

2024 WINNER



Biodiversity Net Gain

Creating thriving, resilient places where nature and communities coexist



Biodiversity Net Gain

This outlines our approach to delivering Biodiversity Net Gain (BNG) across our developments, aligned with emerging legislation and best practice in nature recovery. As we transition toward a future where BNG becomes mandatory, our commitment goes beyond compliance—we aim to create thriving, resilient places where nature and communities coexist.

Informed by the Future Homes Hub Nature Recovery Strategy and using the Defra Biodiversity Metric 4.0, we are embedding BNG at every stage of the development lifecycle—from land acquisition and design through to construction and long-term stewardship.



% of developments with planning approval in the past year where planning achieved a BNG of either 15% or 20%: **64%**

BNG for approved planning submissions for developments with planning approved in past year: **19%**

1. OUR VISION FOR NATURE RECOVERY

We envision a future where biodiversity is embedded in the fabric of every Hill community—where habitats flourish alongside homes, green infrastructure supports wildlife and wellbeing, and local ecosystems are enhanced, not harmed, by development.

By integrating Biodiversity Net Gain into every stage of our business, we will:

- Deliver a minimum 10% biodiversity net gain on all applicable sites—and target 20% wherever feasible.
- Create nature-positive, climate-resilient places that support both people and wildlife.
- Champion long-term stewardship to ensure habitats and ecosystems thrive for generations.



2. EMBEDDING BNG ACROSS THE DEVELOPMENT LIFECYCLE

Land Acquisition

- We assess all land opportunities through an environmental lens, identifying risks and opportunities early.
- Sites with potential for ecological restoration are prioritised, with BNG factored into our due diligence, masterplanning, and land value appraisals.

Design and Planning

- From the outset, we apply the mitigation hierarchy: avoid, minimise, restore, and only as a last resort, offset.
- All sites are assessed using the Defra Biodiversity Metric 4.0 to establish baselines and identify opportunities for meaningful habitat creation.
- We integrate multifunctional green infrastructure—hedgerows, ponds, wildflower corridors, and native planting—that supports pollinators, birds, bats, and community wellbeing.
- In line with the Future Homes Hub Nature Recovery Strategy, we prioritise designs that enhance nature, reduce fragmentation, and contribute to local ecological networks.

Construction and Delivery

- We implement clear Construction Environmental Management Plans to protect habitats during build-out.
- Our site teams receive biodiversity training, and contractors are held accountable for safeguarding ecological features.
- Early-phase habitat creation is encouraged to allow time for establishment before occupation.

Long-Term Stewardship

- We are committed to managing all BNG assets for at least 30 years, with robust monitoring in place.
- Where appropriate, we work with local authorities, wildlife trusts, or private stewardship bodies to secure the future of habitats on and off site.
- We aim to go beyond transactional offsetting—investing in local, connected nature recovery solutions wherever possible.



3. GOVERNANCE AND ACCOUNTABILITY

- Biodiversity outcomes are tracked as part of our broader ESG data framework, with performance reported annually.
- We maintain transparent relationships with planning authorities and stakeholders, sharing habitat plans and monitoring reports as required.



4. LOOKING AHEAD: INNOVATION AND PARTNERSHIPS

We're exploring innovative ways to enhance how we deliver and monitor biodiversity:

- Using GIS mapping and drone data to monitor habitat performance.
- Engaging residents through wildlife-friendly gardening and community stewardship programmes.

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