



## **Bellway p.l.c.**

### **Audit Committee**

#### **Terms of Reference**

##### **1. Membership**

- 1.1. The Committee is appointed by the Board. The Committee shall consist of at least three members, all of whom shall be independent non-executive directors as determined by the board (in accordance with the principles of the UK Corporate Governance Code). The Committee shall include, where possible, at least one member of the Remuneration Committee.
- 1.2. All members of the Committee shall be appointed by the Board on the recommendation of the Nomination Committee in consultation with the current Chair of the Audit Committee. In the absence of the Committee Chair, the remaining members present shall elect one of themselves to chair the meeting. Appointments to the Committee shall be for a period of up to three years, extendable by no more than two additional three-year periods, so long as members continue to be considered independent.
- 1.3. At least one member of the Committee should, in the opinion of the Board, have recent and relevant financial experience, and with competence in accounting and/or auditing.
- 1.4. The Chair of the Board shall not be a member of the Committee but may be invited to attend its meetings.
- 1.5. The members of the Committee as a whole must have competence relevant to the housebuilding sector and must have an appropriate and relevant combination of experience and knowledge.
- 1.6. Only members of the Committee have the right to attend Committee meetings. However, the Chief Financial Officer, Group Risk Director, any member of the management team and representatives of the external auditor will be invited to attend meetings of the Committee on a regular basis. Other non-members may be invited to attend for all or part of any meeting as and when appropriate and necessary.

##### **2. Secretary**

The Group Deputy Company Secretary shall act as the Secretary of the Committee and will ensure that the Committee receives information and papers in a timely manner to enable full and proper consideration to be given to issues.

### **3. Quorum**

The quorum necessary for the transaction of business shall be two members including, whenever possible, at least one member with recent or relevant financial experience either present in person or by video conference.

### **4. Frequency of meetings**

4.1 The Committee shall meet at least four times a year at appropriate intervals in the Company's financial reporting and audit cycle and otherwise as required.

4.2 Outside of the formal meeting programme, the Committee Chair, and to a lesser extent the other Committee members, will maintain a dialogue with key individuals involved in the Company's governance, including the Board Chair, the Chief Financial Officer, the other executive directors, the external audit lead partner and the Group Risk Director.

### **5. Notice of meetings**

5.1 Meetings of the Committee shall be convened by the Secretary of the Committee at the request of any of its members, the external audit lead partner or Group Risk Director if they consider it necessary.

5.2 Unless otherwise agreed by the Committee, notice of each meeting confirming the venue, time and date together with an agenda of items to be discussed, shall be forwarded to each member of the Committee no later than five working days before the date of the meeting. Supporting papers shall be sent to Committee members, and to other attendees, as appropriate, at the same time. The Notice and supporting papers may be sent in electronic form where the recipient has agreed to receive documents in such a way.

### **6. Minutes of meetings**

6.1 The Secretary shall minute the proceedings and decisions of all meetings of the Committee, including recording the names of those present and in attendance.

6.2 Draft minutes of Committee meetings shall be agreed with the Committee Chair and then circulated promptly to all members of the Committee, unless it would be inappropriate to do so in the opinion of the Committee Chair.

### **7. Engagement with shareholders**

The Committee Chair should attend the annual general meeting to answer shareholder questions on the Committee's activities. Where appropriate the Committee Chair should seek engagement with shareholders on significant matters related to the Committee's areas of responsibility and, where appropriate, on the scope of the external audit.

## **8. Duties**

The Committee should have oversight of the Group as a whole and, unless required otherwise by regulation, carry out the duties below for the parent company, major subsidiary undertakings and the Group as a whole. The Committee has the delegated authority of the Board in respect of the functions and powers set out in these terms of reference.

### **8.1 Financial and non- financial reporting**

- 8.1.1. The Committee shall monitor the integrity of the financial and non-financial information (including Environment, Social and Governance (ESG) and Task Force on Climate-related Financial Disclosures (TCFD) in the financial statements of the Company, including its annual and interim reports, preliminary announcement, trading updates and any other formal announcements relating to the Company's financial performance, and review and report to the Board on significant financial and non-financial reporting issues and judgements which those statements contain having regard to matters communicated to it by the external auditor.
- 8.1.2. In particular, the Committee shall review and challenge where necessary across the Group:
  - 8.1.2.1. the application of significant accounting policies and any changes to them on a year-on-year basis;
  - 8.1.2.2. the methods used to account for significant or unusual transactions where different approaches are possible;
  - 8.1.2.3. whether the Group has adopted appropriate accounting policies and made appropriate estimates and judgements taking into account the external auditor's views on the financial statements;
  - 8.1.2.4. the clarity and completeness of disclosures in the financial statements and the context in which statements are made and any changes to those disclosures, including the review of any correspondence between the Group and the external auditor;
  - 8.1.2.5. significant adjustments resulting from the external audit;
  - 8.1.2.6. the assumptions or qualifications in support of the going concern statement (including any material uncertainties as to the Group's ability to continue as a going concern over a period of at least twelve months from the date of approval of the financial statements) and the longer-term viability statement (including an assessment of the prospects of the Group looking forward over an appropriate and justified period); and

8.1.2.7. all material information presented with the financial statements, including the strategic report and the corporate governance statements relating to the audit and to risk management.

8.1.3. The Committee shall review any other statements requiring Board approval which contain financial information first, where to carry out a review prior to Board approval would be practicable and consistent with any prompt reporting requirements under any law or regulation including the Listing Rules, Prospectus Rules and Disclosure Guidance and Transparency Rules sourcebook.

8.1.4. The Committee shall monitor compliance with financial reporting standards and other financial and governance reporting requirements.

8.1.5. The Committee shall review and approve significant non-financial information that is going to be disclosed into the public domain that is likely to be price sensitive or is related to information presented in the financial statements of the Company, including its annual report and half-yearly report, preliminary announcement, trading updates and any other formal announcements relating to the Company's financial performance.

8.1.6. Where the Committee is not satisfied with any aspect of the proposed financial or non-financial reporting by the Company, it shall report its views to the Board.

## **8.2 Narrative reporting**

8.2.1 Where requested by the Board, the Committee should review the content of the annual report and accounts and advise the Board on whether, taken as a whole:

8.2.1.1 it is fair, balanced and understandable and provides the information necessary for shareholders to assess the Group's position and performance, business model and strategy and;

8.2.1.2 it informs the Board's statement in the annual report on these matters that is required under the UK Corporate Governance Code (Code).

8.2.2 The Committee shall prepare a report on its activities as set out at section 9.3.

## **8.3 Internal controls and risk management framework**

The Committee shall:

8.3.1 on behalf of the Board (which retains overall responsibility for risk management), keep under review the Group's risk management and internal control framework; and

8.3.2 review and approve the statements to be included in the annual report concerning internal control, risk management, including the assessment of principal risks and emerging risks, and the viability statement.

## **8.4 Compliance**

The Committee shall:

- 8.4.1 review the Company's systems and controls for the prevention of bribery and modern slavery and receive reports on non-compliance;
- 8.4.2 review regular reports from the money laundering reporting officer and the adequacy and effectiveness of the Company's anti-money laundering systems and controls;
- 8.4.3 review the Group's procedures for managing cyber security and review annually the Group's systems and controls for the prevention of any Cyber related security breach and receive reports on any breaches;
- 8.4.4 monitor corporate responsibility practices by taking an active interest in ethical considerations regarding Bellway's policies and procedures;
- 8.4.5 review the Group's procedures for detecting fraud and;
- 8.4.6 review the adequacy and security of the Company's arrangements for its employees and contractors to raise concerns (Whistleblowing Policy and Procedures), in confidence, about possible wrongdoing in financial reporting and other matters. The Committee shall ensure that these arrangements allow proportionate and independent investigation of such matters and appropriate follow-up action.

## **8.5 Risk and internal audit**

The Committee shall:

- 8.5.1 approve the appointment or termination of the Group Risk Director;
- 8.5.2 review and approve the role and mandate of risk and internal audit, monitor and review the effectiveness of its work and annually approve the internal audit charter ensuring it is appropriate for the current needs of the Group;
- 8.5.3 review and approve the annual internal audit plan to ensure it is aligned to the key risks of the business, and receive regular reports on work carried out;
- 8.5.4 ensure internal audit has unrestricted scope, the necessary resources and access to information to enable it to fulfil its mandate, ensure there is open communication between different functions and that the internal audit function evaluates the effectiveness of these functions as part of its internal audit plan, and ensure that the internal audit function is equipped to perform in accordance with appropriate professional standards for internal auditors;

- 8.5.5 ensure the Group Risk Director has direct access to the Board Chair and to the Committee Chair, providing independence from the executive directors and accountability to the Committee;
- 8.5.6 carry out an annual assessment of the effectiveness of the internal audit function; and as part of this assessment:
  - 8.5.6.1 meet with the Group Risk Director without the presence of management to discuss the effectiveness of the function;
  - 8.5.6.2 review and assess the annual internal audit work plan;
  - 8.5.6.3 receive a report on the results of the internal auditor's work;
  - 8.5.6.4 determine whether it is satisfied that the quality, experience and expertise of internal audit is appropriate for the business;
  - 8.5.6.5 review the actions taken by management to implement the recommendations of internal audit and to support the effective working of the internal audit function;
  - 8.5.6.6 monitor and assess the role and effectiveness of the internal audit function in the overall context of the Group's risk management system and the work of finance and the external auditor; and
  - 8.5.6.7 consider whether an independent, third-party review of internal audit is required.

## **8.6 External audit**

The Committee shall, taking into account any applicable law and legislation, other professional requirements, the UK Corporate Governance Code, FRC guidance, the FRC Minimum Standard and the Financial Reporting Standard's Revised Ethical Standard (Ethical Standard) ("FRC Minimum Standard"):

- 8.6.1 consider and make appropriate recommendations through the Board to the shareholders for their approval at a general meeting in relation to the appointment, re-appointment and removal of the external auditor;
- 8.6.2 ensure that at least once every ten years the audit services contract is put out to tender to enable the Committee to compare the quality and effectiveness of the services provided by the incumbent auditor with those of other audit firms;
- 8.6.3 develop and oversee the selection procedure for the appointment of the audit firm in accordance with Code, applicable regulatory requirements and the FRC Minimum Standard, ensuring that all tendering firms have access to all necessary information and individuals during the tendering process;

- 8.6.4 if any external auditor resigns, investigate the issues leading to this and decide whether any action is required;
- 8.6.5 oversee the relationship with the external auditor. In this context the Committee shall:
  - 8.6.5.1 approve their remuneration, including both fees for audit and non-audit services, and ensure that the level of fees is appropriate to enable an effective and high-quality audit to be conducted; and
  - 8.6.5.2 approve their terms of engagement, including any engagement letter issued at the start of each audit and the scope of the audit;
- 8.6.6 assess annually the external auditor's independence and objectivity taking into account relevant law, regulation, the Ethical Standard, and the FRC Minimum Standard and other professional requirements and the Group's relationship with the auditor as a whole, including any threats to the auditor's independence and the safeguards applied to mitigate those threats including the provision of any non-audit services;
- 8.6.7 satisfy itself that there are no relationships between the auditor and the Group (other than in the ordinary course of business) which could adversely affect the auditor's independence and objectivity;
- 8.6.8 agree with the Board a policy on the employment of former employees of the Group's auditor, taking into account the Ethical Standard and legal requirements, and monitor the application of this policy;
- 8.6.9 monitor the auditor's processes for maintaining independence, its compliance with relevant law, regulation, other professional requirements and the Ethical Standard and the FRC Minimum Standard, including the guidance on the rotation of audit partner and staff;
- 8.6.10 monitor the level of fees paid by the Group to the external auditor to ensure that these are in accordance with the relevant legal, professional and regulatory requirements, guidance, the FRC Minimum Standard and the Ethical Standard;
- 8.6.11 assess annually the qualifications, expertise and resources, and independence of the external auditor and the effectiveness of the external audit process, which shall include a report from the external auditor on their own internal quality procedures;
- 8.6.12 seek to ensure coordination of the external audit with the activities of the internal audit function;
- 8.6.13 evaluate the risks to the quality and effectiveness of the financial reporting process in the light of the external auditor's communications with the Committee;
- 8.6.14 develop and recommend to the Board the Company's Independent Auditor Policy on the provision of non-audit services by the auditor, including approval of non-

audit services by the Committee and specifying the types of non-audit service to be pre-approved, and assessment of whether non-audit services have a direct or material effect on the audited financial statements. The policy should include consideration of the following matters:

- 8.6.14.1 threats to the independence and objectivity of the external auditor and any safeguards in place;
  - 8.6.14.2 the nature of the non-audit services;
  - 8.6.14.3 whether the external audit firm is the most suitable supplier of the non-audit service;
  - 8.6.14.4 the fees for the non-audit services, both individually and in aggregate, relative to the audit fee; and
  - 8.6.14.5 the criteria governing compensation;
- 8.6.15 meet regularly with the external auditor (including once at the planning stage before the audit and once after the audit at the reporting stage) and, at least once a year, meet with the external auditor without management being present, to discuss the external auditor's remit and any issues arising from the audit;
- 8.6.16 discuss with the external auditor the factors that could affect audit quality and review and approve the annual audit plan, ensuring it is consistent with the scope of the audit engagement, having regard to the seniority, expertise and experience of the audit team;
- 8.6.17 review the findings of the audit with the external auditor. This shall include but not be limited to, the following:
- 8.6.17.1 a discussion of any major issues which arose during the audit;
  - 8.6.17.2 the auditor's explanation of how the risks to audit quality were addressed;
  - 8.6.17.3 key accounting and audit judgements;
  - 8.6.17.4 the auditor's view of their interactions with senior management; and
  - 8.6.17.5 levels of errors identified during the audit.
- 8.6.18 review the Group representation letter requested by the external auditor before they are signed by management, and approve the non-correction of any unadjusted audit differences;
- 8.6.19 review the management letter and management's response to the auditor's findings and recommendations; and

8.6.20 review the effectiveness of the audit process, including an assessment of the quality of the audit, the handling of key judgements by the auditor, and the auditor's response to questions from the Committee.

## **9 Reporting Responsibilities**

9.1 The Committee Chair shall report formally to the Board on the main items of business addressed at each Committee meeting and shall also formally report to the Board on how it has discharged its responsibilities: This report shall include:

9.1.1 the significant issues that it considered in relation to the financial statements (required under paragraph 8.1.1) and how these were addressed;

9.1.2 its assessment of the effectiveness of the external audit process (required under paragraph 8.6.10), the approach taken to the appointment or reappointment of the external auditor, length of tenure of audit firm, when a tender was last conducted and advance notice of any retendering plans; and

9.1.3 any other issues on which the Board has requested the Committee's opinion.

9.2 The Committee shall make whatever recommendations to the Board it deems appropriate on any area within its remit where action or improvement is needed.

9.3 The Committee shall compile a report on its activities to be included in the Group's annual report. The report should describe the work of the Committee, including:

9.3.1 details of the membership of the Committee, number of meetings held and attendance over the course of the year;

9.3.2 a summary of the role and work of the Committee;

9.3.3 how the Committee's performance review has been conducted;

9.3.4 include an explanation of how the Committee has assessed the independence and the effectiveness of the external audit process and the approach taken to the appointment or reappointment of the external auditor, length of tenure of the current audit firm, when a tender was last conducted and advance notice of any retendering plans;

9.3.5 the significant issues that the Committee considered in relation to the financial statements and how these issues were addressed, having regard to matters communicated to it by the auditor, the nature and extent of any interaction with the Financial Reporting Council's Corporate Reporting Review team and any significant findings of a review of the Company's audit conducted by the Financial Reporting Council's Audit Quality Review team;

9.3.6 an explanation of how auditor independence and objectivity are safeguarded if the external auditor provides non-audit services, having regard to matters

- communicated to it by the auditor and all other information requirements set out in the Code;
- 9.3.7 an explanation of the application of the Company's accounting policies;
  - 9.3.8 where shareholders have requested that certain matters be covered in an audit and that request has been rejected, an explanation of the reasons why;
  - 9.3.9 an explanation of its approach taken to the appointment or reappointment of the external auditor, length of incumbent auditor's tenure, when a tender was last conducted, an explanation of the criteria used to make a selection and the process followed where a tender process has taken place in the past year, advance notice of any retendering plans (and reasons why completing the process in that proposed financial year is in the best interests of the Company's members), and any contractual provisions restricting the Committee's choice of auditor, and the amount of fees paid to the auditor for any of its services;
  - 9.3.10 if the Board does not accept the Committee's recommendation regarding the appointment, reappointment or removal of the external auditor, a statement explaining its recommendation and reasons why the Board has taken a different stance;
  - 9.3.11 the Committee's policy for approval of non-audit services, how auditor objectivity and independence is safeguarded, the audit fees for the statutory audit for audit related services and other non-audit services, including the ratio of audit to non-audit work, and for each significant engagement, or category of engagements, what the services are and why the Committee concluded that it was in the Company's interests to purchase them from the external auditor;
  - 9.3.12 all other information requirements set out in the UK Corporate Governance Code and the FRC Minimum Standard including details of the activities the Committee has undertaken to meet the requirements of the FRC Minimum Standard; and
  - 9.3.13 any other issues on which the Board has requested the Committee's opinion.
- 9.4 In compiling the reports referred to in 9.1 and 9.3, the Committee should exercise judgement in deciding which of the issues it considers in relation to the financial statements are significant but should include at least those matters that have informed the Board's assessment of whether the Company is a going concern and the inputs to the Board's viability statement. The report to shareholders need not repeat information disclosed elsewhere in the annual report and accounts but could provide cross-references to that information.
- 9.5 Make whatever recommendations to the Board it deems appropriate on any area within its remit where action or improvement is needed.
- 9.6 Make available to shareholders these terms of reference by placing them on the Company's website.

## **10. Other**

The Committee shall:

- 10.1 have access to sufficient resources in order to carry out its duties, including access to the company secretariat for advice and assistance as required;
- 10.2 be provided with appropriate and timely training, both in the form of an induction programme for new members and on an ongoing basis for all members;
- 10.3 give due consideration to all relevant laws and regulations, the provisions of the Code and published guidance, the requirements of the FCA's Listing Rules, Prospectus Rules and Disclosure Guidance and Transparency Rules sourcebook, FRC Minimum Standard, Financial Reporting Standard's Revised Ethical Standard (Ethical Standard) and any other applicable rules, as appropriate;
- 10.4 be responsible for coordination of the internal and external auditors;
- 10.5 manage non-audit relationships with audit firms to ensure that it has fair choice of suitable external auditors at the next tender;
- 10.6 oversee any investigation of activities which are within its terms of reference;
- 10.7 liaise with FRC and other regulatory bodies as required;
- 10.8 work and liaise as necessary with all other Board committees ensuring interaction between committees and with the Board is reviewed regularly, taking particular account of the impact of risk management and internal controls being delegated to different committees;
- 10.9 ensure that a periodic evaluation of its own performance and effectiveness is carried out; and
- 10.10 at least annually, review its constitution and terms of reference to ensure it is operating at maximum effectiveness and recommend any changes it considers necessary to the Board for approval.

## **11 Authority**

The Committee is authorised by the Board to:

- 11.1 seek any information it requires from any employee of the Group in order to perform its duties;
- 11.2 obtain, at the Group's expense, independent legal, accounting or other professional advice on any matter it believes it necessary to do so;

- 11.3 call any employee to be questioned at a meeting of the Committee as and when required; and
- 11.4 have the right to publish in the Group's annual report, details of any issues that cannot be resolved between the Committee and the Board. If the Board has not accepted the Committee's recommendation on the external auditor appointment, reappointment or removal, the annual report should include a statement explaining the Committee's recommendation and the reasons by the Board has taken a different position.