

THE BANKS GROUP OF COMPANIES

SECTION 172 STATEMENT FOR THE FINANCIAL YEAR ENDED SEPTEMBER 2024

This is the Section 172 Statement contained within the strategic reports of Banks Group Holdings Limited for the financial year ended September 2024, which were signed by order of their respective Board of Directors on 18 December 2024;

S172 STATEMENT

The directors of Banks Group Holdings Limited actively promote the success of the Group through a number of ways for the benefit of the members as a whole. In doing so they have regard to the following elements under S172(1) of the Companies Act 2006:

- **The likely consequences of any decision in the long term:** The majority of the Group's projects are long term in nature and many can span periods of between ten and thirty years. Accordingly, all key decisions are naturally long-term in nature and the business regularly considers the enduring impact of all its schemes on both the business as a whole and the communities and environment in which it operates. In addition, the business operates on a core business planning cycle of four years, on a rolling basis, to make sure that adequate resources are available to service the needs of the business for the longer term.
- **The interests of the Group's employees:** The Group actively seeks to support the wellbeing of its employees and their long-term interests. During the year a core focus for the business has been supporting the physical and mental wellbeing of its staff. The Group delivers monthly health initiatives to all employees to support their wellbeing, and this combined effort has resulted in the Meadowfield and Thrislington sites retaining their "Maintaining Excellence" under the Better Health at Work scheme. The Group was assessed by Investors in People in 2024 and maintained its accreditation at Gold Level. Staff development is a cornerstone of the business with every member of staff having a training and development plan available to them to support them in their career.
- **The need to foster the Group's business relationships with suppliers, customers and others:** The maintenance of high-quality long-term relationships with suppliers, customers, regulators and other stakeholders is a key driver within the business. The Group has built enviable relationships with these parties over many years through working closely with each other and understanding respective needs. These relationships ensure that the business is able to deliver on its long-term aspirations in a manner that benefits both it and its suppliers and customers, and also allows the group to plan over very long project horizons.
- **The impact of the Group's operations on the community and the environment:** At the core of the Group's business is its Development with Care ethos which ensures that the interests of local communities and the local environment are central to all developments. By proactively getting to know the local people where the Group's developments are going to be, the business is able to take their feedback into account when designing schemes. In addition, the Group has programmes to maximise the social, economic and environmental benefit of its developments to the relevant local

areas and include a commitment to localise economic activity throughout development lifecycles.

- **The desirability of the Group maintaining a reputation for high standards of business conduct:** The Group is committed to ensuring it develops high quality, sustainable projects that not only comply with all, but strive to exceed, regulatory requirements. The Group's projects are recognised for their sympathetic planning and high regard to the environment in which they are located. The Group also maintains a strong and active Corporate and Social Responsibility programme that engages employees and communities on a regular and open basis.
- **The need to act fairly between members of the company:** The Group maintains an open relationship with all stakeholders and the directors seek to treat all shareholders fairly and equally.