

Sustainability Policy Statement

Effective from May 2025

Review date June 2026

Our commitment to sustainability is central to our mission to improve communities, lives and the environment. We work to deliver sustainable development by aligning our business to the ten principles of the United Nations Global Compact and advancing United Nations Sustainable Development Goals.

Our sustainability strategy is structured around three pillars: Communities : People : Environment

Communities

We want to create sustainable and safe places to live where local people can choose to stay local using mostly local trades and suppliers. To support this, we are:

- Building high-quality, affordable homes
- Developing sites where there is a need for regeneration, such as on brownfield land
- Designing safer communities
- Using local suppliers and trades people wherever possible
- Investing and supporting community programmes and initiatives
- Promoting the housebuilding industry in partnership with local schools and community groups
- Supporting various charities which benefit communities, people and the environment
- Maintaining the Fair Tax Mark accreditation

People

We are committed to ensuring all employees and sub-contractors will be treated fairly, kept safe and be paid a fair wage, including:

- Working to ensure everyone who is involved with, or affected by, our business remains free from harm and returns home safe every day by continuing to improve the health and safety culture, working practices and systems under our “HomeSafe, Everyone, Everyday” belief
- In accordance with The Living Wage Foundation, we pay at least the Real Living Wage for all directly employed staff*, and our sub-contractors are required to do the same
- Paying sub-contractors and suppliers on reasonable terms and on time

- Investing in our people by providing learning and development necessary to enable them to perform their role effectively, and to develop their careers
- Achieving and maintaining the Investors in People Gold accreditation
- Offering our employees access to confidential, third-party support on a range of health, wellbeing, financial, legal and counselling issues and endorsing mental health awareness for our employees
- Promoting the role of women in construction, by encouraging more women into roles that have traditionally been male occupied
- Committing to diversity, equity and inclusion in the workplace by creating a working environment that is free from bullying, harassment and victimisation whilst promoting dignity and respect for all
- Delivering a robust graduate and apprenticeship programme across a range of disciplines to develop talent and succession plan
- Listening and acting to the voice of our employees
- Provide a robust whistle blowing policy, process and independent, external helpline for all employees

* covers all employees aged 18 and over, with the exception of apprentices.

Environment

We take all reasonable measures to ensure that we conduct our business in a way that minimises our impact on the environment and enhances the land we develop, including:

- Committing to protect the environment and preventing pollution, working in accordance with all applicable legislation
- Remediating brownfield land, often from previous industrial use, removing invasive, non-native plant species and making good for development
- Improving waste optimisation, setting waste reduction targets and diverting waste from landfill
- Delivering against a robust environmental management system
- Sourcing materials we use in construction from sustainable sources e.g. sustainable timber, products and using materials with lower embodied carbon
- Building homes with lower in-use carbon emissions
- Setting near-term and net zero carbon reduction science based targets
- Delivering against a biodiversity strategy including increasing biodiversity on every new development site
- Partnering with Buglife, the only organisation in Europe devoted to the conservation of all invertebrates

To ensure that we achieve our aims, we:

- Have established a main board committee (the “Sustainability Committee”) which meets 3 times per year and reports directly into the Board.
- Embed sustainability into our Vision, Mission and Values.

- Undertake materiality assessments with our stakeholders
- Consult with external advisors and governing bodies on long and short-term strategy.
- Set and deliver against appropriate sustainability targets across our three pillars
- Ensure that our employees understand our policy and implement it throughout our business

Communication of Policy Statement

This policy is publicly available on our website and is always accessible to all colleagues through internal information systems.

Any changes to this policy are communicated to all colleagues through bulletins and other appropriate communication methods.

Review of Policy Statement

This policy will be reviewed

- at least annually and / or;
- where there is a change in operation or scope which may impact this policy

Signed by

A handwritten signature in black ink, appearing to be 'MJ Gleeson'.

Date

20th May 2025