

## Strategic priorities continued

1 2 3 4

# Leading the industry in sustainability

As the leading national sustainable housebuilder, we design and build homes and communities that are resilient to climate change and are low carbon both in construction and in use. We were the first national housebuilder to set science-based carbon emissions targets and we are proud to lead the industry in this regard. Our strong reputation in the sector is highlighted by our award-winning developments, national and local socio-economic contributions, collaboration with our supply chain and across the industry, research and innovation and our investment in skills.

For more information on our sustainability targets and our performance against our framework under each pillar, visit: [www.barrattredrow.co.uk/sustainability/building-sustainably](http://www.barrattredrow.co.uk/sustainability/building-sustainably)

## Nature



Waste reduction and resource efficiency remain priorities within the Group, alongside carbon reduction across homes, operations and the supply chain (see page 11 for our net zero transition plan). We focus on innovation, collaboration and high-quality design, supported by better data and reporting.

We are replacing diesel with hydrotreated vegetable oil on sites, have trialled a hydrogen telehandler, and are exploring electric plant. To improve our operational water consumption data, SMART meters are now mandatory for all new site compounds. We have a track record of delivering cost reductions on site by

driving down operational waste. We reduced construction waste per 100m<sup>2</sup> of housebuild equivalent area by 44.7%<sup>1</sup> from FY20 to FY24, and we will apply the learnings from this to continue to reduce waste across the newly combined Group.

Biodiversity net gain was delivered across all regions ahead of 2024 legislation, with planning permissions in FY25 expected to achieve an 18% net gain for area habitats, 42% for hedgerow habitats and 23% for river habitats. Across the Group, 4,273 nature interventions such as bat boxes and nesting bricks have been installed (see page 6 for more information on our RSPB partnership).

To meet the growing demand for housing in the UK, we adopt MMC to accelerate build times, reduce waste and carbon emissions, and address shortages in both materials and skilled labour. From January 2025, timber frame construction became the standard approach across all Barratt house types, enhancing efficiency while delivering average life cycle embodied carbon savings of 5 tonnes per home.<sup>2</sup> Going forward MMC will be used on select Redrow sites where appropriate.

We also play a leading role in the Future Homes Hub, working with Government, housebuilders, supply chain and financial partners to meet climate and environmental challenges for new homes.

## Places



We know that our customers want places that offer sustainable living, are attractive and well designed, benefit their health and wellbeing and have a strong sense of community with excellent local links.

The timing of the combined Group and the new Government's priorities for planning and placemaking have provided us with an excellent opportunity to develop a new industry-leading placemaking vision. This will address the requirements of key policy documents and emerging guidance, while drawing and expanding on the existing placemaking frameworks of both Barratt and Redrow.

The new placemaking vision will be customer centred and focused on integrating the business' three brands seamlessly with a view to optimising sales, as well as providing confidence to stakeholders that we will deliver high-quality new communities.

We are committed to embedding accessible, inclusive and imaginative opportunities for play in every new community we create. In partnership with our charity partner Whizz Kidz, we have now launched our Inclusive Play Manual, providing guidance on delivering accessible and inclusive play environments.

We continue to promote the benefits of green mortgages, recognising the running cost advantages of new build homes. We work with lenders and government both directly and via the Future Homes Hub to align priorities and promote enhancements to new build lending criteria, processes and products.

<sup>1</sup> Barratt David Wilson only.

<sup>2</sup> Whole Life Carbon Assessment of Homes (2022) published by the Advanced Industrialised Methods for the Construction of Homes.



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### People



We believe that everyone has the right to be respected and treated fairly at work. We do the right thing, nurturing diverse talent and prioritising the health and safety and wellbeing of our people and partners.

Our graduate and trade apprenticeships have seen an increase in female and ethnic minority background representation across the year, and we launched our first female-focused cohorts for Bricklaying and Carpentry Level 2 apprenticeships. We offer several training and support programmes including our Catalyst and Spotlight courses, both of which are aimed at minority groups within the business – women and ethnic minorities respectively. See pages 42 to 46 for more detail on how we support our employees.

We began our human rights supply chain risk assessment and improved monitoring and reporting of labour exploitation on our sites. See page 46 for further detail on how we are progressing our approach to human rights risk assessment and management and see [www.barrattredrow.co.uk/sustainability/people/](http://www.barrattredrow.co.uk/sustainability/people/) human-rights for our modern slavery statement.



Image: Stanneylands, David Wilson Homes in Wilmslow.

## Benchmarks and awards

We continue to demonstrate excellent performance in external benchmarks. We maintained our position as the only UK housebuilder on the CDP Climate Change A List for Leadership, one of fewer than 500 companies worldwide, and we were listed in the second edition of the TIME "World's Most Sustainable Companies" Special Report – the only housebuilder to be named.



Supplier  
engagement  
leader in  
Climate



Climate – A  
Water – B  
Forests – B



Recognised  
as the most  
transparent  
housebuilder  
for the fifth  
time



Gold Award  
achieved for the  
11th consecutive  
year



We are one of only  
two UK housebuilders  
to participate in the  
UN Global Compact



## Building sustainably

# Our Building Sustainably Framework

Our Building Sustainably Framework is our response to rapidly changing political and environmental events which continue to shape how we think about sustainability. It brings together our sustainability ambitions, targets, activities and metrics to ensure that important issues and solutions are deeply rooted in every business decision and day-to-day actions we take.

→ You can find out more here: [www.barrattredrow.co.uk/sustainability/building-sustainably](http://www.barrattredrow.co.uk/sustainability/building-sustainably)

Regular monitoring of targets enables us to continually identify and re-prioritise areas for improvement and our carbon and waste targets are embedded in executive remuneration and bonuses. Work is underway across the combined Group to develop a harmonised strategy that reflects the strengths and opportunities across our combined businesses.

The Board oversees the Group's sustainability strategy, delivery approach and related risks, with the Chief Executive holding accountability for the strategy. The Board delegates day-to-day delivery of our framework to the Sustainability Committee, which is supported by operational cross-business working groups – see sustainability risks and opportunities on pages 74 to 82 for further detail.

### Alignment with the UN Sustainable Development Goals



Nature



Places



People

