

BARRATT REDROW PLC

QUARTERLY SAFETY, HEALTH AND ENVIRONMENT OPERATIONS COMMITTEE

TERMS OF REFERENCE

APPROVED BY THE SAFETY, HEALTH AND ENVIRONMENT COMMITTEE ON 13 AUGUST 2025

1. Purpose of the committee

- 1.1. To provide a strategic platform to review the performance of the Barratt Redrow plc Safety, Health and Environmental (SHE) Management system and its continuing suitability, adequacy and effectiveness.
- 1.2. To drive Barratt Redrow towards achievement of Industry leading SHE performance.

2. Membership

2.1 The Committee shall consist of:

- Group Construction and SHE Director (Chair)
- Chief Operating Officer
- Group Operations and Change Director
- Group Head of SHE
- Regional Managing Directors x2
- Divisional Managing Directors x3 (Barratt/David Wilson, Barratt London and Redrow)
- Representatives from Group Design and Technical, HR and Legal Departments
- At least two representatives from Site Teams

2.2 The Non Executive Director will be invited to all meetings, although they are only required to attend one annually.

2.3 Only members of the Committee have the right to attend Committee meetings. Committee Members are permitted to delegate their attendance.

2.4 Other individuals (as the Committee shall determine) may be invited to attend all or part of any meeting as and when appropriate and necessary;

2.5 In the absence of the Committee Chair, they shall nominate a deputy.

3. Secretary

3.1 A SHE Operations Manager shall act as the secretary of the Committee.

4. Meetings

4.1 The Committee shall meet four times a year at appropriate times in the SHE operating cycle or otherwise as required by the chairman of the Committee. Meetings may be held in person or by telephone or videoconference.

5. Notice of Meetings

5.1 Unless otherwise agreed with the Chairman of the Committee, notice of each meeting confirming the venue, time and date together with agenda items to

be discussed and supporting papers, shall be forwarded to each member of the Committee, and any other person required to attend, no later than five working days before the date of the meeting. Supporting papers shall be sent to Committee members and to other attendees as appropriate, at the same time.

6. Minutes of Meetings

- 6.1 The secretary shall minute the proceedings and resolutions of all meetings of the Committee, including recording the names of those present and in attendance; and
- 6.2 Draft minutes of Committee meetings shall be circulated promptly to the Chair for approval, and once approved circulated to all members of the Committee unless it would be inappropriate to do so in the opinion of the Committee chair.

7. Duties

The Committee shall:

- 7.1 Oversee the Group's compliance with the SHE management system;
- 7.2 With Group HR, oversee the Group's performance with regard to occupational health and the wellbeing of the workforce;
- 7.3 Recommend appropriate policies for the Group related to the protection of the environment and the SHE management system, together with the safety of employees, contractors, customers and the public; regularly review the adequacy and ongoing relevance of such policies; and oversee the Group's monitoring and enforcement of these policies and related practices and procedures;
- 7.4 Although there will be flexibility of agenda items, to respond to emerging risks or opportunities, there will be a number of items that will be standard items. Such as;

Requirement	Detail	Frequency
Review of Health and Safety and Environmental Policies	Reviewed as part of the annual review of the effectiveness of the SHE Documentation (Policies, BGS and SHE Forms)	Annual
SHE Risks and Opportunities	SHE Brick SHE Risk Register Environmental Aspects and Impacts Register	Annual
New and Forthcoming legislation	As and when	Quarterly
Communication from Interested Parties	In particular communication from: Regulators & Government agencies on SHE Matters. Plus any other relevant communication	Quarterly
Group SHE Performance	The review will include: Incidents, non-conformities, monitoring and	Quarterly

	measurements, results of internal and external audits,	
Consultation of Workers	Including results from annual Staff Survey Bi-annual Safety Climate Survey SHE Committee Attendance Safe Call Safety Culture Alerts	Quarterly
Adequacy of SHE Resources	SHE Structure	Quarterly
Opportunities for continual improvement	SHE Structure	Quarterly

7.5 Be informed of high potential incidents and fatalities, and review the measures being taken in the wake of such incidents;

7.6 Review and challenge, as necessary, any key issues related to safety identified by the Committee.

8. Responsibilities

8.1 Overall responsibility for stewardship of the Company's SHE management system, performance and compliance with applicable laws and regulations shall remain reserved to the Board. The Committee Chairman shall ensure that the Board is apprised on the Committee's activities and such reports may include:

- significant issues that it considered in relation to SHE management styles or policies and procedures and how these were addressed;
- its assessment of the effectiveness of the SHE audit process; and
- any other issues on which the Board has requested the Committee's opinion;