

# Whistleblowing policy

## Introduction

Barratt Redrow plc (“the Group”) is committed to the highest standards of openness, honesty and integrity in everything we do.

It is important to the Group that any wrongdoing, misconduct or fraud is reported so that it can be appropriately investigated and addressed and suitable measures can be put in place to prevent future occurrences. The Group therefore encourages individuals to raise any serious concerns about the operation of our business, or the conduct of others, and commits to those individuals that they can do so without fear of reprisal or disadvantage.

This policy sets out the way in which individuals can raise their concerns and how these will be dealt with.

## Objectives

This policy applies to all employees, at all levels, including permanent, temporary, and agency workers. It also applies to third parties and business partners such as sub-contractors, suppliers, customers, joint ventures, or any other stakeholders of the Group.

It is not possible to provide an exhaustive list of fraud, illegal or improper activities that should be reported through our whistleblowing procedure, however, we would encourage matters such as the following to be reported:

- Behaviour likely to damage the business or reputation of Barratt Redrow or any Group company;
- Improper or unethical behaviour;
- Financial malpractice or fraud including offering and receiving bribes;
- False or misleading accounting practices or reporting of information;
- Deliberate disregard or the override of company policies or procedures;
- Criminal offences;
- Failure to comply with a legal obligation;
- Endangering the health or safety of any person (including members of the public);
- Causing damage to the environment; or
- Deliberately concealing any of the above.

We particularly encourage our colleagues to report if they have any concerns that modern slavery is taking place within the Group, or the suppliers and agencies we work with, so that these matters can be investigated by the proper authorities.

The Group also recognises that sanctions-related misconduct is now covered under UK whistleblowing protections. While this may not be a common issue in our day-to-day operations, it can arise in specific circumstances such as international procurement or financial transactions.

## Policy

It is hoped that our normal day to day control procedures and company management would identify and address such issues, however, if you have a concern which has not been addressed, we encourage individuals to follow this whistleblowing procedure.

### How to raise a concern - Employees:

If you are aware of something that you feel is improper, unethical, illegal or fraudulent, you may in the first instance wish to raise this with your line manager for it to be dealt with

in line with the appropriate Barratt Redrow procedures.

However, if for any reason you feel you are unable to speak to your line manager about your concern, or if you think your concern will not be handled effectively, then you may choose to report your concern to the Group Head of Legal, the Head of Group Audit, the Director of Risk and Audit, the Group HR Director or General Counsel.

### **How to raise a concern - Employees and / or other third parties:**

You may report your concern to our independent third-party whistleblowing partner **Safecall**. **Safecall** is a confidential reporting line available 24 hours a day, 7 days a week, where individuals can raise concerns in instances where they cannot be raised in the normal way. **Safecall** can be contacted on **0800 915 1571** or via their website at [www.safecall.co.uk/report](http://www.safecall.co.uk/report).

*If you are a victim of modern slavery or exploitation or are concerned about potential victims, you can also report and access support through the modern slavery helpline (08000 121 700 or <https://www.modernslaveryhelpline.org/report>). If you suspect any activity that may breach UK sanctions, you are encouraged to report it through our internal channels or directly to HM Treasury (Office of Financial Sanctions Implementation), which is now a prescribed body under UK whistleblowing law.*

### **How we will respond**

The Group undertakes to investigate all concerns raised through the whistleblowing procedure and aims to respond to individuals making a report within 3 days to acknowledge receipt and provide any relevant update or details of the next steps.

Concerns can be raised to Safecall anonymously, although we encourage

individuals to identify themselves so that we can confidentially discuss their concerns with them and appropriately act on the information. Safecall will pass all the information you give, apart from your name if you wish to remain anonymous, to the Group Internal Audit team, who will make sure your concern is investigated thoroughly and independently.

We recognise that raising a concern may at times be difficult and therefore ensure that individuals who raise a concern are protected and their identity is safeguarded as far as possible during the investigation.

## **Compliance with this Policy**

You do not need to have proof that any of your concerns are happening. If you have a reasonable belief, you should report your concerns. However, any colleague using the whistleblowing procedure to make deliberately misleading or malicious reports or claims may be subject to the Groups' disciplinary procedure.

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

**Davd Thomas**  
**Chief Executive**  
**4 November 2025**