



Human Rights Policy

We are committed to respecting and safeguarding the human rights of all our colleagues and those associated with our operations, including our supply chain, customers and the communities in which we work.

Our response to human rights issues is guided by internationally recognised standards, including those set out in the United Nations Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights and the International Labour Organization's Fundamental Conventions.

This policy sets out the minimum requirements that everyone working at Crest Nicholson must meet. We expect our supply chain partners to uphold the same standards, as outlined in our Supply Chain Code of Conduct. Due diligence is conducted to reduce the risk of human rights abuses.

Respecting our people

We are committed to respecting the human rights of everyone who works for us. We aim to provide fulfilling work environments where individuals can develop skills, grow professionally, and maintain a high level of health and wellbeing. Key areas of focus include:

- Providing a safe and healthy work environment
- Providing a safe and anonymous complaints and grievance procedure for employees
- Promoting diversity, inclusion and equal opportunities for all
- Offering fair benefits, rewards and agile working arrangements, including a commitment to review pay annually and maintain a level of at least the voluntary real living wage for direct employees¹
- Facilitating the continued growth and development of employees, providing opportunities for progression
- Respecting employee rights regarding freedom of association and collective bargaining
- Taking a zero-tolerance approach to forced, compulsory and child labour, discrimination, harassment, sexual harassment and bullying.

We are committed to creating an open and honest work environment that supports people in reporting violations of Company policies or the law. Colleagues and individuals in our operations or extended supply chain can report concerns to our whistleblowing hotline in line with our Speaking Up Whistleblowing Policy. Human-rights related training is provided to our employees to ensure awareness and compliance.

Engaging our Supply chain:

Effective collaboration with our supply chain partners is critical to the success of our corporation. We are committed to engaging with our suppliers and sub-contractors to drive responsible and ethical standards and uphold the rights of workers throughout our value chain. All supply chain partners are required to adhere to our Supply Chain Code of Conduct.

Our Anti-Slavery and Human Trafficking Statement outlines our efforts to reduce the risk of slavery and human trafficking in our business and supply chain. Modern slavery, including human trafficking, slavery, servitude and forced or compulsory labour, as well as child labour, is never acceptable in our operations or those of our partners.

Respecting our customers and communities:

Our core purpose is to build great places for our customers, communities and the environment. We adhere to robust quality standards and are committed to maintaining high levels of customer satisfaction. Protecting our customer's data is a priority, and our Privacy policy provides detailed information on how this is managed.

We aim to minimise our impact on the environment and provide a safe place for our customers and local communities at all stages of the development process.

¹ Apprentices are subject to a different pay scale, in line with statutory guidelines.

Related policies:

Anti-slavery and Human Trafficking Statement	Corporate Health and Safety Policy	Equality and Diversity Policy
Sustainability Policy	Anti-Bribery and Corruption Policy	Privacy Policy
Supply Chain Code of Conduct	Speaking Up: Our Whistleblowing Policy	Anti-Harassment and Bullying Policy

Martyn Clark, Chief Executive**August 2024**

The Sustainability Committee, chaired by our Chief Executive, is responsible for assessing human rights issues, monitoring the effectiveness of this Policy and will review it on a regular basis, annually as a minimum.