

# Sustainability policy

## Introduction

Our purpose is: *'Making sustainable living a reality, building strong communities'*.

The Group is determined to be the leading sustainable national housebuilder. We believe that fundamental to building quality homes is creating a positive environmental, social and economic legacy for future generations.

Sustainability presents opportunities for business prosperity and growth, encourages innovation and resilience, and improves our products and customer experience.

We purchase significant volumes of materials, and work with many sub-contractors across the UK. Sustainable sourcing of materials and labour is critical to the delivery of our strategy.

The three pillars of our sustainability strategy are:

1. Nature: To preserve and enhance the natural world by using resources responsibly, building resilient, low carbon homes, and by creating places where people and nature can thrive;
2. Places: We design and build great places that meet the highest standards, and that promote sustainable, healthy and happy living for our customers;
3. People: We believe 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.

Sustainability presents opportunities for business prosperity and growth, encourages innovation and resilience, and improves our products and customer experience. This Policy sets out our approach to delivering this strategy and our priority commitments. This Policy underpins our sustainability framework, which outlines our ambitions, targets, activities and metrics to ensure that important issues and solutions are deeply rooted in every business decision and day today action we take.

Specific areas of sustainability are covered in more depth by individual policies.

## Objectives

We aim to protect and enhance what matters most to us as a business: our people, the places we create, and the natural world in which we operate. To do this we will:

- Implement governance structures to ensure issues, strategy and action plans are scrutinised.
  - Work in partnership with stakeholders to identify environmental, social and economic issues that matter most.
  - Continuously evolve our framework, setting clear goals, targets, KPIs, action plans and accountabilities for delivery against priorities.
  - Measure success through continuous improvement against KPIs, selected benchmarks and reporting transparently on progress.
  - Embed sustainable business practices within operational management.
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## Policy

The Group is committed to identifying and addressing priority environmental and social impacts and responding to these through our sustainability framework, by:

- Continuous monitoring of current and emerging sustainability issues, legislation and best practice.
- Formal assessment of short-, medium and long- term sustainability risks and opportunities affecting our business operations, homes, materials and supply chain.
- Active engagement with stakeholders to understand their sustainability priorities.
- Driving continuous improvement with robust data collection, target setting and performance monitoring for key sustainability priorities.
- Collaborating with subject experts, our peers, our supply chain, NGOs and other relevant organisations to tackle sustainability issues.
- Maintaining suitable governance frameworks to monitor, scrutinise and guide our approach.
- Ensuring sustainability claims are credible and substantiated.
- Being open and transparent and publicly reporting our sustainability performance.
- Clearly defining sustainability-related roles and responsibilities to ensure accountability across the Group and providing any necessary training.

This policy is underpinned by our Charitable Giving, Climate Change, Community, Board Diversity, Ethics, Sustainable Procurement, Health and Safety, Environment, Timber Sourcing, Water and Ecology and Biodiversity

Policies, and Modern Slavery and Human Trafficking Statement.

**This policy is reviewed annually and is approved by the Group Board. It is communicated to key stakeholders and is available on our website. Progress against this policy and our sustainability framework is available in our Annual Report and Accounts and on our website.**

**David Thomas**  
**Chief Executive**  
**22 October 2024**