

HUMAN RIGHTS POLICY STATEMENT

At Redrow, we value and appreciate the contribution made by all employees at every level and we have a commitment to protecting and respecting human rights. Valuing People is a key component of our strategy and we strive to go above and beyond compliance with human rights.

Our Commitments

We shall:

- Conduct our operations with respect to the interests of our employees, those employed in our supply chain and those affected by our business and their human rights.
- Protect the fundamental human rights of all employees, including right to water, and have specific regard to the rights of women and minority groups.
- Treat every employee fairly and equally and put in place measures to ensure Redrow remains free from discrimination.
- Give every potential recruit or employee the same opportunities irrespective of their gender, race, ethnic or national origin, disability, age, sexuality, religious belief, marital status, background or social class.
- Respect employee rights with regard to worker representation, freedom of association and collective bargaining.
- Comply with working time regulations and adopt flexible working wherever possible.
- Fairly reward our employees for the work they do in line with a remuneration structure which shall be applied consistently across the Group.
- Not tolerate any form of:
 - harassment or bullying;
 - forced or involuntary labour or human trafficking within Redrow or our supply chain and ensure that everyone is able to leave the Company after their notice period; or
 - child labour in any form and shall not employ anyone under the age of 16.
- Ensure that our practices conform at all times with the UN Universal Declaration of Human Rights.
- Maintain our accreditation as a Real Living Wage employer and extend this commitment to our suppliers and subcontractors.
- Invest in the development of our employees and create a friendly and safe working environment.
- Conduct regular performance reviews for all employees and create individual development plans based on the outcome of these reviews.
- Regularly engage with our employees and the communities which we serve and contribute to their development.
- Take our duty of care to our employees very seriously and put in place the measures necessary to protect both their physical and mental wellbeing.
- Comply with all legal and regulatory health and safety standards and always strive to go beyond compliance.
- Conduct due diligence on our supply chain to ensure that we are working with partners with values aligned with our own and with commitments to high ethical business standards.
- Ensure that training is provided to all employees on the importance of human rights.
- Embed a culture of openness and transparency to encourage people to speak up if there is any non-compliance with our standards.
- Treat any behaviour inconsistent with these commitments as serious misconduct and take appropriate action.



Matthew Pratt
Group Chief Executive
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