

Sustainability objectives



Achieved



Partially achieved



Not achieved N/A no objective set

ENVIRONMENTAL						
Sustainable Development Goal (SDG) Alignment	2023 KPI	FY 2020	FY 2021	FY 2022	2022 commentary	2023 targets
CREATING NET ZERO CARBON HOMES						
Climate Action	Reduce Group Scope 1 and 2 emissions by 10%.	N/A			We met the 10% scope 1 and 2 target, achieving 40.4% reduction.	In 2023, we aim to achieve a further 10% reduction in scope 1 and 2 emissions.
Climate Action Affordable and Clean Energy	Continue to maintain an average EPC B rating and achieve EPC rating of A by 2026.				As set out in our 2030 roadmap, we have maintained an average EPC rating of B. In 2022, we achieved an 85 SAP rating (the industry average is 84).	Annually, we are set to improve our SAP and rating and EPC score across our portfolio, given we pivot away from designing fossil fuel gas boilers, with a target of 88 SAP in 2023.
Sustainable Cities and Communities Industry, Innovation and Infrastructure	Carry out post occupancy evaluations (POE).	N/A			We have commenced POE's at eight schemes in 2022.	In 2023, we will continue these POE evaluations and further research to give us confidence in meeting the FHS. We are also engaging with Innovate UK, the Knowledge Transfer Centre, University of Reading and PTE Architects, Social Value Design KTP - research Project.
Sustainable Cities and Communities Industry, Innovation and Infrastructure	Percentage of units calculating Pre-Manufactured Value (PMV).	N/A			Strategic acquisition of Fusion steel Framing (Fusion) in summer 2022. The investment gives Hill and its partners a competitive advantage in harnessing light-steel framing innovation, in developing creative new house and apartments.	Continue to adopt Governments Modern Methods of Construction (MMC) definition framework and target a 55% PMV (Pre-Manufactured Value) in 2023.
Clean Water and Sanitation	Design our homes to achieve an average of 105 litres of water per person per day.				All our homes are designed to optimise 105lppd.	Design our homes to achieve an average of 105lpppd.
TAKING CARE OF OUR NATURAL RESOURCES						
Life on Land	Design project portfolio with a Biodiversity Gain (BG) of 15%, with a 30-year plan in place.	N/A			Achieved an average BG of 34.1% across our portfolio, of schemes in production or being incorporated into planning applications. Long-term Estate plans are beginning to be prepared.	From November 2023, new projects progressing through planning will target at least 10% BG, as per the Environment Act 2021 target. Our ESG Roadmap is to target a 20% BG.
Clean Water and Sanitation	% Developments that feature SUDs (including ponds/swales) & underground attenuation.	N/A			23% of live and completed projects recorded SUDs, including underground attenuation features.	In 2023, we aim to increase the number of SUDs (including ponds and swales) recorded on Impact Reporting.
Sustainable Cities and Communities	Measure scheme PTAL ratings.				We achieved a PTAL rating of 3 across all live and completed developments located in Greater London in 2022. 30% of total projects in 2022 were located in Greater London.	For live and completed projects in 2023, we will continue to record and measure the level of connectivity to public transport networks for locations within London.
Sustainable Cities and Communities	Record the payments or infrastructure works on the development for S106.				S106 and CIL payments have been recorded as follows for 2021: S106 £4,072,640:2022. CIL £3,382,129:2022.	Continue to record S106 and CIL payments.
Affordable and Clean Energy	Record the number of developments with electric car charging points.	N/A			24% of live and completed projects recorded electric car charging points on the developments, totalling 516 across 15 projects (including 478 active, 146 passive (and 130 duct only).	In 2023, we aim to increase the number of developments with electric car charging points and infrastructure.
REDUCING OUR ENVIRONMENTAL IMPACT						
Responsible Consumption and Production	Sustainable procurement policy.	N/A	N/A	N/A	New sustainable procurement policy has been drafted and will be published in 2023.	Maintain a sustainable procurement policy in 2023.
Responsible Consumption and Production	Divert at least 95% of non-hazardous construction waste from landfill.				Achieved 97% of construction waste diverted from landfill.	Continue to achieve at least 97% construction waste diverted from landfill. By 2025, we aim to divert 100% of non-hazardous waste from landfill.
Responsible Consumption and Production	Create Whole Life Carbon (WLC) and Environment Product Declarations (EPDs).	N/A	N/A		During 2022, we developed solar form design guides and Passivhaus Playbooks, along with a few examples of WLC assessment insights.	In 2023 we will further develop this knowledge into Residential and EPD Pattern Books to enable us to create the appropriate low carbon pathways, to achieve 2025-2030 transition strategies.

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SOCIAL						
Sustainable Development Goal (SDG) Alignment	2023 KPI	FY 2020	FY 2021	FY 2022	2022 commentary	2023 targets
Sustainable Cities and Communities	Achieve 5-star scoring on NHBC/HBF customer survey.				We have retained our 5-star status for the sixth consecutive year (92%).	Achieve +92.5% customer satisfaction rating.
Decent Work and Economic Growth	Comply with the New Homes Quality Board (NHQB) Code of practice.	N/A	N/A		The NHQB Code of practice launched in 2022, aims to drive up the quality of new build homes and strengthen protections for customers.	We aim to continue to comply with the NHQB Code of practice.
Decent Work and Economic Growth Quality Education	Increase the number of school engagement hours & the number of STEM ambassadors trained.	N/A			We currently measure school engagement hours on Impact Reporting, achieving 7579.08 in 2022. We currently do not record STEM ambassadors trained.	Continue to record and aim to increase the number of school engagement hours on Impact Reporting.
Decent Work and Economic Growth Reduced Inequalities	Record the increase in the number of work placement weeks.	N/A			We record Real Living Wage, National Living Wage, and unpaid work placement weeks on Impact Reporting. We delivered a total of 123.8 work placement weeks.	Continue to record and aim to increase the number of school engagement hours.
Decent Work and Economic Growth Reduced Inequalities	Record the number of earn as you learn (EAYL) programmes delivered.	N/A			In 2022, we delivered 9,173 weeks of EAYL programmes.	Continue to record aim to improve EAYL programmes.
Decent Work and Economic Growth Industry, Innovation and Infrastructure	Record the increase of Constructionline membership.				In 2022, we achieved 42% compared with a target of 54% Constructionline Gold.	In 2023, we aim to reach our target of 56% Constructionline Gold.
Decent Work and Economic Growth	Record increase in engagement of social enterprises on projects in the supply chain.	N/A	N/A	N/A	We engage with a number of social enterprises and invested £860,850 with them.	We will continue to engage with social enterprises to increase our added social value, across every project.
Decent Work and Economic Growth	Record spend with micro, small and medium-sized businesses in Hill supply chain.	N/A			In 2022, we spent £453,456,140 with MSMEs, subcontractors and suppliers.	Continue to record MSME spend in Hill supply chain.
Decent Work and Economic Growth	Record the percentage of local labour either within 10 miles and/or 40 miles of our projects.	N/A			24% of our local labour is sourced from within 10 miles and 48% within 30 miles of our project sites.	Continue to record percentage of local labour.
Decent Work and Economic Growth Sustainable Cities and Communities	Record the number of mentoring hours and staff hours volunteered.	N/A			Our staff volunteered 754.5 hours to community organisations and VCSEs (voluntary, charities & social enterprise organisations).	Continue to support businesses, VCSEs, and community organisations through business support and volunteering.
Decent Work and Economic Growth Sustainable Cities and Communities	£75k donated to charities annually.				Every year, we donate £75,000 to a number of charities and community groups. In 2022, we donated £238,872.29.	Continue to donate at least £75,000 to charities annually.



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SOCIAL CONTINUED

Sustainable Development Goal (SDG) Alignment	2023 KPI	FY 2020	FY 2021	FY 2022	2022 commentary	2023 targets
Decent Work and Economic Growth	Attain Real Living Wage accreditation in 2024.	N/A	N/A	N/A		Prepare to become a Real Living Wage accredited employer in 2024.
Sustainable Cities and Communities	Record the increase in Social Value Added (SVA) achieved.	N/A			In 2022, we recorded a total social value figure of £358,802,656, an increase of £94,391,671 compared to 2021.	Target 25% SVA each year to 2025.
Reduced Inequalities	Continuation of foundation 200 and SoloHaus 200 M4(2).				Since 2020, fifty-two homes have been installed free of charge, in a range of locations in England. In 2022, 24 homes were delivered and £1,734,606 spent to help tackle homelessness.	During 2023, in collaboration with local authorities and charities, SoloHaus homes are committed (subject to planning) to the City of Bristol, London boroughs, the Midlands and additional sites across the South of England.
Reduced Inequalities	Record generated social value return on investment from Women in Construction (WiC).				WiC project has generated £251,591 social return on investment, equating to £4 output for every £1 spent.	Continue to record SROI through engagement with WiC.

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GOVERNANCE						
Sustainable Development Goal (SDG) Alignment	2023 KPI	FY 2020	FY 2021	FY 2022	2022 commentary	2023 targets
Sustainable Cites and Communities	Maintain a Sustainability / ESG policy.	N/A	N/A		Sustainability policy published.	Monitor and ensure the Policy is appropriate and supports the 2030 Roadmap.
Decent Work and Economic Growth	Undertake role specific ESG training needs analysis for the Group.	N/A	N/A	N/A	Collaboration with the Supply Chain Sustainability School commenced for ESG training.	ESG training skills analysis is to be undertaken for all Group job-families, with training plans rolled-out for 2023-24.
Decent Work and Economic Growth Peace, Justice and Strong Institutions	Publish an annual TCFD assessment, produce and disclose ESG Principal Risk and Opportunities Register.	N/A	N/A		Inaugural double materiality review findings and TCFD report (summary report), and Principal Risks and Opportunities Register initiated and published.	Disclose an annual TCFD report and Risk Register.
Peace, Justice and Strong Institutions	Undertake external assurance on ESG performance data.	N/A			Independent assurance of ESG performance completed.	Ensure 2023 external assurance on ESG performance.
Decent Work and Economic Growth Climate Action	Publish a just transition statement.	N/A	N/A	N/A	Inaugural just transition statement published.	Publish an annual just transition statement.
Responsible Consumption and production Industry, Innovation and Infrastructure	Maintain Quality Management Systems (QMS) certified to ISO9001:2015 standard.				QMS certified to ISO9001:2015 standard maintained.	Maintain QMS certified to ISO9001:2015 standard.
Climate Action	Maintain Environmental Management Systems (EMS) certified to ISO14001:2015 standard.				EMS certified to ISO14001:2015 standard maintained.	Maintain EMS certified to ISO14001:2015 standard.
Decent Work and Economic Growth	Maintain Occupational Health & Safety systems (OH&SS) certified to ISO45001:2018 standard.				OH&SS certified to ISO45001:2018 standard maintained.	Maintain OH&SS certified to ISO45001:2018 standard.
Affordable Land and Clean Energy	Maintain the Energy Management Systems (EMS) certified to ISO50001:2018 standard.				EMS certified to ISO50001:2018 standard maintained.	Maintain the EMS certified to ISO50001:2018 standard.
Sustainable Cites and Communities	Achieve an annual NextGeneration Sustainability benchmark improvement of 2.5%.				In 2022, we improved our ranking to fifth place (sixth:2021) and gained a bronze award – the 2.5% target was not achieved.	Aim to improve company benchmark score by at least 2.5%.
Decent Work and Economic Growth	Work to ISO26000 Social responsibility guidelines across the business.	N/A	N/A	N/A	We aim to work to ISO26000 standards across the business in 2023.	Work to ISO26000 standards.