ESG OBJECTIVES

Achieved | Partially achieved | Not achieved N/A no objective set

ENVIRONMENTAL

Sustainable Development Goal (SDG) Alignment	KPI	FY 2022	FY 2023/24	FY 2024/25	FY 2025/26	2024/25 commentary	2025/26 commentary	2026/27 targets
Climate Action	Reduce Group Scope 1 and 2 emissions by 5%.					We met the 5% scopes 1 and 2 target, achieving 9% reduction.	In 2025/26, we unfortunately increased Scope 1 & 2 GHG emissions by 7.7% due to business growth.	In 2026/27, we aim to achieve 2.5% reduction relative to business growth in Scope 1 and 2 GHG emissions.
Climate Action **Affordable and Clean Energy**	Continue to maintain an average EPC B rating and achieve EPC rating of A by 2027.					In 2024/25, we achieved an average 85 SAP rating (the industry average is 84) & B rated EPCs.	In 2025/26, we achieved an average SAP rating of 85 and B rated EPC's.	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.
Affordable and Clean Energy **Climate Action**	Install fossil fuel-free heating systems in homes.					53% of homes completed in 2024/25 were installed with fossil-fuel free heating sources	74% of homes completed in 2025/26 were installed with fossil fuel-free heating sources.	In 2026/27, we aim to complete more than 80% of homes with fossil fuel-free heating sources.
Sustainable Cities and Communities **Industry, Innovation and Infrastructure**	Carry out post occupancy evaluations (POE).					We have commenced further POEs during the 2024/25 period, now totalling more than 10.	In 2025/26 continued these POE evaluations.	In 2026/27, we will continue these POE evaluations, both independently and with clients.
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 105 lppd.	In 2025/26, we achieved an average 104 lpppd in our completed homes.	In 2026/27, we will continue to target 105 lpppd achieved through fittings approach, 100 lpppd in water stressed areas and 90 lpppd in seriously water stressed areas to enable sustainable growth.
Life on Land	Design project portfolio with a Biodiversity Net Gain (BNG) of at least 10%, with a 30-year plan in place.					We did not achieve the BNG target of 22.5% in 2024/25. We achieved 19%.	We achieved an average 37.2% BNG across developments granted planning permission in 2025/26. This exceeded our Sustainability Linked Loan target of 25%.	BNG is no longer included in our Sustainability Linked Loan, we will aim to exceed the regulatory 10% BNG target.
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 £4.4m. CIL £2.8m	We recorded £8.8m S106 and CIL payments.	We will continue to record S106 and CIL payments.
Responsible Consumption and Production	Sustainable procurement policy.	N/A				Sustainable procurement policy published in 2023 and revised annually.	The sustainable procurement policy was reviewed and published in 2025/26.	Review the sustainable procurement policy in 2026/27.
Responsible Consumption and Production	Divert at least 95% of non-hazardous construction waste from landfill.					Achieved 98% (98%: 2023/24) of construction waste diverted from landfill in 2024/2025.	Achieved 99% of construction waste diverted from landfill in 2025/2026.	In 2026/27, we aim to divert 100% of Construction waste from landfill.
Responsible Consumption and Production	Benchmark residential embodied and WLC.					During 2023-24/25, we monitored carbon emissions for the A1-A5 and B-C life cycle stages compared to the GLA benchmarks.	In 2025/26, we further developed knowledge into Residential and EPD Pattern Books to achieve 2025-2030 transition strategies as set out in the New Homes Sector Net Zero Transition Plan.	In 2026/27, we will continue to update our internal residential embodied and WLC benchmark report for continuous improvement.

ESG OBJECTIVES

Achieved | Partially achieved | Not achieved N/A no objective set

SOCIAL (PAGE 1 OF 2)

Sustainable Development Goal (SDG) Alignment	KPI	FY 2022	FY 2023/24	FY 2024/25	FY 2025/26	2024/25 commentary	2025/26 commentary	2026/27 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.	●	●	●		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.	●	●	●	●	We currently measure school engagement hours on Impact Reporting, achieving 24,657 in 2025/26 26,954 in 2024/25.	Continue to record and aim to increase the number of school engagement hours on Impact Reporting, however this will now be tracked under our 2030 ambitions KPI with a focus on schools with high % free school meals	
Decent Work and Economic Growth **Reduced Inequalities**	2030 roadmap target. Sitting under pillar: Inclusive Opportunities for All: Engage and Support 200 candidates from underrepresented groups such as care leavers, veterans or ex-offenders instructured employability or work placement programmes.	●	●	●	●	We record Real Living Wage, National Living Wage, and unpaid work placement weeks on Impact Reporting. We delivered a total of 640,493 work placement weeks in 2025/26.	Continue to record and aim to increase the number of school engagement hours.	
Decent Work and Economic Growth **Reduced Inequalities** **Quality Education**	Record the number of earn as you learn (EAYL) programmes delivered.	●	●	●	●	In 2025/26, we delivered 20,325 110,901 weeks of EAYL programmes.	Continue to record aim to improve EAYL programmes.	
	Deliver youth led initiatives, empowering young people to lead, influence and actively participate in decisions that impact their neighbourhood.				●	We will report on this from 2025/26 in our next ESG report.	In 2025/26 we delivered 3 initiatives that were youth led. This will continue to be delivered to 2030 to increase engagement opportunities.	
Decent Work and Economic Growth	Engage with social enterprises on projects in the supply chain.	●	●	●	●	We continue to engage with social enterprises in the supply chain, providing 92 hours advice to charities and social enterprises.	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.	●	●	●	●	In 2025/26, we spent £692m, MSME sized subcontractors and suppliers.	Continue to record MSME spend in Hill supply chain.	
Decent Work and Economic Growth **Sustainable Cities and Communities**	Record the number of mentoring hours and staff hours volunteered.	●	●	●	●	Our staff and supply chain volunteered 3,910 hours to community organisations and VCSEs (voluntary, charities & social enterprise organisations).	Continue to support businesses, VCSEs, and community organisations through business support and volunteering. Within our 2030 roadmap this is divided into two targets: - Under the Prosperity for All pillar we are aiming to support 200 local business through projects linked mentoring, training or capacity building - Under Community at Heart, our goal is to achieve 20,000 hours of volunteering in partnership with local organisations or resident-driven projects to enhance the community	

ESG OBJECTIVES

Achieved | Partially achieved | Not achieved N/A no objective set

SOCIAL (PAGE 2 OF 2)

Sustainable Development Goal (SDG) Alignment	KPI	FY 2022	FY 2023/24	FY 2024/25	FY 2025/26	2024/25 commentary	2025/26 commentary	2026/27 targets
Quality Education **Reduced Inequalities**	By 2030, achieve 50,000 hours of school engagement delivered in schools with a high percentage of free school meals (25% and over)					We will report on this from 2025/26 in our next ESG report.	We delivered 17,439 hours of schools engagement to schools with high % of FSM's in 2025/26, ahead of target.	
Decent Work and Economic Growth	Deliver careers advice and guidance for the unemployed					We will report on this from 2025/26 in our next ESG report.	We achieved 1933 hours of CIAG in 2025/26	
Decent Work and Economic Growth **Sustainable Cities and Communities**	Create 'Community Changemaker' roles on projects over 1000 units ensuring social value initiatives are owned and integrated into the community, supporting longer-term legacy					We will report on this from 2025/26 in our next ESG report.	We haven't had any scheme's that have meet this criteria in 2025/26.	
No Poverty **Reduced Inequalities**	Undertake the Social Mobility Index & set out clear plan to increase ranking by 2030					We entered the Social Mobility Index in 2025 scoring in the top 75 employers at 52nd place.	This ranking will inform an action plan to progress our approach to social mobility.	
Sustainable Cities and Communities	Deliver 150 community events across projects					We will report on this from 2025/26 in our next ESG report.	We achieved our target of 30 Community Events in 2025/26.	
Sustainable Cities and Communities	Support 300 local initiatives through targeted grant funding or in-kind support					We will report on this from 2025/26 in our next ESG report.	We exceeded our target in 2025/26 achieving 183 local initiatives through grant funding & in-kind support.	
Good Health and Well-Being	Reduce social isolation among residents by engaging 500 residents locally to our projects through digital inclusion sessions, befriending initiatives & intergenerational activities					We will report on this from 2025/26 in our next ESG report.	We exceeded our target and engaged 120 residents locally to Hill projects in activities to reduce social isolation.	
Reduced Inequalities **No Poverty**	Develop an employability programme for Foundation 200.[SR1.1][AB1.2]					The employability programme is ongoing.	Continue to implement pilot 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.[AB2.1]					We delivered 662,786 hours of ED&I training.	Continue to deliver ED&I training to all staff with mandatory half day training being delivered to all Hill staff in 2026.	
Decent Work and Economic Growth	Attain Real Living Wage accreditation in 2024/25.	N/A				Real Living Wage not yet achieved.	Prepare to become a Real Living Wage accredited employer by 2030.	
Sustainable Cities and Communities	Record the increase in Social Value Added (SVA) achieved.					In 2025/26, we recorded a total social value figure of £718m, an increase of £85.6m compared to 2024/25.	Target 25% SVA each year to 2025	
Reduced Inequalities	Continuation of foundation 200 and SoloHaus 200 M4(2).					234 SoloHaus (including Foundation 200) homes delivered to date.	Aim to complete the Foundation 200 project.	

ESG OBJECTIVES

Achieved | Partially achieved | Not achieved N/A no objective set

GOVERNANCE

Sustainable Development Goal (SDG) Alignment	KPI	FY 2022	FY 2023/24	FY 2024/25	FY 2025/26	2023/24 commentary	2024/25 commentary	2026/27 targets
Sustainable Cites and Communities	Maintain a Sustainability/ESG policy.	Partially achieved	Achieved	Achieved	Achieved	Sustainability policy revised annually, as well as our Biodiversity Net Gain, Waste and Resource Management and Water policies.	We reviewed the sustainability policy and other ESG policies in 2025/26.	Continue to review and publish policies in 2026/27.
Quality Education	Undertake role specific ESG training needs analysis for the Group.	Achieved	Achieved	Achieved	Achieved	Training matrix complete and ESG training rolled out to all Staff.	Mandatory ESG training provided by the Sup-ply Chain Sustainability School (SCSS) was reviewed and refreshed for staff in 2025/26.	Devise a comprehensive training pathway 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.	Achieved	Achieved	Achieved	Achieved	Third TCFD report (summary report), and Principal Risks and Opportunities Register published.	A TCFD report and Risk Register was published for 2025/26.	Continue to disclosure an annual TCFD report and Risk Register.
Climate Action **Decent Work and Economic Growth**	Publish a just transition statement.	N/A	Achieved	Achieved	Achieved	Just transition statement published.	Published our fourth just transition statement.	Published our next just transition statement.
Responsible Consumption and production **Industry, Innovation and Infrastructure**	Maintain Quality Management Systems (QMS) certified to ISO9001:2015 standard.	Achieved	Achieved	Achieved	Achieved	QMS certified to ISO9001:2015 standard maintained.	Maintained QMS certified to ISO9001:2015 standard.	Maintain QMS certified to ISO9001:2015 standard.
Climate Action	Maintain Environmental Management Systems (EMS) certified to ISO14001:2015 standard.	Achieved	Achieved	Achieved	Achieved	EMS certified to ISO14001:2015 standard maintained.	Maintained EMS certified to ISO14001:2015 standard.	Maintain EMS certified to ISO14001:2015 standard.
Good Health and Well-being	Maintain Occupational Health & Safety systems (OH&SS) certified to ISO45001:2018 standard.	Achieved	Achieved	Achieved	Achieved	OH&SS certified to ISO45001:2018 standard maintained.	Maintained OH&SS certified to ISO45001:2018 standard.	Maintain OH&SS certified to ISO45001:2018 standard.
Affordable and Clean Energy	Maintain the Energy Management Systems (EMS) certified to ISO50001:2018 standard.	Achieved	Achieved	Achieved	Achieved	EMS certified to ISO50001:2018 standard maintained.	Maintained the EMS certified to ISO50001:2018 standard.	Maintain the EMS certified to ISO50001:2018 standard.
Sustainable Cites and Communities	Maintain an annual NextGeneration Sustainability Benchmark score improvement.	Achieved	Achieved	Achieved	Not achieved N/A no objective set	In 2024/25, we were ranked third place and gained our first gold award, our score increased by 7%.	We achieved a Silver award in 2025/26 as our overall score decreased from previous year.	We will aim to achieve an improvement to our NextGeneration Sustainability Benchmark score from previous year.