



Set against a backdrop of economic stagnation, political uncertainty, and cautious investment, 2024 presented continued challenges for the housing and construction sectors.

High living costs, labour shortages, and planning delays persisted throughout the year. However, the arrival of a new government brought renewed optimism, with a clear mission to deliver 1.5 million new homes and a broader commitment to business and planning reform. At the same time, debates around the pace and ambition of the UK's net zero transition created a more contested policy landscape, requiring consistent industry advocacy and clarity of purpose.

This third just transition statement reflects how we are continuing to embed sustainability across our operations during this period of uncertainty and change. In collaboration with our clients, partners, and supply chain, we are maintaining our focus on delivering long-term value through balanced economic, environmental, and social outcomes. This is guided by our sustainability-related policies, 2030 Roadmap **Reports & Policies: Hill's Corporate Guidelines** | Hill, and commitment to the three ESG pillars: Environmental, Social and Governance.

Each pillar is supported by defined objectives aimed at reducing environmental impacts, increasing social value, and strengthening governance. While many of these targets are set within our current business plan to 2025, we are now evolving our commitments through regular double materiality reviews to shape a clearer path to 2030.

Transparency remains central to our approach. Our progress underpins our advocacy efforts and our role in shaping the sector's future—particularly through our active contributions to the Future Homes Hub (FHH), the Home Builders Federation (HBF), and wider policy engagement.

FINANCIAL PERFORMANCE

- £1,151.9m turnover
- £90.5m pre-tax profit
- 2,811 new homes delivered (2,347 affordable homes)
- £112.8m Land investment commitments
- £104.2m of tax generated through Corporation Tax, RPDT, NI & PAYE, VAT, SDLT & CIS
- £2.8m Community Infrastructure Levy contributions
- £4.4m Section 106 contributions
- £865.2m value of spend with suppliers & sub-contractors

ENVIRONMENTAL

- 68% brownfield development
- 19% average Biodiversity Net Gain (BNG) score
- 9% absolute reduction in Scope 1 and 2 greenhouse gas emissions
- 53% of the homes we delivered are 'zero carbon ready', powered by heat pumps and renewable energy, ahead of the Future Homes Standard
- 85 average SAP rating of the homes built
- 241 Passivhaus homes built & 479 dwellings in progress
- 746 kgCO₂e/m² whole life carbon score for Active Homes at Marleigh Park
- 98% of construction waste diverted from landfill
- 38% building circularity score at Douglas Barder Phase 3
- 2000+ modular bathroom & utility cupboards delivered
- 75% pre-manufactured value score at Sawyers Close in Windsor

SOCIAL

- £621.2m social value supply chain spend equating to 55% of turnover
- 234 SoloHaus (including Foundation 200) homes delivered to date
- 5,010 staff volunteering hours
- £293,633 Charitable donations
- 26 Released on temporary licence (ROTL)
- 10,901 earn as you learn weeks
- 493 work placement weeks
- 26,954 of schools' engagement hours
- 786 hours of DEI training
- 869 jobs created through Hill and our supply chain

GOVERNANCE

- 95% customer satisfaction rating
- 3rd place in the NextGeneration sustainable housebuilder benchmark; leading private company in the sector and gold award winner
- 15 of 17 United Nations Sustainable Development Goals are being progressed
- 3rd Task Force on Climate-related Financial Disclosure published

We continued to structure our ESG updates aligned with our **Principal ESG Risks and Uncertainties Register** and our **Key Performance Indicators** (KPIs). These aligned with the UN Sustainable Development Goals by providing a global connection to our strategy and local projects. As we progress through the decade, we will develop more detailed disclosure.

EMPLOYMENT AND MOBILITY

Since our inception in 1999, we have maintained our privately-owned structure. We have significant outreach, employing more than 980 (860:2023) people directly. Our people age, gender and disability balances can be seen in the ESG report. In addition, 9% of these direct employees have caring responsibilities, and 6% were eligible for free school meals. 12% of our staff say one or both of their parents attended university.

More than 25% of our team have progressed through our Future Talent programme, with many now in senior leadership roles—demonstrating our commitment to social mobility and long-term career development.

We also support over 4,200 individuals indirectly across approximately 80 active sites (75 in 2023), with additional teams working on our behalf across the UK and offshore. Our Equality, Diversity & Inclusion (EDI) policy underpins our approach to being a fair, inclusive, and responsible employer and partner.

HUMAN RIGHTS AND SUPPLY CHAIN

We are committed to treating our supply chain partners with fairness and respect, while reducing our environmental impact through sustainable procurement, ISO 14001 and 50001-certified systems, and our **2030 Roadmap**. No environmental prosecutions occurred during the reporting period.

To address the climate emergency, cost-of-living pressures, and biodiversity loss, we continue to collaborate with the Future Homes Hub and the Supply Chain Sustainability School. Together, we promoted awareness and collective action, particularly among SMEs and social enterprises, which make up 84% of our supply chain (83% in 2023).

Our annual Modern Slavery Statement reinforced our commitment to human rights due diligence. By embedding our Social Value (2022–2025) and HSE (2022–2026) strategies, we are delivered broader social value across all sites and offices.

SKILLS

To address the sector's skills gap, we've invested in developing talent across our workforce and supply chain. Around 21% of our local labour lives within 10 miles of our sites, helping attract new entrants to the industry. Through partnerships with the HBF and SCSS, we supported a more inclusive and diverse built environment. Our wider social value commitments reflected this ongoing effort.

INNOVATION

To future-proof the homes we build, we remain committed to innovation, delivering over 500 near carbon-ready homes—including the UK's largest Passivhaus schemes. Our Active Homes and Zero Bills™ projects, such as Hollymead Square, offer valuable insights into sustainable living. In preparation for the Future Homes Standard, 53% of our homes in 2024/25 are zero carbon ready (fossil-fuel free). Our UK-based VML facilities support local jobs and supply low/zero-carbon components, including Foundation200 homes.

CUSTOMERS

We are dedicated to delivering exceptional homes and sustainable communities, as shown by our eighth consecutive year achieving 5-star HBF and NHBC ratings, with over 95% customer satisfaction. We have an industry-leading Trustpilot score of 4.8 out of 5 and a rating of 4 out of 5 on HomeViews which positions Hill as their top-rated developer, based on verified resident reviews, and reflects the consistent high quality of our developments. By collaborating with our customers, supply chain and other stakeholders, we aim to increase the turnover of our business to £2bn by 2030. This responsible growth is helping provide more sustainable homes in reaction to the chronic shortage of new homes as recognised by the government's mission to deliver 1.5m new homes.