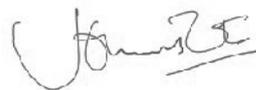

Equality, Diversity and Inclusion Policy statement

At Redrow we are committed to continuously promoting Equality, Diversity and Inclusion (ED&I) throughout the business to build a culture that is inclusive to all, actively values difference and ensures everyone is treated fairly. We recognise that our continued success depends upon our ability to recruit the right people, retain them and help them to reach their full potential. Diversity is a celebration of all of the characteristics which make us different and individual and we are committed to creating and sustaining a diverse and inclusive culture through our ED&I Policy and all associated initiatives.

Our Commitments:

We shall:

- Give every potential recruit and employee the same opportunities irrespective of their gender, race, ethnic or national origin, disability, age, sexuality, religious belief, marital status, background or social class.
- Promote inclusion, prevent discrimination and bias, and embrace diversity within Redrow in all stages of the employee journey.
- Train our employees to understand the principles of ED&I and their responsibility for the promotion and application of it in the workplace.
- Treat every employee fairly and equally.
- Promote an environment free from harassment, bullying and victimisation and tackle any behaviour that breaches this.
- Consistently support and encourage training for all employees including progression and application of employee benefits.
- Welcome different ways of thinking, encourage innovation and a culture of voicing suggestions for improvement.
- Work with sub-contractors and all third party partners to actively support Redrow in working towards a diverse and inclusive culture.
- Promote the many benefits of a diverse and inclusive workforce and for our workforce to be reflective of the many communities we work in.
- Provide an environment where people feel safe to challenge when things do not seem right or others are excluded, creating a friendly and safe work environment.
- Continue our work in helping to break down stereotypes within the housebuilding and construction industry.
- Appreciate the external commitments of our employees and support them wherever possible in achieving a balance between work and home life.
- Operate a zero tolerance approach to any form of unlawful or unjust discrimination.
- Create a diverse and inclusive environment to work in where employees are valued and supported to perform at their best.



John Tutte

Non Executive Chairman



Matthew Pratt

Group Chief Executive

April 2021