

Employees and Employment Policy

Introduction and Objectives

Taylor Wimpey has a clear business vision. Our primary business is the development of sustainable communities of high quality homes across the UK and in our selected markets in North America and Spain.

Employment policies are developed as appropriate for each country in order to meet the country's legislation and to suit local conditions. However, there are four key principles, which are the cornerstone to how we conduct our business: -

Policy Statement

Values

Our values have been developed to encapsulate our cultural style and behaviour that underpins our business:

"We will make a difference

- True to our word, we inspire trust.
- Respecting people, we win their confidence.
- Caring about what we do, we are passionate to be the best.
- Doing what it takes, we make it happen.

... because we want to"

Employees

It is recognised that commercial success depends on the full commitment of all Taylor Wimpey employees to respect the rights of our people, provide them with good and safe conditions of work, and good and competitive terms and conditions of service, to promote the development and best use of talent and equal opportunity employment, and to encourage the involvement of our employees in the planning and direction of their work, and in the application of these principles.

Reward & Recognition

Taylor Wimpey strives to be an attractive Company for talented and motivated people in which high levels of personal and Company performance will be recognised and rewarded. Our reward strategy considers all aspects of salary, incentives and benefits as a total package with the intention of providing competitive levels of remuneration and enhanced earning opportunities in recognition of business success. We believe in determining remuneration levels from appropriate "pay market" information with an emphasis upon fairly rewarding high levels of personal performance.

The Board of Taylor Wimpey plc will monitor the effectiveness of this Policy and will review the Policy on a regular basis and annually as a minimum

Approved by



Chief Executive

Taylor Wimpey plc July
2007

Equal Opportunities & Diversity

Taylor Wimpey recognises the value of each person and the benefits of diversity amongst our employees. Through our diversity policy we affirm our commitment to the equal treatment of all employees and are firmly opposed to any form of discrimination.

Applicability

This policy applies globally and its principles apply in all areas of the business

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