

Biodiversity Policy Statement

Effective from July 2026
Review date June 2027

Gleeson Homes builds high quality affordable homes, where they are needed and for the people who need them the most. We typically build in areas of deprivation or on brownfield sites, regenerating land and communities and enhancing the environment. We build homes. We change lives.

However, we recognise that our operations can have an impact on the natural environment as a result of the development of a site and through the use of materials and resources on site. Impacts on the natural environment are generally 'short term' as the legacy we leave provides wider, long term improvement to the natural environment and habitats. In addition to landscaping, the creation of open green spaces and the use of 'soft' Sustainable urban Drainage Systems (SuDS), the gardens in every home we deliver have the opportunity to create a mosaic of biodiversity.

Within our operations we will meet all regulatory and legal requirements such as species and habitat management and Biodiversity Net Gain (BNG). We also commit to going beyond these requirements to encourage customers to engage with nature and we provide additional positive interventions to help our wildlife.

We have developed a biodiversity strategy which sets out our commitments and the steps we are taking. This is available on our website, however the key commitments are:

- We will meet all regulatory and legal requirements relating to:
 - Biodiversity Net Gain
 - Local Planning Requirements
 - Species and habitat management
- We will include wildlife products on all developments including boxes for birds and bats
- We will include hedgehog highway networks on all developments
- We will focus on planting for nature on all developments
- We will provide a bug box and wildflower seeds within our new homeowners welcome packs
- We will engage with customers to enjoy their garden spaces with wildlife in mind
- We will partner with Buglife, the only organisation in Europe devoted to the conservation of all invertebrates

Communication of Policy Statement

This policy supports our Environmental Policy Statement, is publicly available on our website and is accessible to all colleagues through internal information systems. Any changes to this policy are communicated via our website and 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 'M. H. H.', is written over a faint, light blue horizontal line.

Date 07 August 2026