

Sustainability objectives



Achieved



Partially achieved



Not achieved N/A no objective set

ENVIRONMENTAL							
Sustainable Development Goal (SDG) Alignment	KPI	FY 2020	FY 2021	FY 2022	FY 2023/24	2023/24 commentary	2024/25 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 11.6% reduction.	In 2024/25, we aim to achieve a further 5% 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.					In 2023/24, we achieved an 85 SAP rating (the industry average is 84).	We are on track to improve our SAP scores across our portfolio each year, given we pivoted away from installing fossil fuel gas-boilers in our homes in 2021.
Sustainable Cities and Communities Industry, Innovation and Infrastructure	Carry out post occupancy evaluations (POE).	N/A				We have commenced further POEs during the 2023/24 period, now totalling 19.	In 2024/25, we will continue these POE evaluations.
Sustainable Cities and Communities Industry, Innovation and Infrastructure	Percentage of units calculating Pre-Manufactured Value (PMV).	N/A				Continued to adopt Governments Modern Methods of Construction (MMC) and calculate the % PMV.	Continue to adopt Modern Methods of Construction and calculate PMV. Target 60% PMV in 2025.
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.	In 2024/25, we will target 105lpppd achieved through fittings approach, 100lpppd in water stressed areas and 90lpppd in seriously water stressed areas to enable sustainable growth.
TAKING CARE OF OUR NATURAL RESOURCES							
Life on Land	Design project portfolio with a Biodiversity Gain (BG) of 20%, with a 30-year plan in place.	N/A				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% BNG. In 2023, we achieved 22.3%.	We aim to achieve 22.5% BG in 2024/25.
Clean Water and Sanitation	% Developments that feature SUDs (including ponds/swales) & underground attenuation.	N/A				39% 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 2023. 27% of total projects in 2023/24 were located in Greater London.	For live and completed projects in 2024/25, 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: S106 £7,988,530.78. CIL £12,452,652.18	Continue to record S106 and CIL payments.
Affordable and Clean Energy	Record the number of developments with electric car charging points.	N/A				42% (24%: 2022) of live and completed projects recorded electric car charging points on the developments.	In 2024/25, 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		Sustainable procurement policy published in 2023 and revised in 2024.	Review the sustainable procurement policy in 2025.
Responsible Consumption and Production	Divert at least 95% of non-hazardous construction waste from landfill.					Achieved 98% (97%: 2022) of construction waste diverted from landfill in 2023/24.	By 2025, we aim to divert 100% of construction waste from landfill and 89% of construction, demolition and excavation waste from landfill.
Responsible Consumption and Production	Benchmark residential embodied and WLC.	N/A	N/A			During 2023/24, we started to monitor carbon emissions for the A1-A5 and B-C life cycle stages compared to the GLA benchmarks.	In 2024/25, 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	FY2023/24	2023/24 commentary	2024/25 targets
Sustainable Cities and Communities	Achieve 5-star scoring on NHBC/HBF customer survey.					We have retained our 5-star status for the seventh consecutive year (95%).	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 24,662 in 2023/24. We currently have 40 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 467 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 2023/24, we delivered 14,366 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 2023/24, we achieved 58% compared with a target of 54% Constructionline Gold.	In 2023, we aim to maintain our Constructionline Gold membership.
Decent Work and Economic Growth	Engage with social enterprises on projects in the supply chain.	N/A	N/A			We do not currently record the engagement of social enterprises in the supply chain.	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 2023/24, we spent £70,980,165 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				21% of our local labour is sourced from within 10 miles. We are unable to calculate the percentage of local labour within 40 miles as we have moved away from MSite.	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 and supply chain volunteered 3,756 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 2023/24, we donated £445,687.67.	Continue to donate at least £75,000 to charities annually.

SOCIAL CONTINUED

Sustainable Development Goal (SDG) Alignment	2023 KPI	FY 2020	FY 2021	FY 2022	FY2023/24	2023/24 commentary	2024/25 targets
Reduced Inequalities No Poverty	Develop an employability programme for Foundation 200.	N/A	N/A			We have piloted a programme during 2023/24 and are currently working with 2 candidates that are actively looking for work. We are currently recruiting for a second cohort.	Forge partners and implement employability programme for Foundation 200.
Reduced Inequalities Decent Work and Economic Growth	Record the number of hours of Equality, Diversity & Inclusion (ED&I) hours delivered.	N/A				We delivered 316 hours of ED&I training.	Continue to deliver ED&I training to all staff.
Decent Work and Economic Growth	Attain Real Living Wage accreditation in 2024.	N/A	N/A	N/A		Real Living Wage not yet achieved.	Prepare to become a Real Living Wage accredited employer in 2025.
Sustainable Cities and Communities	Record the increase in Social Value Added (SVA) achieved.	N/A				In 2023/24, we recorded a total social value figure of £528,285,953, an increase of £169,483,297 compared to 2022.	Target 25% SVA each year to 2025.
Reduced Inequalities	Continuation of foundation 200 and SoloHaus 200 M4(2)					Having launched Foundation 200 in December 2019 to mark our 20th anniversary, we have now completed or allocated a total of 143 of the 200 homes we pledged to deliver.	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. 201 SoloHaus (including Foundation 200) homes delivered to date (169/2022/23).
Reduced Inequalities	Record generated social value return on investment from Women in Construction (WiC).					WiC project has generated £251,591 social return on investment.	WiC ceased trading as of 15.08.2024. This objective will be removed on revision.

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GOVERNANCE							
Sustainable Development Goal (SDG) Alignment	2023 KPI	FY 2020	FY 2021	FY 2022	FY 2023/24	2023/24 commentary	2024/25 targets
Sustainable Cites and Communities	Maintain a Sustainability / ESG policy.	N/A	N/A			Sustainability policy revised and published, as well as our Biodiversity Net Gain, Waste and Resource Management and Water policies.	Review the sustainability policy in 2024/25.
Quality Education	Undertake role specific ESG training needs analysis for the Group.	N/A	N/A			Training matrix complete and ESG training rolled out to all Staff.	Review current training plan for staff and devise a training plan for the supply chain through Supply Chain Sustainability School.
Peace, Justice and Strong Institutions Decent Work and Economic Growth	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. TNFD (Task Force on Nature Related Financial Disclosures) to also be complete in 2025.
Peace, Justice and Strong Institutions	Undertake external assurance on ESG performance data.	N/A				Independent assurance of ESG performance completed	Ensure 2024/25 external assurance on ESG performance.
Climate Action Decent Work and Economic Growth	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.
Good Health and Well-being	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 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 2023/24, we maintained our fifth-place ranking and gained a silver award. our score increased by 16%.	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	N/A	We have not started working to ISO26000 as of yet.	Work to ISO26000 standards.