

## HEALTH, SAFETY AND ENVIRONMENTAL (HSE) POLICY

### General Policy Statement

This HSE policy for Taylor Wimpey plc applies to all Taylor Wimpey UK companies, sites and businesses; Spain; and any other of its businesses and operations (collectively "Taylor Wimpey"). Taylor Wimpey plc regards HSE management as a non-negotiable number one priority for our business. We want all our employees and sub- contractors to leave each of our sites safe and well every day. Taylor Wimpey plc fully recognises the importance of maintaining good standards of HSE management and the impact this has on the effectiveness and sustainability of its business. In order to demonstrate our understanding and commitment, HSE Management Systems have been developed and are fully communicated throughout our organisation at all levels applying risk management and pollution prevention principles to our activities, products and services.

It is the policy of the Board of Taylor Wimpey plc ("Board") to ensure all activities meet or exceed all applicable HSE legislation, regulations and any other requirements to which we subscribe. In doing so all employees, contractors' employees, self-employed persons and the general public will be assured acceptable standards of HSE management.

The Board views HSE management as the top priority within the company and promotes HSE best practice being accepted as a core value in all businesses.

This Policy reflects the commitment of the Board and those accountable to the Board for its implementation. This Policy therefore outlines Taylor Wimpey's ongoing commitment to continuous improvement of our HSE performance. All businesses are required to conduct their business in a manner that, as far as is practicable, will minimise adverse effects upon the environment.

Taylor Wimpey will ensure the HSE policy is communicated, understood and implemented effectively at all levels throughout the business, including those persons working for or on behalf of the Taylor Wimpey and is formalised within the HSE management systems.

#### Organisation

- All levels of management across the Taylor Wimpey business are to be held responsible and accountable for operating a safe workplace that seeks to create a minimum burden upon the environment.

All employees are expected to strive to achieve and maintain the highest standards of HSE management and to comply fully with our HSE Management Systems.

#### Arrangements

- HSE considerations are agenda points at every meeting of the Group Management Team. A review of performance is carried out and measurable targets for HSE performance improvement are set and reviewed.
- Taylor Wimpey will maintain a review process that incorporates HSE performance targets, progress measurement, continual improvement and communication with relevant interested parties.
- The Board recognises that it can only achieve significant lasting improvement in HSE performance of its businesses if it has the co-operation and support of its contractors. Taylor Wimpey intends to continually encourage and promote the provision of suitable health, safety and environmental training to its contractors' employees and self-employed.
- Homes and Communities Agency, local planning authorities, NHBC, local and national government sustainability criteria, private and public landowners and other interested parties will be consulted over time to ensure our policies meet other non-statutory requirements and to ensure best practice.
- This policy and commitment of the organisation is only achievable by ensuring resources, be they human, technical or financial, are provided to those actively engaged in any of Taylor Wimpey's business activities. The Board is committed to provide those resources.
- The Board will regularly monitor and keep under review the effectiveness of this Policy.



**Jennie Daly**  
**Chief Executive**  
**Taylor Wimpey plc**  
**Date: 01.01.2025**