

Barratt Redrow Modern Slavery Statement 2026

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Introduction

This is Barratt Redrow plc's ("Barratt Redrow's" or "The Group's") Modern Slavery and Human Trafficking Statement for the period 1st October 2025 – 30th September 2026 published in compliance with the Modern Slavery Act 2015 (the 'Act') within six months of our year end 28th June 2026. It sets out the steps taken by Barratt Redrow and our relevant subsidiaries or entities in which we have an interest (as listed in the **Appendix**), to prevent human trafficking and slavery in our business and supply chain. This statement is reviewed annually and published on our plc website.





01

About Barratt Redrow

Barratt Redrow is the country's leading national sustainable housebuilder. Our purpose is to make sustainable living a reality, building strong communities. Our principal activities comprise acquiring developable land, obtaining planning, and building high-quality homes and communities.

All of our operations and activities are UK-based. Last year we had an annual turnover of £6bn and operated across 32 divisions, building 17,667 new homes under four core brands – Barratt Homes, Barratt London, David Wilson Homes and Redrow.

Oregon Timber Frame Ltd is our timber frame manufacturing business, operating solely for the Group. It fulfils part of the Group's main housebuilding business's timber frame supply needs. BD Living is a division within the Group, responsible for manufacturing and supplying fitted wardrobes to our housebuilding business. Wilson Bowden Developments Limited is responsible for our commercial developments, which account for 0.3% of our revenue. Main contractors are used for the delivery of Wilson Bowden's commercial developments. In addition, Gladman, the country's largest land promoter, operates as a standalone business within Barratt Redrow.

We directly employ 7,845[1] people including 391 graduates, apprentices and trainees. The Group's activities are estimated to support a total of 66,777 jobs across the UK[2]. None of our directly employed or contracted workers is involved in seasonal work.

Information about the diversity of our workforce can be found on our website **https://www.barrattredrow.co.uk/sustainability/people**

[1] Average employee numbers (excluding subcontractors and including Directors) in the year ending 28 June 2026.

[2] This includes jobs directly supported by Barratt Redrow, as well as those sustained



02

Our commitment

We are actively working to prevent, identify, manage and mitigate modern slavery risks, including human rights abuses, child labour, forced labour and human trafficking, across our operations and supply chain. Through our 'Building Sustainably' framework we commit to 'Valuing human rights and championing fairness by preventing modern slavery within our supply chain and being a committed Living Wage Employer.'

Our **Human Rights Policy** sets out our commitment to respecting labour and human rights across our value chain, although we recognise that harm is most prevalent in our upstream value chain, in the supply chain of the goods and services we procure, including labour. Our policy follows the United Nations Guiding Principles on Business and Human Rights, the International Labor Organization (ILO) Declaration on the Fundamental Principles and Rights at Work, and the Ethical Trading Initiative Base Code. It outlines our commitment to human rights due diligence and our responsibility to provide remedy, where appropriate. We recognise the importance of responding effectively where concerns are identified, including supporting improvements in labour practices and protecting potentially affected workers.



The policy encompasses the human rights of our employees, other persons working for us or on our behalf and those impacted by our operations. The human rights policy was developed in consultation with all relevant teams across the business, and was reviewed by the Human Rights Steering Committee and signed off by the Board of Directors. We also had expert input from the **Supply Chain Sustainability School** in the drafting of the policy. It is available on our website and has been communicated to our suppliers and employees.

Implementation of our commitment to respect human rights and combat modern slavery across our products and materials supply chain involves engagement with teams across the business as well as suppliers.

We are committed to ensuring our business policies, procedures, requests and contracts do not place unnecessary demands on our suppliers which could potentially make it difficult for them to respect human rights in their own value chain. Such practices could include late payment of invoices, low payment, and high-pressure delivery demands.

Our **Sustainable Procurement Policy** specifies that suppliers must maintain their own ethical sourcing policies and apply these standards to their own business, across all of their workers, suppliers and any subcontractors engaged in their supply chain.

We are committed to preventing, identifying, managing and mitigating modern slavery risk (including human rights violations, child and forced labour or human trafficking in any form), in our own operations and our supply chain.



03

Governance

Our Chief Executive, on behalf of the Board, has responsibility for this statement and our Group Sustainability Director is Executive Sponsor. Individual Group Functional Directors are accountable for compliance with the Act. Divisional Managing Directors are responsible for their local supplier relationships and compliance with the requirements of the Act.

The Group's Board Sustainability Committee, chaired by a Non-Executive Director and attended by four additional members of the Board meets quarterly. This Committee is responsible for scrutinising the sustainability strategy and its implementation, which includes modern slavery risk; ensuring our Sustainably Framework is embedded across the Group's operations; and ensuring that the Group is mitigating its sustainability risks and leveraging opportunities in the short, medium and longer term.

This year the Committee considered and commented on progress against the human rights delivery plan and heard from a Lived Experience Consultant to provide insight into their own experiences of exploitation and the steps that businesses can take to safeguard potential victims and prevent exploitation. This has helped to reinforce our commitment to identifying cases of exploitation, ensuring access to safe reporting channels and having a response plan in place where concerns are reported – see '**Grievance Mechanisms**' for more detail.

Our internal **Human Rights Steering Committee** - sponsored by our Group Sustainability Director and our Group Human Resources (HR) Director - met twice during the year. Its role is to provide ongoing oversight of the delivery of the human rights strategy.

The roles and responsibilities of the Steering Committee members are as follows:



Group Sustainability - responsible for the overall delivery of the human rights workplan working with relevant business functions.



Group Procurement - provides procurement expertise and insight to shape the workplan and assign responsibility for implementing procurement aspects of the human rights policy.



Group Commercial - provides commercial expertise and insight to shape the workplan and assign responsibility for implementing aspects of the human rights policy relating to the appointment and management of subcontractors.



Group HR - facilitates alignment of human rights policy implementation with the People plan including diversity and inclusion priorities. Assigns responsibility for day-to-day cooperation between the sustainability team and Group HR to nominated members of Group HR.



Group Construction - responsible for facilitating the delivery of human rights and modern slavery controls, including reporting and escalation - at a site level.



General Counsel - provides support in understanding and managing the legal and regulatory environment.

The Committee approved our human rights strategy and workplan for the year and has been kept updated on progress on the identification, prioritisation and proposed prevention and mitigation of risks. This year, the Committee heard from our independent labour risk management consultant about the importance of remaining vigilant in the context of growing risks of labour exploitation in construction and the findings from the site assessments carried out to date (see **section 6.2** for further details of these site assessments).

Ongoing oversight of operational delivery is achieved through the Operations Group, including function leads from across the business, which meets monthly.



04

Stakeholder engagement

We continue to engage widely across the Group as we develop and embed our policies and processes to address modern slavery. In addition to regular internal engagement via the Human Rights Steering Committee, specific teams and individuals interact on a daily basis in their work to manage the risk of modern slavery, including Procurement, Commercial, Safety Health and Environment (SHE), Construction, Compliance and Internal Audit.

In 2026 we held engagement sessions with 13 of our 176 tier 1 (direct) suppliers of housebuild products and materials, where our risk assessment process identified a potential higher risk of impact. See **section 6** for more details.

This year our independent labour risk management consultant was invited to speak at our Commercial Directors' Forum. The presentation covered the nature and drivers of labour exploitation in construction, the associated business risks, trade-level risk profiles, and insights from Barratt Redrow site assessments, highlighting both good practices and areas for improvement. This reinforced the role of Commercial teams in identifying and mitigating risks in the appointment and management of subcontractors.

In addition, divisional SHE Managers received a training session, hosted by an external expert, to sharpen their understanding of labour exploitation risk and what they can do about it – see **section 7** for detail.

We also engage externally in order to deepen our understanding of modern slavery risk in our industry, and to share good practice. We are a partner of the Supply Chain Sustainability School - an industry-led organisation for driving the improvement of sustainability knowledge and skills throughout the built environment sector – and we sit on the Built Environment Against Slavery group.



05

About our supply chain

Our direct supply chain includes contractors and agencies providing on-site labour, suppliers of products and materials used in housebuilding, and suppliers of services, products and materials for non-housebuilding purposes. Housebuild products and materials and onsite labour (including subcontracted and agency labour), representing over 80% of our spend have been prioritised for further risk assessement.

Further information on our business and our supply chain management is available in our **2026 Annual Report and Accounts**.



06

Due diligence – identifying and managing our impacts

Identifying and managing modern slavery risk is a key element of our human rights due diligence framework and we work with suppliers in order to reduce their risk profile and improve standards. Our approach is based on the OECD Due Diligence Guidance for Responsible Business Conduct, and the UN Guiding Principles on Business and Human Rights.

In 2023 we completed a human rights saliency assessment with the support of an external consultant to identify the most salient human rights issues for the business in order to aid prioritisation. The methodology was based on severity and likelihood of an impact occurring within our value chain. Our salient issues include forced labour, child labour, safe and healthy environment, discrimination and harassment and wages, and relate primarily to our upstream supply chain. The saliency assessment did not identify stakeholders in our downstream value chain as being particularly at risk of modern slavery or forced labour.

In 2024 we began an assessment of our supply chain to identify areas of higher risk for prioritisation. During 2025/26 we continued to screen our goods and services supply chain for further due diligence, prioritising housebuild products and materials and onsite labour.

Following the integration of Redrow into Barratt Redrow we expanded the scope of our due diligence work to include all Redrow suppliers.

6.1 Housebuild products and materials supply chain

We have a centralised procurement team that procures the majority of our housebuild products and materials through 176 Group construction materials agreements. Our work to map our tier 2 supplier locations which began in 2024 is continuing.

6.1.1. Risk assessment

To prioritise suppliers of housebuilding products and materials for further assessment, we apply a risk-based methodology that considers the nature of the product or commodity supplied, known sourcing and manufacturing routes, and inherent sector risks, including the prevalance of manual labour, low-paid work and other workforce characteristics associated with heightened human rights risk. Our assessment draws on a range of publicly available sources, including publications from the International Labour Organisation (ILO), UNICEF, the Slavery and Trafficking Risk Template (STRT), the US Department of Labour and academic research, to identify higher-risk supply chains and geographies. High-risk categories include solar photovolatics (PV), electronics, sanitaryware, timber, stone, fixtures and fittings, carpets and EV chargers. Within our methodology, a country is classified as high risk when it appears on one or more recognised indices or datasets, including the Global Slavery Index, UNICEF Children's Rights and Business Atlas, or the US Bureau of International Labor Affairs List of Goods Produced by Child Labor or Forced Labor. We then prioritise engagement and further due diligence based not only on inherent risk, but also on the significance of the supplier relationship, including our level of spend and ability to influence outcomes, enabling us to focus resources where the potential to drive meaningful change is greatest.

6.1.2. Self-Assessment Questionnaire findings

Suppliers prioritised for further assessment are asked to complete a human rights self-assessment questionnaire (SAQ), which includes questions relating to modern slavery. The purpose of this is to gain a better understanding of the potential impacts in our supply chain and to assess the supplier's due diligence maturity. This is then documented in a supplier human rights risk register. To date 77 of our 176 direct products and materials suppliers have completed the SAQ.

Of those that completed the SAQ, 38% said they source directly from a high-risk country. In addition, 45% of suppliers said they had not done any mapping of their indirect supply chain (their tier 2 and beyond) whilst 26% have traced some materials back to country of origin.

79% of suppliers said their contracts require all suppliers to adhere to human rights policies or codes. 61% said they monitor supplier compliance with these policies or codes using ongoing regular assessment via questionnaires or one-ones, but 12% said they had no compliance monitoring in place.

Table 1: High risk countries within the direct supply chain of the suppliers that have responded to the SAQ.

Listed below are examples of products and components, and the countries they have been sourced from as disclosed via SAQs in 2025 and 2026.

High risk country	Number of our suppliers sourcing from here	Products and components sourced from these countries include:
China	25	• Solar PV panels • Electrical products • Ironmongery • Timber products
India	9	• Stone worktops • Electrical products • Ironmongery
Brazil	4	• Timber products
Egypt	3	• Insulation
Turkey	4	• Carpet yarn • Polythene • Insulation • Ironmongery
Sri Lanka	2	• Ironmongery
Vietnam	2	• Electrical products
Malaysia	1	• Electrical products

6.1.3. Supplier engagement

Following the SAQ and additional desk research, we have assessed 19 suppliers as high risk due to both the location of their own suppliers in our tier 2 or beyond, and the extent of due diligence measures to adequately prevent or mitigate modern slavery.

We have so far carried out more focused sessions individually with 13 direct suppliers, prioritising those who declared that they sourced directly from a high-risk country to understand the steps they are taking to address this heightened risk.

The initial findings of our supplier engagement programme were presented at our annual Supply Chain Conference accompanied by a summary report of the findings from SAQs to all housebuild products and materials suppliers.

In the coming year, we will continue to engage with suppliers that source from high-risk countries, following our latest SAQ issue, and where necessary set targets for improvement.

Timber

We complete an annual survey of our timber suppliers. This provides us with data on the harvest locations and quantities of the timber we use in our housebuilding activities. 99% of the timber we use is Forestry Stewardship Council (FSC) or Programme for the Endorsement of Forest Certification (PEFC) certified[4]. PEFC and FSC certification schemes play a role in combating modern slavery by promoting responsible forestry practices and ensuring fair labour conditions within certified forests and their supply chains.

Key supplier engagement findings:



Most suppliers have due diligence systems in place for their direct suppliers, with most carrying out site visits and audits of supplier manufacturing sites. Several mentioned having in-country teams dedicated to building relationships with local suppliers.



Three suppliers met only minimum expectations with regards to systems to prevent harm. Two were unable to share details of their approach to supply chain due diligence due to ongoing post-acquisition integration. The third said they had not carried out any due diligence on a key supplier involved in a high-risk activity in a high-risk location. We are continuing to engage directly with all three suppliers to ensure that the risk of harm is adequately addressed.



A small number of suppliers have undertaken due diligence beyond their direct suppliers, for example by using the Aluminium Stewardship Initiative certification for aluminium sourcing.



Although no supplier said they had identified any cases of human rights abuses or modern slavery, two did mention health and safety breaches identified in audits, and the steps they had taken to rectify them.



Suppliers that demonstrate the most robust processes have emphasised the importance of long-term strategic partnerships with suppliers, in order to support continuous improvement.

6.1.4. Supplier onboarding

New suppliers are required to complete a sustainability onboarding questionnaire as part of our tender process which includes questions relating to human rights and modern slavery.

Supply categories associated with a higher risk of human rights and labour rights impacts are selected for additional review during the tender and re-tender process.

To date, tenders for the provision of goods and services in waste management, solar photovoltaics and Electric Vehicle charging stations have undergone a more detailed review in relation to human rights risks – these have been selected due to the inherently higher risk in relation to labour rights. The assessments include reviews of publicly available information, and the supplier-completed SAQ.

Suppliers are scored on the maturity of their due diligence approach and this forms part of the overall assessment of suitability, indicating the need for further engagement, improvement and monitoring where required.

[4] Covering directly supplied materials, BD Living and Oregon timber.



6.2 On-site labour

We have a diverse subcontractor labour force supporting over 6,000 subcontractor companies across our 32 divisions, the majority of trades being labourers, groundworkers and bricklayers.

We are strengthening our ability to identify and address exploitative employment models, recognising that factors such as reliance on subcontracted and agency appointed workers rather than directly employed labour means that responsibility for worker welfare is fragmented and often impacts migrant and vulnerable workers most noticeably. Trades such as groundworking, cleaning, dry lining, security, and landscaping are considered higher risk because these are lower paid and workers can be more vulnerable to exploitation than in other higher paid and more highly skilled trades.

All workers must present a valid competency card such as the Construction Skills Certificate Scheme (CSCS) card before being permitted onto a site and anyone working on site must complete an online induction which includes information to support risk assessments including trade, whether a worker is employed by Barratt Redrow through an agency, the need for an interpreter and contact details. The online induction is available in 8 languages. This year, we have included an additional video within the online induction providing signposting to the modern slavery helpline and Safecall (see **section 6.4** for detail) for reporting concerns of labour exploitation.

Since 2025, we have commissioned an independent labour risk management consultancy to undertake confidential interviews with workers at a cross section of sites to gain insights into their employment conditions, and to highlight potential risks in our, and our subcontractor processes, and areas for improvement. Sites are sampled on the basis of geographical risk, size and volume of workers on site. To date, 314 workers have been interviewed across 18 sites. This exercise continues to provide useful insights into our on site labour supply chain, particularly in relation to contractual arrangements. None of the assessments has raised significant concerns but we are monitoring key risk factors including undeclared subcontracting and the use of payroll and umbrella companies which, while legal, can pose a risk to workers in the form of misleading and unfair deductions from pay. We are using the insights from these assessments to inform an approach to evaluating risks within our subcontractor population at onboarding which will be developed further in 2026/27.

Some agencies supplying temporary labour are managed through a third-party provider and are required to complete an audited modern slavery and human trafficking questionnaire. This questionnaire requires suppliers to demonstrate the policies, procedures, and controls they have in place to prevent modern slavery within their own operations and supply chains. We will review our processes to ensure that our processes to ensure that equivalent due diligence and assurance measures are applied consistently across all temporary labour agencies.

6.3
Living Wage

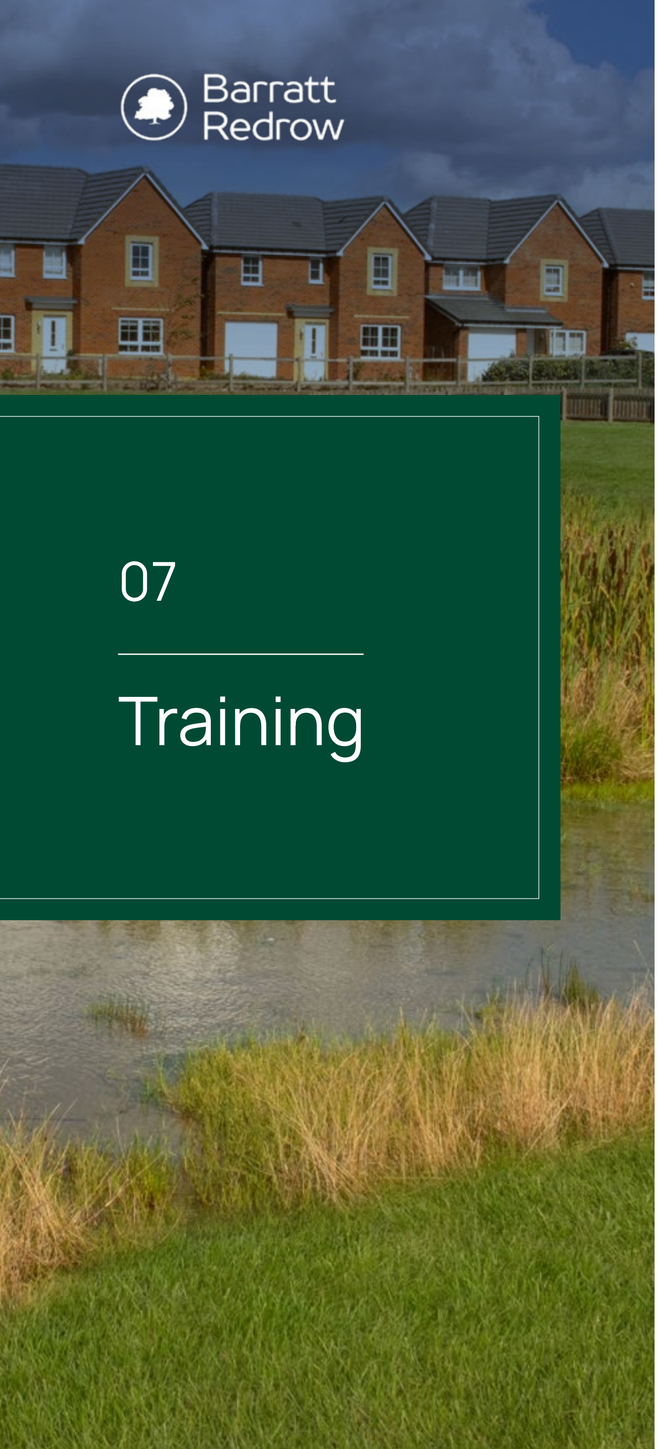
Barratt Redrow is a Living Wage Employer. We are committed to ensuring all those who work directly or indirectly providing labour on our sites or within our offices are paid the real living wage as defined by the Living Wage Foundation. Our standard terms and conditions require the payment of the living wage within our supply chain. For those working in jurisdictions other than the UK, our expectation included within our contract requirements is that local statutory minimum wages are paid, and suppliers completing the self-assessment questionnaire (see **section 6.1**) are required to confirm whether their supplier policies and codes specify payment of living wage and whether this is audited.

All our sites exhibit posters advertising our commitment to the Living Wage and advising anyone working for us in any capacity of their right to payment in line with the Living Wage.

6.4
Grievance mechanisms

We have a confidential whistleblowing hotline accessible to all employees, subcontractors and suppliers, both past and present, who become aware of possible improper, unethical or illegal behaviour. Workers are encouraged to raise any matter of concern with their manager, the Group Head of Legal or other assigned point of contact or alternatively use the confidential whistleblowing service (Safecall: 0800 915 1571 or barratt@safecall.co.uk), available 24 hours a day, seven days a week and supported by interpreters who are available in 175 different languages. Our whistleblowing policy includes specific reference to modern slavery. Site posters signpost workers who may be at risk of exploitation to sources of support – this is available in 9 different languages.





07

Training

7.1 Internal training

We aim to instill a culture of responsibility throughout the business so that risks can be monitored and managed appropriately.

Our human rights e-learning is mandatory for all Directors and Heads of Function, and specific roles within Group and Divisional teams. This training covers the definitions of modern slavery, why it matters to the Group, and how to spot the signs and report concerns. The training also promotes understanding of roles and responsibilities in relation to modern slavery and labour exploitation. Content is tailored to the Procurement, HR, Commercial and Construction function groups.

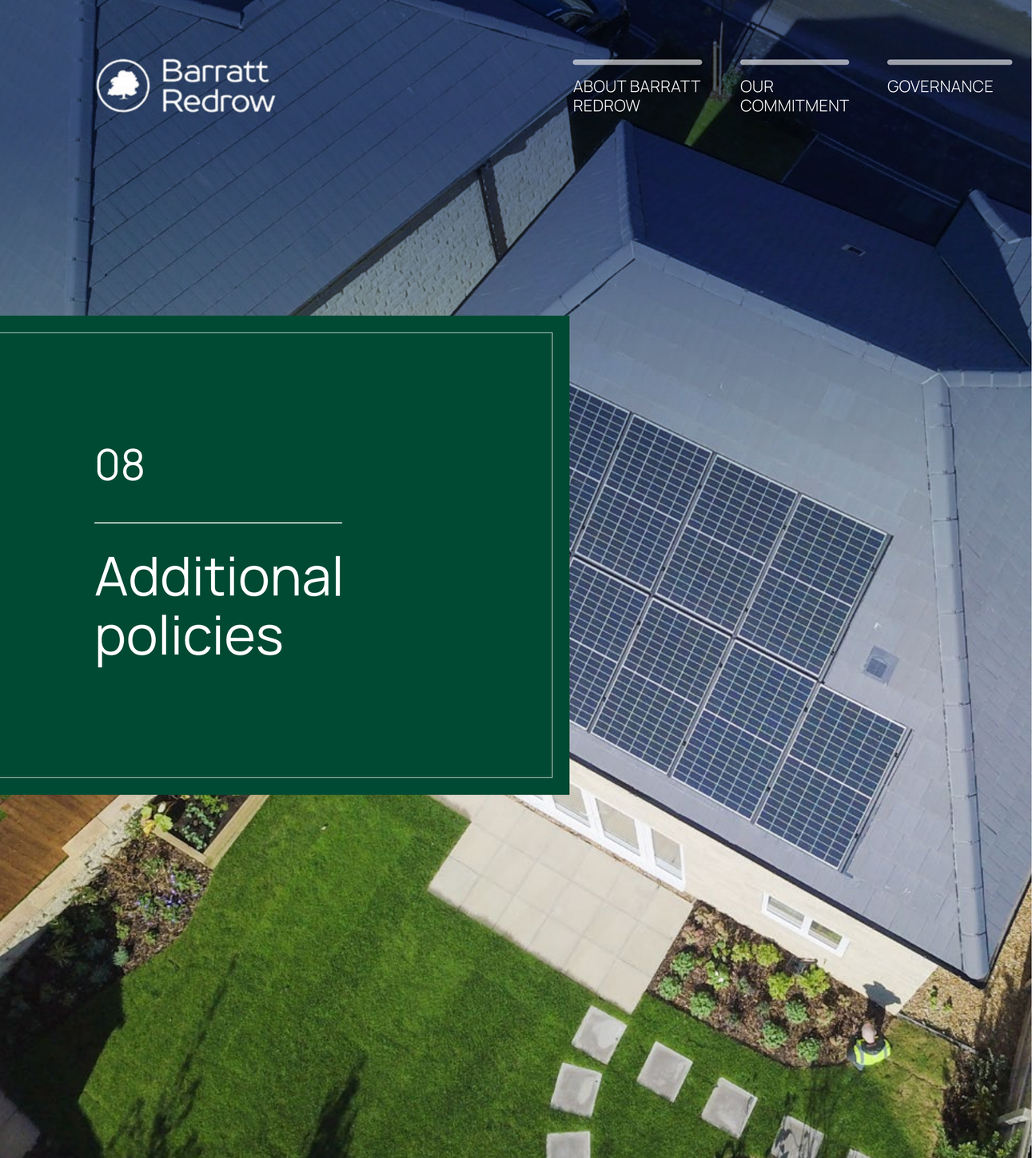
As we implement our human rights strategy and framework, we engage across the business on modern slavery and enable teams to manage modern slavery risks in their day-to-day work.

As well as undertaking continuous engagement across the business, we also implement more tailored training for teams where more focused effort is required. This year, we engaged an expert to deliver training to divisional SHE Managers about how to spot potential concerns during site reviews, how to safeguard potential victims and report concerns and how to encourage site management to create a culture of awareness and vigilance. We will deliver further face to face training to Construction teams during 2027.

7.2 Supplier training

Through our partnership with the Supply Chain Sustainability School, we have collaborated with other representatives from the construction industry to develop learning materials for the industry's supply chain.

Across our own supply chain, we have mandated and successfully signed up 151 of our centrally procured construction materials suppliers as members of the School so that they can access these training materials. We receive monthly reports on progress: 121 of these have achieved the highest attainment level on the Supply Chain School sustainability matrix in relation to modern slavery. We are reviewing how we enrol subcontractors to engage with the School as part of the wider human rights programme, and to date 28% of our top 500 subcontractors by spend are members of the school.



08

Additional policies

The following Group policies support our commitment to eliminate Modern Slavery and Human Trafficking:

Health and Safety

Ethics

Human Rights

Whistleblowing

Sustainable Procurement



09

Monitoring and evaluation

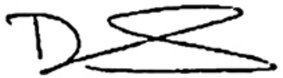
Much of the work we have completed to date has focused on setting a baseline against which we will measure and evaluate our own performance and that of our suppliers in the coming years. For example, we have begun to record the supply chain mapping and due diligence activity among housebuild products and materials suppliers against which we will be able to measure the success of our ongoing supplier engagement work. During 2026/27 our aim is to refine our KPIs further.

Key performance indicators

Area of activity	Indicator	2024/25	2025/26
Training	The number of Modern Slavery e-learning module completions for roles for which mandatory[5].	3,112/3,550 (88%)	3,971/4,107 (97%)

Approval and sign off

This Modern Slavery Statement has been developed in consultation with the Human Rights Steering Committee and with internal functions including Group Procurement, Group Commercial, Group Legal, Group HR and Group Sustainability, and has been reviewed by all relevant function heads. It is made pursuant to section 54 of the Modern Slavery Act, and was approved by the Board of Barratt Redrow PLC and is signed on its behalf by:



Dean Banks

Chief Executive and Board Member
3rd November 2026

[5] All Divisional Construction and Commercial, Group SHE, HR, Procurement, Commercial, Internal Audit roles and selected IT, Wilson Bowden Developments and Oregon roles.



Appendix

Companies and entities within the Barratt Redrow PLC organisational structure, on whose behalf this statement is made and which form part of the Barratt Redrow PLC business or supply chain:

Barratt Redrow plc	Infinity Park LLP
BDW Trading Limited	Barratt Metropolitan LLP
David Wilson Homes Limited	Harrow View LLP
Redrow Homes Limited	SNG BDW (Kingston Bagpuize) LLP
Wilson Bowden Developments Limited	Wichelstowe LLP
Oregon Timber Frame Limited	Wembley Park Properties LLP
Oregon Timber Frame (England) Limited	Brooklands Milton Keynes LLP
Gladman Developments Limited	Bollo Lane Properties LLP



Barratt Redrow

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