

## Sustainability Policy

The Board of MJ Gleeson plc (the “Board”) places social responsibility at the core of its operations. We are committed to being a responsible business, and to improving communities, lives, and the environment.

We will integrate sustainability into our vision, mission and values and ensure that our business strategy develops with sustainability at its core.

Our sustainability strategy is structured around three key themes:



### Communities

We want to create sustainable places to live for young, local, first time buyers using mostly local trades and suppliers.

To do this, we are committed to:

- Building high-quality, affordable homes for residents, not investors.
- Developing sites where there is a need for regeneration, such as on brownfield land.
- Using local suppliers and trades people wherever possible in our supply chain.
- Investing in our Community Matters programme, such as our Sports Foundation where we provide sponsorship activities for junior sports clubs in the communities, we are building in.
- Supporting our key workers and armed forces by offering exclusive promotions.
- Promoting the housebuilding industry in partnership with local schools and community groups.
- Maintaining the Fair Tax Mark accreditation.
- Implementing the Gleeson Quality Charter for all the homes we build, with an aim to become a five-star builder by 30 June 2021.



### People

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

- Paying sub-contractors and suppliers on reasonable terms and on time.
- Continuing to improve the health and safety culture, working practices and systems under our HomeSafe framework.
- Investing in our people by providing the training and development necessary to enable them to perform their role effectively, and to develop their careers.

- Achieving and maintaining the Investors in People 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.
- Taking on and developing apprentices across a range of disciplines.
- Listening to our employees and making improvements to our business to minimise staff turnover.
- Improving our IT systems and processes to enhance our productivity and improve the way that we work.
- Incentivising our employees to take part in the Gleeson share ownership plan, by awarding Matching Shares (in a ratio of one Matching Share for every Partnership Share purchased by the employee).



### 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:

- Remediating brownfield land.
- Diverting waste generated on our sites away from landfill and making improvements to our waste management strategy.
- Sourcing materials we use in construction from sustainable sources.
- Continually reducing our CO2 emissions and committing to reducing carbon emissions per home built by 20% by the end of 2023.
- Developing a biodiversity strategy.

To ensure that we achieve our aims, we:

- Have established a main board committee (the “Sustainability Committee”) which regularly reports directly into the Board.
- Embed sustainability into our Vision, Mission and Values.
- Consult with external advisors and governing bodies on long and short-term strategy.
- Determine appropriate targets for the Company.
- Ensure that our employees understand our policy and implement it throughout our business.

## SUSTAINABLE DEVELOPMENT GOALS

Our approach to sustainability is aligned with the United Nations Sustainable Development Goals (“UNSDGs”) as follows:

**3** GOOD HEALTH AND WELL-BEING



**5** GENDER EQUALITY



**8** DECENT WORK AND ECONOMIC GROWTH



**11** SUSTAINABLE CITIES AND COMMUNITIES



**15** LIFE ON LAND

