply chain decarbonisation, and improvements in our footprinting methodology. This target has been approved by the SBTi.

Key to progress

- Achieved
- In progress
- Not achieved

Progress against targets continued

Target	Progress in 2024
Our planet continued	
Reduce operational energy intensity by 32% for UK building sites by 2025	● Operational energy use intensity on UK building sites has increased by 11.3% against our 2019 baseline (2023: 17.5%). This reflects the lower number of completions compared with 2019 but continued energy use needed to run our sites. Energy use intensity decreased year on year reflecting our focus on energy efficiency. Absolute energy use reduced from 98,000 MWh in 2019 to 71,500 MWh in 2024 (2023: 77,200 MWh).
Purchase 100% REGO-backed (Renewable Energy Guarantees of Origin) green electricity for all new sites	● We purchased 100% REGO-backed renewable electricity for new sites during construction, offices, show homes, sales areas and plots before sale. This equates to 85% of purchased electricity in 2024 (2023: 79%).
Reduce car and grey fleet emissions by 50% by 2025	● We have reduced car and grey fleet emissions by 28.2% since our 2019 baseline (2023: 21.1%). 88% of vehicles in our fleet are now electric or hybrid (2023: 72%).
By 2030 all our homes will be zero carbon ready (becoming truly net zero on decarbonisation of the electricity grid)	● We are rolling out homes built to our new specification in line with the updates to Building Regulations Parts L and F. In England, these are, on average, 31% more carbon efficient in use compared with our previous specification, with similar reductions in Scotland and Wales. We will move towards zero carbon ready homes in England and Wales following the introduction of the Future Homes Standard (expected later in 2025) and the New Build Heat Standard in Scotland (rolling out from 2024).
Reduce emissions from customer homes in use by 75% by 2030	● We are developing our measurement systems to enable us to report progress against this target. Emissions from scope 3 category 11 (use of sold products) reduced by 16.9% compared with 2023, which reflects the roll out of homes built to our latest specification which is more carbon efficient.
Reduce embodied carbon per home by 21% by 2030	● We are in the process of obtaining embodied carbon data from suppliers. This will enable us to calculate an overall embodied carbon figure for a sample of our current standard house types which will be used to inform future decision-making on materials use and supplier engagement. The data we obtain will help us to report progress against this target in future years.
Increase natural habitats by 10% on new sites from 2023 and include our priority wildlife enhancements from 2021: hedgehog highways from 2021; bee bricks or bug hotels (at least 20% of homes) from 2021; bat boxes (at least 5% of homes) from 2022; bird boxes (at least 80% of homes) from 2023; wildlife ponds from 2024; reptile and amphibian hibernation sites from 2025	● In 2024, 25 new sites with implementable or pending planning permission included provision for Biodiversity Net Gain (BNG). Of these, 52% have provision for 10% BNG, and 48% have more than 10% BNG, including 20% with over 20% BNG. We aim to integrate enhancements on all suitable new sites and have started with hedgehog highways, bee bricks and bug hotels, bird and bat boxes. Since 2021, 1,500 bee bricks and bug hotels, 1,036 bat boxes and 2,649 bird boxes have been installed to support native species. 326 sites have included hedgehog highways since 2021.
All new sites have planting that provides food for local species throughout the seasons	● We are preparing guidance for our teams on integrating pollinator friendly planting on our sites with input from Buglife. We have engaged our business units on this topic to raise awareness of pollinator friendly planting guidance available from the Royal Horticultural Society.

Key to progress

- Achieved
- In progress
- Not achieved

Progress against targets continued

Target	Progress in 2024
Our planet continued	
Cut our waste intensity by 15% by 2025 and use more recycled materials*	<ul style="list-style-type: none"> ● Our waste intensity has reduced by 14.4% against our 2019 baseline, and 22.1% compared with 2023. Total waste volumes decreased year on year and by 44.7% against our baseline. The decrease since 2023 reflects work to engage our site teams on waste and to encourage reuse of inert waste on site. The decrease since 2019 also reflects the lower number of completions in 2024 compared with our baseline year. 98% of construction waste was diverted from landfill (2023: 98%). <p>At the time of publication, our waste data and diversion from landfill figure was undergoing verification by the Carbon Trust. We will publish the final audited figures on our website on completion of this process which could differ from those reported here.</p>
Return 125,000 pallets per year for reuse and recycling by 2025	<ul style="list-style-type: none"> ● 132,278 pallets were picked up from our sites (2023: 105,180). This represents around 2,381 tonnes of wood (2023: 1,893). 47% of these pallets were suitable and sent for reuse (2022: 46%). We achieved our target ahead of schedule.
Collect 70,000 used paint cans per year for recycling by 2025	<ul style="list-style-type: none"> ● 61,635 paint pots returned for recycling from our sites, reducing waste to landfill (2023: 57,823). We achieved our target ahead of schedule.
Reduce operational mains water intensity by 10% from a 2019 baseline by 2025	<ul style="list-style-type: none"> ● Water consumption has reduced by 31% since 2019 (2023: 28%); however, water intensity has increased by 7% over the same period (2023: 9%). We believe the increase in intensity reflects the lower number of completions relative to 2019. While we completed fewer homes we continued to use water for activities such as dust suppression and in our offices and site compounds.
Measure the environmental footprint of the key materials in our homes and set a reduction target	<ul style="list-style-type: none"> ● We are developing our decarbonisation roadmaps for key materials such as bricks and concrete, and engaging our supply base on tackling embodied carbon. We are asking suppliers to provide Environmental Product Declarations (EPD) and integrating this request into tender proposals. In 2024, this included engaging with suppliers of pre-cast concrete as part of a tender process (see page 25). EPDs are based on life cycle assessments and include quantification of embodied carbon, which can inform procurement decisions, although not every product currently has an EPD.
Set improvement targets in relation to embodied carbon and waste for key supplier categories	<ul style="list-style-type: none"> ● We are continuing to improve our understanding of embodied carbon and waste impacts in our supply chain (see target above) but have not yet set category improvement targets. In 2025, we will be asking our Group suppliers to complete an ESG questionnaire to provide more detail on their environmental programmes and targets to support further engagement on carbon reduction.
Engage with suppliers to meaningfully reduce plastic packaging on our sites by 2025	<ul style="list-style-type: none"> ● During 2025, we will be launching a project working with Group suppliers to reduce packaging. Previously we have engaged with suppliers through two projects with the Supply Chain Sustainability School which lead to the publication of practical guidance for plastics and packaging reduction for the homebuilding industry. At Taylor Wimpey Logistics we have introduced measures to reduce plastic use (including on the build packs of materials for our construction sites) including moving to perforated shrink wrap sheets, reducing the thickness of shrink wrap from 125 microns to 75 microns, and switching to self-sealing clear plastics bags for ironmongery.

Key to progress

- Achieved
- In progress
- Not achieved

* This target previously included a commitment to publish a Towards Zero Waste strategy for our sites by 2022. We met this part of the target in 2023 and therefore no longer report progress against it.

SASB index



The following table discloses our performance against the criteria in the SASB Home Builders Sustainability Accounting Standard version 2023–12. Data relates to the period 1 January 2024 to 31 December 2024. In cases where we do not have the exact data requested in the Standard we have sought to provide equivalent or related data. Responses do not cover our business in Spain which accounts for less than 5% of total completions.

A note on terminology: Our sites are single pieces of land which typically gain outline planning permission as a single entity. They range in size from 50 to 3,500 homes. Outlets are sites with a sales centre. ‘Plots’ are homes prior to completion which are equivalent to ‘lots’ (the term used in the SASB standard).

Code	SASB criteria	Our approach
Land use and ecological impacts		
IF-HB-160a.1	Number of (1) lots and (2) homes delivered on redevelopment sites	In 2024, 22% of completions (excluding joint ventures) were on brownfield land (2023: 21%).
IF-HB-160a.2	Number of (1) lots and (2) homes delivered in regions with high or extremely high baseline water stress	We estimate that around 42% of our plots are built in areas of high water stress, around 4,450 homes. No homes are built in areas of extremely high stress. This is based on the baseline water stress map published by the World Resources Institute’s (WRI) Water Risk Atlas tool, Aqueduct.
IF-HB-160a.3	Total amount of monetary losses as a result of legal proceedings associated with environmental regulations	There were no monetary losses in 2024.
IF-HB-160a.4	Discussion of process to integrate environmental considerations into site selection, site design, and site development and construction	<p>Our Environment Strategy includes targets to reduce our environmental footprint across our value chain focusing on climate change and energy, nature, resources and waste. Environmental factors are integrated into our processes, including:</p> <ul style="list-style-type: none"> • Landbuying: We review each potential piece of land against the Government’s National Planning Policy Framework (NPPF), which aims to ensure that developments are economically, socially and environmentally sustainable. Our internal processes and guidance documents help us to identify and address relevant sustainability issues for each site. These include our Sustainable Development Checklist which helps us to assess factors such as how well connected the site is to transport links and the potential impact on habitats and species. We use a digital platform for assessing and managing sustainability risks at site level, called LEADR (Land and Environment Assessment of Development Risk). It includes a pre-acquisition screening and risk assessment process for potential new sites, covering issues including remediation, flood risk, biodiversity, air quality and archaeology. • Placemaking: Our placemaking standards help our teams to plan, design and deliver schemes that promote social, environmental and economic sustainability. They are based on best practice such as the Building for a Healthy Life framework and cover factors such as promoting sustainable transport, connectivity with nature and resident wellbeing. All new sites include our priority wildlife enhancements and new sites submitting their first planning application include at least 10% Biodiversity Net Gain. • Construction: Our Health, Safety and Environmental Management System covers all site activities and helps us to keep noise, dust and disturbance to a minimum, to prevent pollution incidents, reduce waste and water use and to protect biodiversity. It requires all operational sites to carry out mandatory environmental checks and to have a Site Specific Environmental Action Plan. All sites have individual site waste management plans

SASB index continued

Code	SASB criteria	Our approach
Workforce health and safety		
IF-HB-320a.1	(1) Total Recordable Incident Rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	We measure health and safety performance using an Annual Injury Incidence Rate (AIIR) metric and we report a consolidated figure for direct employees and contractors. Our AIIR for reportable injuries per 100,000 employees and contractors was 212, (2023: 151). Despite the increase, our AIIR remains well below the average for the housebuilding sector, which was 246. This is calculated by the Home Builders Federation. Reportable injuries are those covered by the UK's Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR). There were no fatalities.
Design for resource efficiency		
IF-HB-410a.1	(1) Number of homes that obtained a certified residential energy efficiency rating and (2) average rating	<p>The Energy Performance Certificate (EPC) is the UK property energy efficiency rating scheme, which uses an A to G rating scale, with A being the most energy-efficient. Properties are assessed by an accredited assessor.</p> <p>On average, our standard homes are designed to achieve an EPC rating of B. We don't currently collate data on the final EPC ratings for our properties so this figure is estimated based on our standard house type designs. Our homes include: energy-efficient walls and windows; insulated loft spaces; 100% low energy light fittings and energy-efficient appliances.</p> <p>We are now rolling out homes built to our new specification in line with the updates to Building Regulations Part L and F. These integrate enhanced fabric standards, further energy efficiency measures and low carbon technology, including triple glazing, wastewater heat recovery systems, high efficiency boilers, thermally enhanced lintels and photovoltaic (PV) panels. 48% of homes built in 2024 include PV panels.</p>
IF-HB-410a.2	Percentage of installed water fixtures certified to a water efficiency standard	<p>Our homes are designed to achieve a maximum internal water use of 120 litres per person per day and 5 litres external use in line with Building Regulations. All our homes in England and Wales have water meters fitted, and all homes have low flow taps and showers, and dual flush toilets.</p> <p>In the UK, water efficiency is covered by Building Regulations Part G – Sanitation, hot water safety and water efficiency. This focuses on the expected performance of the whole home. Compliance is assessed based on water consumption figures provided by product manufacturers, including for WCs, taps, baths, showers and appliances.</p>
IF-HB-410a.3	Number of homes delivered certified to a third-party multi-attribute green building standard	All our homes are subject to UK Building Regulations, which include standards for energy and water efficiency (criteria IF-HB-410a.1 and IF-HB-410a.2). We are rolling out enhanced fabric standards and further energy efficiency measures (see above). Collectively, this achieves a 31% improvement in carbon efficiency compared with our previous specification. There are no current widely used third-party multi-attribute green building standards designed specifically for homes in the UK.

SASB index continued

Code	SASB criteria	Our approach
Design for resource efficiency		
IF-HB-410a.4	Description of risks and opportunities related to incorporating resource efficiency into home design, and how benefits are communicated to customers	<p>Risks and opportunities relating to home energy and resource efficiency are considered as part of our climate change risk management processes which are outlined in the Taskforce on Climate-related Financial Disclosures in our Annual Report and Accounts. Our homes integrate features to help customers live a resource-efficient lifestyle (see IF-HB-410a.1 and IF-HB-410a.2) and we are preparing for the Future Homes Standard (see page 6).</p> <p>We have developed an innovative set of visual assets to help explain the energy-efficient and low carbon technologies used in our homes. We also communicate the resource efficiency benefits to potential customers via our Sales Executives, our website, marketing materials, 'From House to Home' manual, and Maintenance Guide. This includes the energy rating and the energy savings they can expect to achieve in relation to an average second hand home. On our website, we include information on how customers can further reduce home energy and water use and create a nature friendly garden. We have run training for Sales Executives on how to communicate energy and resource efficiency benefits to our customers.</p>
Community impacts of new developments		
IF-HB-410b.1	Description of how proximity and access to infrastructure, services, and economic centres affect site selection and development decisions	<p>Proximity and access to infrastructure, services, and economic centres influence site selection and development decisions. For each scheme, we assess the current level of facilities and services and whether they are sufficient to support the scale of proposed development. We aim for future residents to have convenient access to local facilities and services via walking, cycling or public transport. Where the current level of facilities or services is not adequate, we contribute to improving local facilities. The UK's NPPF also requires consideration of the opportunities presented by existing or planned investment in infrastructure.</p> <p>During 2024, we contributed £345m to local communities via planning obligations (2023: £405m) to fund infrastructure and facilities, including affordable housing, green spaces, community and leisure facilities, transport, educational funding, jobs for local people, heritage buildings and public art. Around 67% of our UK completions were within 500m of a public transport mode and around 92% were within 1,000m.</p>
IF-HB-410b.2	Number of (1) lots and (2) homes delivered on infill sites	<p>This data is not currently collected. However, the majority of brownfield land in the UK would meet the definition of an infill site. Brownfield land is previously developed land and most sites are served by existing physical installations such as roads, power lines, sewer and water.</p> <p>In 2024, 22% of completions (excluding joint ventures) were on brownfield land (2023: 21%).</p>
IF-HB-410b.3	(1) Number of homes delivered in compact developments and (2) average density	<p>We believe that all our schemes meet the criteria for compact development.</p>

SASB index continued

Code	SASB criteria	Our approach
Climate change adaptation		
IF-HB-420a.1	Number of lots located in 100-year flood zones	We don't currently collate this data but expect to be able to do so in future as we roll out our LEADR system for managing environmental site risks. We take the risk of flooding on our developments extremely seriously and identify potential flood risk as part of our site selection process. We use the Environment Agency's flood mapping tools, and take account of their input during our planning consultations. We carry out a flood risk assessment on all our sites and do not buy land unless we can mitigate flood risk. Flood risk is controlled well in the UK through the planning process. Flood risk is one of the factors considered in our climate change scenario analysis, summarised in our Annual Report and Accounts.
IF-HB-420a.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	Climate risks have the potential to impact our business strategy through increased costs, reduced productivity and reputational damage. Our approach to governance, risk management, climate strategy and scenario analysis is outlined in our Annual Report and Accounts. Climate change is included as a Principal Risk within 'Natural resources and climate change'. In 2024, we scored A- in our CDP Climate Change disclosure. We have achieved certification to the Carbon Trust's Route to Net Zero Standard Advancing Level, the only housebuilder to do so. Our net zero target has been validated by the Science Based Targets initiative.
Activity metrics		
IF-HB-000.A	Number of controlled lots	As at 31 December 2024, our short-term landbank stood at c.79k plots (2023: c.80k plots). Our short-term landbank is owned or controlled land with planning permission or a resolution to grant planning permission.
IF-HB-000.B	Number of homes delivered	Total home completions in the UK were 10,089 in 2024, including joint ventures.
IF-HB-000.C	Number of active selling communities	We traded from an average of 216 outlets in 2024 (2023: 238). Our net private sales rate per outlet per week for the year was 0.75 (2023: 0.62).

1. The developable area of land for each site is calculated using net hectares or net acres. This means the total land area that will be developed excluding public open space and land used for community facilities and some infrastructure.

Taskforce on Nature-related Financial Disclosures

This is our second disclosure against the recommendations of the Taskforce on Nature-related Financial Disclosures (TNFD). We are developing our understanding of our value chain nature-related dependencies, impacts, risks and opportunities, focusing on the drivers of nature change identified in the TNFD LEAP methodology and those impacts identified through our materiality process.

Environmental issues such as climate change, nature loss, pollution and natural resources, cannot be tackled in isolation. We aim to find solutions that support progress across all three pillars of our Environment Strategy – climate, nature and resources. For detail on our approach to climate change, see our Net Zero Transition Plan and the TCFD disclosure in our Annual Report and Accounts at www.taylorwimpey.co.uk/corporate.

Governance

Disclose the organisation's governance of nature-related dependencies, impacts, risks and opportunities.

Our Board of Directors is responsible for oversight of environmental, social and governance (ESG) initiatives, including nature-related risks and opportunities. The Board receives an ESG update at every meeting, which includes progress on key nature-related targets. They reviewed and approved our nature strategy and targets (part of our Environment Strategy). Our Chief Executive has ultimate responsibility for achieving our nature targets. Sustainability (including nature) is a standing agenda item for Group Management Team (GMT) meetings. Our Environment Policy covers biodiversity and is approved by our Chief Executive.

Our LEAF Committee, chaired by a member of our GMT, is responsible for reviewing nature strategy, risks and opportunities; it meets four times a year and includes heads or senior leaders of key functions and regional businesses. In 2024, the Director of Sustainability was responsible for monitoring nature-related issues, updating our Sustainability Risk and Opportunity Register and overseeing our reporting and disclosures on nature. He reported to our Group Technical Director who reports to our Chief Executive. Our Planning Director leads our policy response to some nature-related issues. The Managing Director in each regional business has responsibility for achieving nature targets at the local level.

We engage with central and local Government organisations on nature-related issues such as Biodiversity Net Gain and nutrient neutrality. Recent examples are disclosed on our website (www.taylorwimpey.co.uk/corporate/sustainability/responsible-and-resilient-business).

Strategy

Disclose the effects of nature-related dependencies, impacts, risks and opportunities on the organisation's business model, strategy and financial planning where such information is material.

Nature is a key pillar in our Environment Strategy and we have set targets to increase space for nature on our developments, to engage customers on nature, and to reduce water use and waste. We have not published a nature transition plan although some relevant aspects are covered in our Net Zero Transition Plan.

Land is the critical raw material for homebuilding, and nature-related constraints can impact the supply of land and/or the viability of developing land. During the construction process we transform land from its previous state (either greenfield or brownfield), which impacts biodiversity, soils, drainage, landform and other aspects. Construction is a large user of raw materials, such as wood, stone, sand, clay and gypsum. There are significant dependencies on the ability of our supply chain to continue to provide products made from these materials at the quality and volume needed. There are potential positive impacts from implementing Biodiversity Net Gain and nature interventions on our sites, remediating land and engaging our customers on nature.

We have identified several physical and transition risks and opportunities and will be doing further work to deepen our understanding. Examples of risks and opportunities we have identified include:

- Policy – Risks for our business relating to the impact of nutrient and water neutrality and biodiversity net gain (BNG) regulation and planning policy
- Physical chronic – Risk of price rises for raw materials, such as timber, as a result of nature degradation/loss and climate change in the supply chain
- Reputational capital – Positive reputational benefits gained from our work to integrate nature on our sites.

Some short term risks and opportunities, such as BNG requirements and nutrient neutrality planning constraints, already impact our business strategy and financial planning. We engage with stakeholders to develop our approach to these issues. Some nature impacts, dependencies, risks and opportunities are localised to particular regions and sites. We are exploring how best to identify and disclose priority locations and we expect these to include development sites affected by nutrient neutrality and water neutrality requirements, those located in areas of water stress and those adjacent to or containing areas of high biodiversity value. Priority locations in our supply chain may include higher risk timber sourcing countries.

Taskforce on Nature-related Financial Disclosures continued

Risk and impact management

Describe the processes used by the organisation to identify, assess, prioritise and monitor nature-related dependencies, impacts, risks and opportunities.

The Board has overall responsibility for risk management and holds formal risk reviews at least half yearly and routinely considers risk at each Board meeting as appropriate. The assessment, mitigation and monitoring of nature-related risks is included as part of our overall risk management process. The individual nature-related risks are considered through functional and regional business risk registers, and our Sustainability Risk and Opportunity Register. Management considers the impact they may have on the Group's strategy, looking at short, medium and longer-term emerging risks which may arise as the area continues to evolve.

The Group's Principal Risk 'Natural resources and climate change', recognises the increasing significance of factors such as nature loss and water scarcity for our business. It is monitored by the Audit Committee and senior management, assessing its impact on the Group's strategic objectives and ensuring appropriate mitigations are in place. Some nature-related risks are relevant within other Principal Risks, such as 'Government policies, regulations and planning', 'Land availability', 'Availability and costs of materials and subcontractors', and 'Health, safety and environment (HSE)'.

We use a digital platform called LEADR (Land and Environment Assessment of Development Risk) for assessing and managing sustainability risks associated with land during acquisition and construction. This includes nature risks such as proximity to sites of particular importance for biodiversity or protected areas. For each site, we assess biodiversity risks through Ecological Impact Assessments which identify protected species or habitats. Assessments are carried out by ecologists, and mitigation measures are embedded into the Site Specific Environmental Action Plan. Nature risks during construction are managed through our environmental management system. We use our procurement systems to identify nature-related risks in our supply chain. We have internal working groups and engage with others in our sector and regulators on key nature-related risks such as nutrient neutrality and BNG requirements.

Metrics and targets

Disclose the metrics and targets used to assess and manage material nature-related dependencies, impacts, risks and opportunities.

We aim to align our nature metrics with the TNFD core global disclosure indicators and metrics over time. We collect metrics at site level but we report them on an aggregated basis for our UK operations. Our current metrics are reported on pages 40-45 and page 24. They include:

- Sites on brownfield and greenfield land (%)
- Nature enhancements installed (number)
- New sites with Biodiversity Net Gain of 10% (% of new sites)
- New sites with Biodiversity Net Gain of more than 10% (% of new sites)
- Biodiversity units delivered (number of units) (monitored but not currently disclosed)
- GHG emissions (scopes 1, 2 and 3)
- Construction waste generated and diverted from landfill (tonnes)
- Construction hazardous waste generated (tonnes)
- Water use (m³)
- Completions located in areas of water stress (%)
- Timber sourced with PEFC/FSC certification (%)
- Sites in areas affected by nutrient neutrality requirements (%) (monitored but not currently disclosed)
- Sites located in local planning authorities which require BNG greater than 10% (number) (monitored but not currently disclosed)
- Environmental fines and prosecutions (£ and number)

We also monitor metrics relating to how we enable customers to reduce nature impacts from travel and waste, see page 47.

We report progress against our nature and climate targets on pages 48-50.



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