

## Human Rights Policy

As one of the UK's leading housebuilders, Persimmon plc understand that we have a responsibility to treat our employees, customers, suppliers and business partners in a fair and respectful manner.

We acknowledge that each individual has certain rights and this policy sets out the standards to which we will operate to ensure these rights are upheld throughout our business. We expect all our employees to abide by these standards and we encourage our suppliers, including our sub contractors, to follow them wherever possible.

- We do not employ any person below the age of 16 in any of our business operations, including on our sites, except those working as part of an apprenticeship scheme leading to a recognised qualification.
- We do not discriminate against any employee on any grounds (including age, sex, race, religion, disability, sexual orientation or gender) and aim to ensure that our employees have access to training, development and promotion opportunities, given their ability to perform their job role in an effective manner.
- We provide each employee with at least the minimum wage and provide our staff with all legally mandated benefits.
- We comply with relevant legislation and regulations relating to the working standards of our employees, including those on working hours.
- We have fair and transparent disciplinary and grievance procedures and we do not engage in nor do we tolerate any type of mental, physical, sexual or verbal abuse.
- We comply with all applicable environmental and health and safety regulations. We provide a healthy and safe working environment, and work diligently to manage and minimise the risks and hazards to our staff, subcontractors, customers and the public.
- We respect the rights of local people when creating new developments and aim to undertake our activities in a manner that is considerate and in keeping with the surrounding community. We will, where practicable, consult with local communities and take into account their opinions and concerns when procuring land, planning and creating new developments.

This policy is implemented through our existing management processes and procedures, and forms part of our overall commitment to Corporate Responsibility. This policy is regularly reviewed, at least on an annual basis, and revised if necessary.

**Mike Farley**  
**Group Chief Executive**  
**1 March 2007**