

## Whistleblowing Policy

### Introduction and Objectives and Policy statement

Taylor Wimpey is committed to conducting its operations to the highest standards of openness, probity and accountability. All employees are encouraged to be aware of their environment and the actions of those employees and third parties around them. They should report any contraventions of Taylor Wimpey’s Ethics Policy, reasonable suspicions of fraud or other information (as detailed in the Public Interest Disclosure Act 1988 below) in accordance with this policy. Employees can make reports anonymously and without fear of reprisal or detriment, especially where the accusations involve an employee’s line management. Other stakeholders, such as employee’s families, customers, suppliers and other interested third parties are encouraged to report their reasonable suspicions under this policy. This policy applies to all Taylor Wimpey businesses in every country of operation, including joint ventures.

### Procedure

Any person can call the following number to report their suspicions: UK 0800 915 1571 North America 001 866 901 3295. These numbers are operated 24 hours a day 365 days per year. Taylor Wimpey will ensure that all reports are passed directly to the Head of Internal Audit for investigation. The priorities and process for such investigations are detailed in the Group’s Fraud Policy and Response Plan. Whether the whistleblower chooses to identify themselves or not (see anonymity below), Taylor Wimpey undertakes to investigate all reports received.

This policy is intended to assist individuals seeking to report suspected malpractice, illegal acts or impropriety. It is not intended as a communication method for raising concerns regarding strategic or financial decisions (which should be routed via the relevant Employee Consultation Committee or line manager) or for making general customer service complaints. It should not be used for personal grievances other

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than the confidential reporting of harassment, bullying or discrimination. Unless confidentiality is required, all personal grievances should follow the process laid out in the employee handbook.

There are more direct mechanisms for reporting Health and Safety or environmental concerns, however whistleblowers should call the above number if:

- They wish to report anonymously;
- They are not an employee or do not have access to direct mechanisms, or;
- Where they fear reprisals or detriment may result from using routine reporting avenues.

All allegations and suspicions should be reported in good faith and will be subject to an internal investigation. Taylor Wimpey reserves the right to take appropriate action against allegations or suspicions that are vexatious and unfounded. Where appropriate, Taylor Wimpey commits to advise the informant of the progress and outcome of any investigation.

**Anonymity**

In order to increase the chances of successful conviction following a fraud investigation, whistleblowers will be encouraged to provide their name and contact details and may be called as witnesses. However, we recognise that people will in certain cases, prefer to report their suspicions anonymously and they should do this in the knowledge that an investigation will be carried out.

**The Public Interest Disclosure Act 1998**

Taylor Wimpey acknowledges its obligation under this Act to take reasonable steps to ensure that any employee reporting concerns will be protected from suffering detriment or reprisals as a result. The legislation gives legal protection to persons providing information relating to the committing of (or the potential to commit) the following:

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- Criminal offences;
- Failure to comply with legal obligations;
- Miscarriages of justice;
- Failure to comply with Health and Safety legislation;
- Environmental damage;
- The deliberate concealment of the above.

**Applicability**

This policy applies throughout all areas of the Group's business in the UK and North America.

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