

# Our approach to human rights

## Introduction

Our purpose is making sustainable living a reality, building strong communities. Barratt Redrow PLC ('The Group') is determined to be the leading sustainable national housebuilder. We believe that fundamental to building quality homes is building a positive environmental, social and economic legacy for future generations.

In doing so we recognise the core values of the United Nations Universal Declaration of Human Rights, the UN Guiding Principles of Business and Human Rights, the International Labour Organisation's (ILO's) Declaration on the Fundamental Principles and Rights at Work and the Ethical Trading Initiative Base Code.

## Objectives

This approach sets out our framework for upholding high quality labour standards and human rights across our value chain - including our direct and indirect impacts - taking a risk-based approach.

## Scope

As a housebuilder we are at risk of causing, contributing to, or being directly linked to a broad range of human rights impacts. We also have the opportunity to make a positive difference to the lives of people operating across our value chain.

This approach encompasses the human rights of our employees, other persons working for us or on our behalf as well as those impacted by our operations. For example agency workers, business partners, sub-contractors, suppliers and workers in our supply chains. It also applies to our customers and people living in local communities where we operate. We will implement our approach through:

### Assessing risk

- Periodically assessing our human rights impacts and risk areas across our value chain, undertaking gap analyses and prioritising accordingly.
- Maintaining people at the core of strategic decisions.

- Ensuring an inclusive, fair and sustainable transition to net-zero carbon.

### Culture and awareness

- Embedding a culture of openness and transparency to empowering people to speak up if there is any noncompliance with our standards.
- Embedding human rights into all relevant departments' roles and responsibilities.
- Conducting meaningful engagement with peers and experts.

### Training

- Providing training to employees on the importance of human rights and equipping relevant employees with the tools and knowledge to manage the risk.

### Due diligence, monitoring and escalation

- Develop due diligence tools to manage risk upstream and downstream in our value chain.
- Put in place a programme to monitor our supply chain and business partners to align standards and values with our own.
- Working openly with suppliers, contractors and supply chains from pre-selection throughout the life of the contract, to ensure transparency, to remedy shortcomings, and to drive continuous improvement.

## Reporting concerns

In accordance with our Whistleblowing Procedure, all employees, those working on our sites, suppliers and members of the public are encouraged to raise concerns about any issue or suspicion of human rights breaches in any parts of our business or supply chains of any supplier at the earliest possible stage, by reporting it confidentially on Safecall (0800 915 1571). All employees are assured that they will not suffer any adverse consequences for reporting genuine concerns over suspected business wrongdoing.

**This approach is reviewed annually and is approved by the Group Board. It is communicated to key stakeholders and is available on our website.**

**David Thomas**  
**Chief Executive**  
**4<sup>th</sup> November 2025**