

HEALTH, SAFETY & ENVIRONMENTAL POLICY

PART 1 – STATEMENT OF INTENT

The Redrow Main Board and Executive Board believes that a sustainable and industry leading company is, by definition, a safe company. Since we are committed to quality and excellence, it follows that minimising risk to people, plant, products, and the environment is inseparable from all of our other company objectives. Therefore, we do not see HS&E management as an addition to our duties but rather as part of our overall duty. As such, we strive to ensure good HS&E management is just part of what we do, and seek to achieve the highest HS&E standards and aspire to become the industry/sector leader in HS&E performance. We do not pursue this aim simply to comply with legislation; we do it because we know it significantly contributes to our overall business performance and protects our people and the environment from harm.

Redrow is committed to:

- Ensuring the health, safety and welfare of our employees, contractors, visitors, customers and members of the public;
- Protecting the environment and preventing pollution.
- Ensuring that decisions about other priorities take suitable and sufficient account of HS&E requirements; and
- Continual improvement in both our HS&E standards and performance.

Key HS&E responsibilities:

- The Main Board will ensure they have full oversight of HS&E performance and that a framework for the management of HS&E exists and is maintained within Redrow
- The Group Chief Executive has overall responsibility for all HS&E aspects within Redrow, although the day to day overview may be provided by another member of the team who holds no lower a position than that of Executive Board;
- The Group HS&E Department will provide strategic vision, direction and support on all HS&E related matters to Redrow and report on performance as appropriate;
- Redrow confirms that HS&E is a line management responsibility; and
- All employees will be held accountable for the delivery of their HS&E responsibilities.

It is the policy of Redrow to:

- Ensure suitable and sufficient resources are allocated and maintained to implement this HS&E policy;
- Pursue the highest standards of HS&E management as an integral part of the business;
- Ensure compliance with HS&E legislation and approved codes of practice as a minimum and where specific

legislation does not exist comply with recognised industry best practice;

- Set specific objectives, targets and improvement plans for our HS&E performance;
- Clearly define roles and responsibilities for HS&E together with a clear management structure for their implementation that is supported by an effective governance framework.

Redrow will promote effective HS&E communication by:

- Having joint consultation with employees, trade union representatives (where applicable), enforcing authorities and any other relevant organisations;
- Providing information, instruction, training and supervision as necessary to ensure we have a competent and skilled workforce;
- Implementing and maintaining the Redrow HS&E Management System to control our HS&E risks, through competent management practices measured against required standards;
- Providing and maintaining places of work, systems of work and plant that are safe and without risk to the health, safety or the welfare of all our employees, contractors, visitors, clients and members of the public, and protect the environment so far as is reasonably practicable to do so;
- Ensuring that HS&E performance is a significant factor in the selection process for suppliers of all goods and services to Redrow;
- Monitoring and reviewing our HS&E performance through proactive and reactive methods including audit against the Redrow HS&E Management System;
- Supporting continuous improvement of our HS&E performance and processes; and
- Reviewing and updating as necessary this Policy at least every **12 months**.

In addition to this, the Redrow Main Board and Executive Board expects all its employees to be seen as ambassadors of good HS&E and to provide constructive improvement proposals and feedback whenever they find or observe practices that do not meet the required standards.

Finally, everyone has the right to cease work if they believe it can potentially affect their health, is not safe or could adversely impact on the environment.



Matthew Pratt
Group Chief Executive

Date: July 2021



John Tutte
Non-Executive Chairman