

Our vision is to be the UK's leading, most trusted housebuilder, creating exceptional homes and sustainable communities. To achieve this, we have developed an Environmental, Social and Governance (ESG) strategy that is central to business planning and underpins company culture and values. Safeguarding the environment and creating social value are holistic and integrated themes within our ESG strategy, to help enhance the resilience of developments and communities. Hill is committed to creating real, tangible social value that leaves a positive, lasting impact on communities now and in the future. Our thematic approach in this policy outlines four key areas, in creating added social value.

We have reset our Sustainability Leadership Group (SLG) and its focus groups to operationalise our first Double-Materiality Review findings, and the resulting Principal ESG Risks and Uncertainties. These outcomes have informed our ESG pillars and the integrated 2030 net-zero pathways Roadmap (2030 Roadmap), and in the short-term compliance with the emerging 2025 Future Homes Standard (FHS). This policy also informs our just transition statement and annual improvement plans.

This policy is to be read in conjunction with the ESG roadmap that sets out milestones to become a net zero company by 2030. Our roadmap and associated objectives are guided by the overarching Future Homes Standard goals, coming into effect in 2025. Our objectives are also informed through other external advocacy networks and policy including RIBA, Next Generation, The London Plan and Government legislation.

Our Social Value commitment:

To target at least 25% of lasting community and societal benefits, at our projects and across our portfolio, by actively collaborating with our stakeholders and supply chain. We are committed to:

1. **Education to Employment:** Engaging with schools on every project, we work on improving students career aspirations. This includes, increasing the number of females choosing Science, Technology, Engineering & Maths (STEM) options and providing a greater knowledge of career-paths into the industry, including the Hill career opportunities programme. By way of further example, encouraging applicants who are straight out of education or career-changers, and/or local labour – each route has the potential to providing a lasting benefit to the person and communities we work in.
2. **Business Support & Mentoring:** Hill and its supply chain are committed to spending locally, to strengthen local businesses and increasing job opportunities. We engage with micro, small and medium-sized enterprises (MSME's) as well as support local charities and social enterprises.
3. **Community Belonging & Connectivity:** Collaborating closely with local stakeholders, including residents, we deliver community festivals and fun days. Additionally, we support smaller-scale projects such as, improving community gardens and capacity building for social groups. Our staff volunteering policy helps colleagues get involved with projects close to their hearts. Our partnership with ActionFunder ensures charitable donations fund the community groups who need it most and it tracks the financial and social benefits.
4. **Safe and Healthy Lives:** A commitment to delivering initiatives to focus on key issues in the communities we work including; preventing knife & violent crime and improving mental health awareness. As well as a programme of Hill internal initiatives to support our staff.

Social value is delivered in line with Hill's Social Value Strategy to 2025, and through our 2030 Roadmap to 2030. The strategy is underpinned by socio-economic research ensuring we are targeting local priorities. All data and reporting are captured through our ESG tool, Impact Reporting, which aligns with HACT and the Social Value Portal - TOMs metrics.

Governance:

To reflect priorities of Hill and our stakeholders, this policy will be periodically reviewed annually by the Sustainability Leadership Group (SLG) and will be amended or revised where appropriate. This policy is shared and communicated to stakeholders and available on our website.