

# WHISTLEBLOWING POLICY STATEMENT

At Redrow, we are committed to encouraging people to speak up and raise any concerns they may have about unethical or unsafe behaviour, possible breaches of the Company's policy on Bribery and Corruption or malpractice (financial or otherwise) within the Company.

There is a widely publicised formal policy in place designed to enable employees of the Company to raise concerns and to disclose information which the individual believes shows malpractice or impropriety. The Group Company Secretary is the main board sponsor of the Whistleblowing Policy and is responsible for ensuring compliance with it.

## Our Commitments

### We shall:

- Ensure that the whistleblowing programme is proactively communicated to all employees to encourage people to speak up.
- Make available a free and confidential independent hotline for reporting and seeking advice on ethical issues.
- Allow concerns to be raised in strict confidence and ensure that the person raising the concern is not named without their prior agreement.
- Adopt a strict zero tolerance approach to retaliation of any kind to a person who has raised a concern in good faith.
- Treat any reporting of retaliation in the same way as we would treat a whistleblowing allegation and take disciplinary action if necessary.
- Always protect those who raise concerns in good faith, even if it turns out to have no basis after investigation.
- Keep a record of the number of whistleblowing reports received, along with details of the investigations undertaken, and produce reports on this to the Main Board.
- Remind employees of the types of unethical or unlawful behaviours which may prompt a report to be made under the procedure.
- Include a series of reporting options within the policy to ensure people are comfortable raising their concerns at some level within or outside of the Company.
- Ensure that investigations are undertaken as quickly as possible without affecting its quality and depth.
- For any non-anonymised concern, acknowledge receipt of the concern and provide an indication of how the Company is proposing to deal with the matter.
- Provide the person raising the concern with feedback relating to the investigation provided that it would not breach the confidentiality of others within the Company.
- Include the contact details for the key personnel for reporting such concerns, including the Chairman of the Audit Committee.
- Ensure that the whistleblowing programme is available to other third parties, such as suppliers and business partners.
- Embed a culture of openness and transparency to encourage people to speak up if there is any non-compliance with our standards.
- Make available a confidential textline to allow for any unsafe practices going on within the Company to be reported.



**Matthew Pratt**  
Group Chief Executive  
June 2023