INDICATIVE 2020-30 ROADMAP

As a responsible business we are setting out our ambitions for the decade. This strategy informs our vision, and Environment, Social Value and Governance pillars, and fundamentally our aim to be a partner and employer of choice. We will update the roadmap annually unless significant National policy and or regulations are introduced. Forward-looking targets are informed by our Double-Materiality priorities and the Principal ESG Risk and Uncertainties Register.

Environmental **Social** **Governance**

2020

- B-Rated EPC
- Solohaus 200 Pledge

- HBF/NHBC Customer Satisfaction +90%
- Foundation 200 Solohaus 200 (M4(2)

- NextGeneration engagement
- ISO 14001
- ISO 50001

2021

- Average B-rated EPC in homes built
- Volumetric Modular Limited Aquisition
- Shift to (non-fossil) air source heat pumps
- Agar Grove Passivhaus 20kWh/m²/yr. certified v business as usual 120kWh/m²/yr

- HBF/NHBC Customer Satisfaction +90%

- Leading Private NextGeneration

2022

2nd Materiality Review

- Biodiversity net gain (BNG) positive 15%
- BREEAM Very Good
- Building for a Healthy Life (BfHL) trialled
- Circular Economy assessments insights
- Average B-rated EPC in homes built
- CIBSE TM59 application
- Fusion Steel Frame Limited acquisition
- 95% non-hazardous waste diverted from landfill
- Water 105lpppd
- Whole Life CO_2 (WLC) assessments insights
- Replaced site plant diesel fuels with green era fuels
- Active (80%) & Coville (60%) homes improvement over Part L 2013

- 41/45 Considerate Constructor Scheme
- HBF/NHBC Customer Satisfaction +92.5%

- NextGeneration silver Award
- Staff Sustainability Survey (SBT/TCFD)
- 1st Task force on Climate-related financial Disclosure (TCFD) statement

2023

Interim Future Homes Standard

- *BNG 20%, 10% National Standard
- Undertake a value+ strategic review of BfHL
- FHS Design for sustainable living & valuation of new homes group*
- Average B-rated EPC in homes built
- Target 55% PMV
- Undertake POE evaluations
- Create WLC & EPD pattern-books
- Reduce Group GHG scope 1 & 2 by 10%

- 42/45 CCS
- HBF/NHBC Customer Satisfaction +92.5%
- Work to ISO26000 standards across the business

- 2.5% improvement
- SBT & SRS Review
- Staff Sustainability Survey within Double Materiality Review
- 2nd Task force on Climate-related financial Disclosure (TCFD) statement

2024

3rd Materiality Review

- *BNG 19% achieved
- Average B-rated EPC in homes built
- Strategic POE review & adopt design guidance
- 98% construction waste diverted from landfill
- Reduce Group GHG scope 1 & 2 by 5%
- Colville case study shared with FHH

- HBF/NHBC Customer Satisfaction 92.5%

- NextGeneration Gold Award Achieved
- CDP review
- 3rd Task force on Climate-related financial Disclosure (TCFD) statement
- ISO 14001
- ISO 50001

2025

Future Homes Standard

- *BNG 37.2% achieved
- 74% homes built with fossil fuel-free heating sources
- 104lpppd average internal water efficiency in homes built
- Reuse of soils, hardcore, and inert waste onsite where possible
- Average B-rated EPC in homes built
- 99% construction waste diverted from landfill
- Targeted 100lpppd in water stressed areas
- Group Scope 1 & 2 absolute GHG emissions increased by 7.7%
- 96% of C, D & E waste diverted from landfill

Inclusive Opportunities for All

- Achieve 200 apprenticeships across all projects through Hill & Supply Chain
- Engage & Support 40 Candidates from under-represented groups such as care-leavers, veterans, or ex-offenders in structured employability or work placement programmes
- Deliver 6 youth-led initiatives, empowering young people to lead, influence and actively participate in decisions that impact their neighbourhood
- Deliver 2,000 hours of careers advice, guidance for the unemployed

Prosperity for All

- Support 40 local businesses through projects linked mentoring, training or capacity building
- 10,000 hours of school's engagement delivered in schools with a high percentage of free school meals (25%+)
- Create 'Community Changemaker' roles on projects with over 1,000 units ensuring social value initiatives are owned and integrated into the community, supporting longer term legacy
- Undertake the Social Mobility Index and set out a plan to increase ranking by 2030

Community at the Heart

- Deliver 30 Community events across projects
- Support 60 local initiatives through targeted grant funding or in-kind support
- Reduce Social Isolation among residents by engaging 100 residents locally to our projects through digital inclusion sessions, befriending initiatives & intergenerational activities
- 4,000 hours of volunteering in partnerships with local organisations or resident-driven projects to enhance the community

- 44/45 CCS
- HBF/NHBC Customer Satisfaction +92.5%
- Complete Social Mobility index

- NextGeneration Silver Award Achieved
- 4th Task force on Climate-related financial Disclosure (TCFD) statement
- ISO 14001
- ISO 50001

2026

- >80% homes built with fossil fuel-free heating sources target
- Healthy, safe & comfortable homes
- 100% construction waste diverted from landfill target
- Target 10% embodied carbon reduction
- Reduce Group GHG Scope 1 & 2 by 2.5% relative to business growth
- 75-80% less carbon emissions compared to 2013 Part L*

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- Year-on-year NextGeneration Score Improvement
- UK SRS initial review
- 5th Task force on Climate-related financial Disclosure (TCFD) statement
- ISO 14001
- ISO 50001
- Renegotiated Sustainability Linked Loan begins

2027

- Construction waste per 100m²: 1.75t
- Reduce Group GHG Scope 1 & 2 by 2.5% relative to business growth
- 91% of C, D & E waste diverted from landfill

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- Year-on-year NextGeneration Score Improvement
- UK SRS review
- ISO 14001
- ISO 50001

2028

- 93% C, D & E waste diverted from landfill
- Construction waste per 100m²: 1.70t
- -2.5% year on year waste intensity reduction
- Establish take-back schemes with key suppliers
- Target 20% embodied carbon reduction
- Reduce Group GHG Scope 1 & 2 by 2.5% relative to business growth

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- Year-on-year NextGeneration Score Improvement
- ISO 14001
- ISO 50001

2029

- -2.5% year on year waste intensity reduction
- Evaluate embodied waste at design stage via circular design reviews
- Reduce Group GHG Scope 1 & 2 by 2.5% relative to business growth

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- ISO 14001
- ISO 50001

2030

UN SDG 2030

- Net Zero Waste to landfill (C, D & E)
- Average A-rated EPC*
- MMC Adoption 70%
- Water 100lpppd average internal water efficiency
- 90lpppd in water stressed areas
- Target 25% embodied carbon reduction by 2030
- Reduce Group GHG Scope 1 & 2 by 2.5% relative to business growth

- Year-on-year NextGeneration Score Improvement
- ISO 14001
- ISO 50001

*New schemes submitted for planning