

# Nature and biodiversity 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 building 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.

To ensure effective delivery of this policy we will embed governance and decision making that considers nature-related impacts, work with experts to inform our approach to biodiversity, and regularly monitor and report progress.

## Objectives

- Creating a legacy of climate-resilient landscapes and communities, delivering net gains for biodiversity and contributing to the conservation of local biodiversity priorities.
- Assessing and managing nature-related dependencies, impacts, risks and opportunities in our direct activities and our supply chain
- Avoiding and minimising negative biodiversity impacts from our activities and achieving biodiversity gains in line with current regulations.
- Promote opportunities to enhance health and well-being benefits for people through our biodiversity and landscaping initiatives.

The Group will:

- Identify and assess the nature-related dependencies, impacts, risks and opportunities in our direct activities and in the supply chain and prioritising actions to address these.

- Comply with nature-related legislation, national planning policy and apply best practice to protect and enhance the environment we operate in.
- Identify and manage impacts on nature from our developments from the time of land purchase through development and handover to the communities we create.
- Ensure that developments where we seek planning permission develop and implement a comprehensive approach to delivering meaningful net gains for biodiversity.
- Ensure all our operating Divisions follow our guidance contained in our Group Standards and guidance.
- Work with and support expert organisations to help further our approach to adapting, managing and enhancing natural capital.
- Enhance awareness amongst our employees, customers and other stakeholders (e.g. landowners, local authorities, consultants and contractors) as to how our developments are designed and the benefits for people and biodiversity.
- Work with the RSPB to create species led landscaping plans that support important and declining species within our developments.
- Deliver on our Homes for Nature commitment to install integrated bird boxes and hedgehog highways.

**This policy is reviewed annually and is approved by the Group Board. It is communicated to key stakeholders and is available on our website.**

**David Thomas**  
**Chief Executive**  
**04 November 2025**