

BARRATT REDROW PLC

SAFETY, HEALTH AND ENVIRONMENT COMMITTEE – TERMS OF REFERENCE

**APPROVED BY THE SAFETY, HEALTH AND ENVIRONMENT COMMITTEE ON
20 MAY 2025**

1. Constitution

1.1. The Safety, Health and Environment ('SHE') Committee is established as a Committee of the Board and will act in a way which the Committee considers to be most likely to promote the success of the company for the benefits of its members as a whole.

2. Membership

2.1 The Committee shall consist of at least two directors, one of which shall be an independent non-executive director; and the other of which shall have relevant operational experience. The Committee will be chaired by the independent non-executive director;

2.2 Only members of the Committee have the right to attend Committee meetings. However, the Group SHE Director and such other individuals as the Committee shall determine may be invited to attend all or part of any meeting as and when appropriate and necessary;

2.3 The Committee shall, at least annually, meet in private session to discuss matters related to its remit or any issues arising from the review of the annual SHE programme; and

2.4 In the absence of the Committee Chair, he shall nominate a deputy.

3. Secretary

The Group Company Secretary or his or her nominee shall act as the secretary of the Committee.

4. Quorum

The quorum necessary for the transaction of business shall be two members, one of which must be an independent non-executive director or his or her nominee. A duly convened meeting of the Committee at which a quorum is present shall be competent to exercise all or any of the authorities, powers and discretions vested in or exercisable by the Committee.

5. Meetings

The Committee shall meet twice 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.

6. Notice of Meetings

6.1 Meetings of the Committee shall be called by the secretary of the Committee at the request of any of its members or at the request of the Group SHE Director if he considers it necessary; and

6.2 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.

7. Minutes of Meetings

- 7.1 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
- 7.2 Draft minutes of Committee meetings shall be circulated promptly to all members of Committee, and once approved to all members of the Board unless it would be inappropriate to do so in the opinion of the Committee chairman.

8. Duties

The Committee shall:

- 8.1 Oversee the Group's compliance with the SHE management system;
- 8.2 With Group HR, oversee the Group's performance with regard to occupational health and the wellbeing of the workforce;
- 8.3 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;
- 8.4 Be informed of high potential incidents and fatalities, and review the measures being taken in the wake of such incidents;
- 8.5 Review with the Group SHE Director any significant risks or exposures and assess the steps management have taken to minimise those risks;
- 8.6 Advise the Audit & Risk Committee of any significant risks it has reviewed.
- 8.7 Receive as necessary reports on forthcoming legislation and other requirements relating to SHE matters likely to impact the Group and assess the steps management propose to take to comply with such legislation;
- 8.8 Review with the Group SHE Director the following:
 - The audit scope and plan for the SHE annual audits;
 - Any significant findings, recommendations, or action plans arising from the SHE audits, together with management's responses thereto;
 - Any difficulties encountered in the course of the SHE audits, including any restrictions on the scope of work or access to the information required;
 - Any changes to the SHE audit plans with an investigation of the reasons for deviations;
 - The result of investigations into significant complaints or 'whistleblowing' activity relating to material SHE matters (as referred to the Committee by the Group SHE Director or Head of Internal Audit);
 - Review the Group's objectives and plans for implementing the Group's SHE policies to promote best practice, to strive to ensure that the Group's performance is best in class for the housebuilding sector;
 - Review any material non-compliance with SHE laws and regulations

applicable to the Company's operations and any material litigation;

- Consider and approve the remit of the SHE audit function and ensure it had adequate resources and appropriate access to information to enable it to perform its function effectively in accordance with relevant professional standards; and

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

8.10 Meet with the Group SHE Director, at least once a year, without management being present to discuss the SHE team's remit and any issues arising from the site audits undertaken. In addition the Group SHE Director should be given direct access to the Chairman of the Board.

9. Responsibilities

9.1 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;

9.2 The Committee shall make whatever recommendations to the Board it deems appropriate on any area within its remit where action or improvement is needed;

9.3 The Committee shall compile a report on its activities to be included in the Company's annual report.

10. Other Matters

The Committee shall:

10.1 Have access to sufficient resources in order to carry out its duties, including access to the company secretariat for assistance as required;

10.2 Be provided with appropriate and timely training, both in the form of an induction programme for new members and on an ongoing basis for all members;

10.3 Give due consideration to SHE laws and regulations and HSE best practice as appropriate;

10.4 Oversee any investigation of activities which are within its terms of reference; and

10.5 Arrange for periodic reviews of its own performance and, at least annually, review its constitution, agenda and terms of reference to ensure it is operating at maximum effectiveness and recommend any changes it considers necessary to the Board for approval.

11. Authority

The Committee is authorised:

11.1 To seek any information it requires from any employee or agent of the

company in order to perform its duties;

- 11.2 To obtain, at the company's expense, independent legal or other professional advice on any matter within its terms of reference;
- 11.3 To call any employee or any agent (to the extent permissible by law) to be questioned at a meeting of the Committee as and when required; and
- 11.4 To have the right to publish in the company's annual report details of any issues that cannot be resolved between the Committee and the Board.