2025 WINNER

NEXT GENERATION SILVER 2025



Nature and Resources Roadmap

Creating thriving, resilient places where nature and communities coexist

Hill
The Hill Group

Net Zero Waste to Landfill

This outlines our strategic roadmap for achieving Net Zero Waste to Landfill by 2030 across all construction, demolition, and excavation (C, D & E) activities. Building on strong performance – diverting 99% of construction waste and 96% of C, D & E waste in FY2025/26 – we present phased milestones and clear metrics to guide operational improvements, circularity integration, and industry leadership.

With a foundation of certified environmental systems, SMARTWaste automation, and modern construction techniques, this plan supports our ESG strategy and aligns with sector-wide decarbonisation goals.

2022

97% construction waste diverted

2023

15-month FY – Implemented SMARTWaste automation

2024

96% C, D & E diversion; 98% construction diversion

2025

99% construction waste diverted

2026-2029

-2.5% year on year C, D & E waste intensity reduction

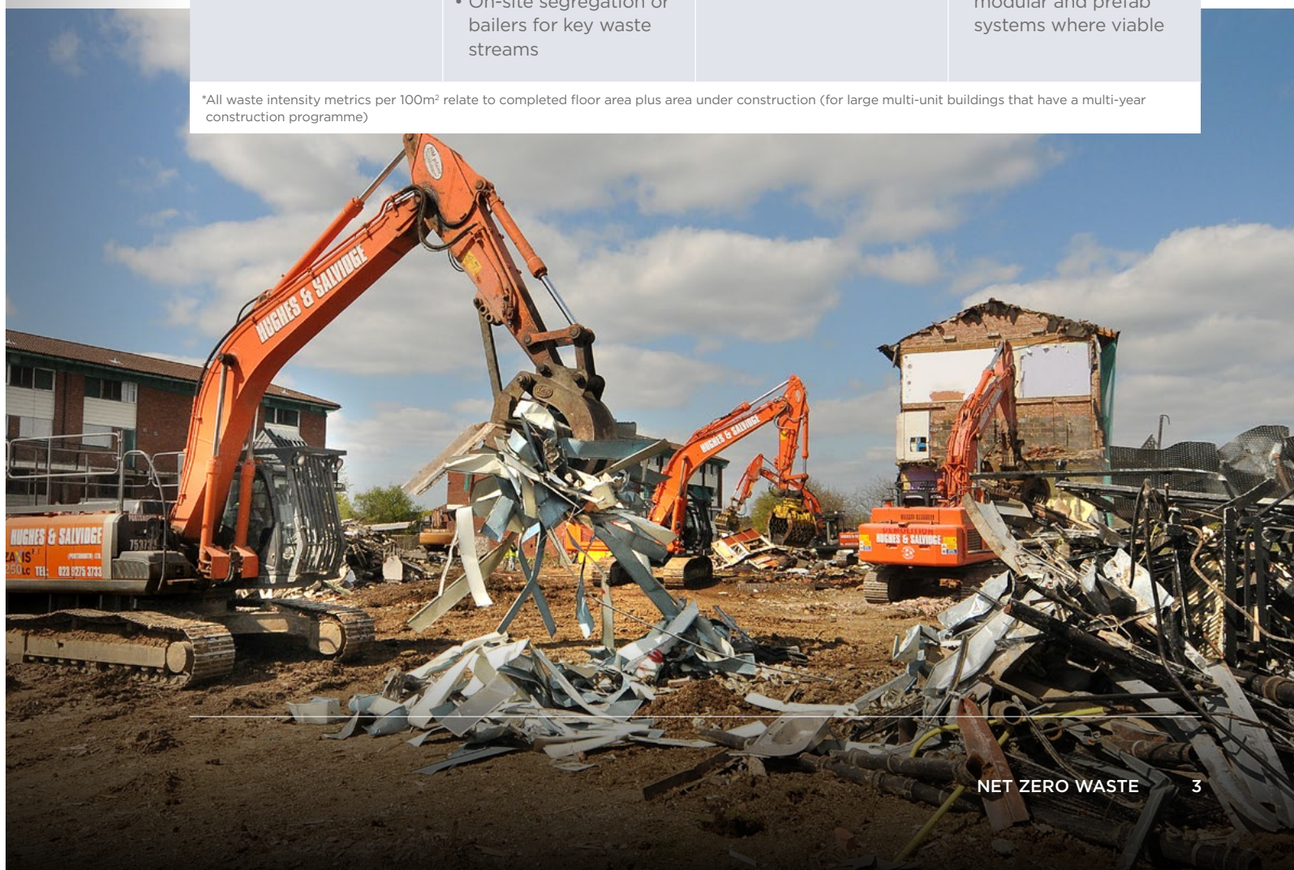
2030

Net Zero Waste to Landfill (100% diversion C, D & E)

ROADMAP

Targets & Metrics			
Phase 1: Foundation & Baseline (2024)	**Phase 2: Operational Efficiency (2025–2026)**	**Phase 3: Circular Integration (2027–2028)**	**Phase 4: Net Zero Waste Delivery (2029–2030)**
Targets & Metrics:	**Targets & Metrics:**	**Targets & Metrics:**	**Targets & Metrics:**
• Establish a clear baseline for waste generation (T/100m²) • Implement data integration via SMARTWaste across all sites • Set targets: 98% construction waste diversion, 85% C, D & E diversion	• Reach 100% non-hazardous construction waste diversion by end of 2025 • C, D & E waste diversion: 87% (2025), 89% (2026) • Reduce normalised waste by -2.5% annually • Construction waste per 100m²: 1.85t (2026)	• C, D & E diversion targets: 91% (2027), 93% (2028) • Circularity score improvement: 40–50% • MMC Expanded to 65% of build footprint • Construction waste per 100m² :1.75t (2027), 1.70t (2028)	• Achieve 100% landfill diversion (C, D & E waste) • -2.5% year on year C, D & E waste intensity reduction • Circularity score: 60%+ • MMC adoption: 70% • Construction waste per 100m² : ≤1.5 t/100m²
Actions:	**Actions:**	**Actions:**	**Actions:**
• Roll out ESG & circularity training • Begin phased MMC adoption (prefab, modular components) • Automate digital waste reporting systems with waste partners	• Expand MMC to **50%+** of housing output • Reuse of soils, hardcore, and inert waste onsite where possible • Start pilot for material passports and circularity assessment • Lean construction protocols (e.g. just-in-time delivery, packaging reduction) • On-site segregation or bailers for key waste streams	• Establish take-back schemes with key suppliers (e.g., bricks, tiles, plasterboard) • Standardise digital twins and BIM integration for waste prediction • Evaluate embodied waste at design stage via circular design reviews	• Full integration of digital material passports and pre-demolition audits • Onsite reuse infrastructure (mobile crushers, soil wash plants) • Zero-waste procurement standards for all new contracts • Full adoption of modular and prefab systems where viable

*All waste intensity metrics per 100m² relate to completed floor area plus area under construction (for large multi-unit buildings that have a multi-year construction programme)



CIRCULAR WASTE HIERARCHY

MOST EFFECTIVE

LEAST EFFECTIVE

PREVENTION	Lean design, MMC and procurement
REUSE	On-site reuse of soil, aggregates, and inert waste
RECYCLE	Segregated materials
RECOVERY	Non-reusable waste sent for energy or secondary materials
LANDFILL	Only for hazardous or contaminated material (target: 0%)

ESG & CIRCULARITY TRAINING

- ESG-aligned onboarding & continuous education
- Circularity Toolbox Talks
- Waste-focused poster campaigns & alerts
- Director-led Site Audits to reinforce KPIs



Current Performance	KPI	CY 2022	FY 2023	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030
Construction waste	% diversion from landfill	90% achieved	98% achieved	98% achieved	99% achieved	100% target	100% target	100% target	100% target	100% target
	Construction waste per 100m²	5.20 tonnes	2.72 tonnes	2.30 tonnes	1.90 tonnes	-2.5% target	-2.5% target	-2.5% target	-2.5% target	-2.5% target
Construction, excavation, and demolition (C, D & E) waste	% diversion from landfill		85% achieved	96% achieved	96% achieved	91% target	93% target	95% target	97% target	100% target

All waste intensity metrics per 100m² relate to completed floor area plus area under construction (for large multi-unit buildings that have multi-year construction programme).

Water Roadmap

This outlines our long-term strategy for improving water efficiency across our developments and operations, in alignment with our broader ESG commitments and the Future Homes Hub Sector Transition Plan to 2050.

With a 2022 baseline and a target year of 2035, the roadmap sets out clear, phased actions to reduce water use intensity on construction sites and offices, and in the homes we deliver, by 2035. We are in a transition period to transfer to only metered-mains water sources by 2030.

Our approach focuses on reducing per capita consumption through innovative design, efficient fittings, smart metering, and water reuse systems – particularly in water-stressed areas. We aim to achieve water positivity by integrating digital tools, promoting behaviour change, and collaborating with regulators, utilities, and academic institutions.

Scope:
Sites and offices

Baseline year:
2022

Target year:
2035

Reduction target:
14.3% reduction and 23.8% reduction in water stressed areas

WATER USE INTENSITY OF SITES FOR FOUR REPORTING PERIODS (m^3/100m^2):

2022	2023	2024	2025
5.16	6.91	6.02	4.43

All water intensity metrics per 100m^2 relate to completed floor area plus area under construction (for large multi-unit buildings that have multi-year construction programme).
Overall site-water consumption includes water from non-mains metered sources.
82.5% of sites reporting data on metered mains water consumption across the sites

Average lpppd of homes completed in the past year (2025):
104 lpppd

We are focused on improving water efficiency in new homes to ensure sustainable water use and meeting future housing needs. The key elements of the roadmap include setting standards for water consumption, promoting water efficient fittings, reusing, and recycling water, and achieving water positivity. We note the importance of early certainty about water efficiency standards to allow the supply chain to adapt and prepare, and the need to consider network planning, water safety, and decarbonisation efforts when developing the roadmap.



Baseline 2022	2025	2030	2035
105 lpppd	**104 lpppd** Achieved through a fittings approach **100 lpppd** Target in water stressed areas **90 lpppd** Target in seriously water stressed areas to enable sustainable growth	**100 lpppd** Achieved through fittings approach and innovation **90 lpppd** Target in water stressed areas To be determined in seriously water stressed areas to enable sustainable growth	**90 lpppd** Achieved through fittings approach and further innovation **80 lpppd** Target in water stressed areas To be determined in seriously water stressed areas to enable sustainable growth



HILL GROUP UK: WATER REDUCTION STRATEGY ROADMAP

This roadmap outlines our Water Reduction Strategy in alignment with our ESG roadmap and the Future Homes Hub (FHH) Sector Transition Plan to 2050. It incorporates phased actions across homes and construction sites, responding to the sector's expectations for efficient water use, enhanced data transparency, and long-term resilience in housing development.

Timeframe	Hill Group Water Strategy Action	Aligned Theme (FHH)
2026–2030	Ensure all homes meet or exceed 105L/person/day target under Future Homes Standard.	Regulatory Compliance & Net Zero Housing
	Implement greywater reuse and rainwater harvesting pilots across strategic developments.	Innovative Water Systems & Circular Resource Use
	Launch resident awareness campaigns and apps to encourage behavioural water savings.	Customer Engagement & In-Use Performance
	Enhance leak detection and automated alerts on construction sites.	Efficient Construction Site Operations
2031–2040	Standardise water reuse systems in homes where viable; scale landscaping with minimal irrigation.	Water Efficiency by Design & Nature-Based Integration
	Introduce smart metering and sub-metering pilots for home and site-level water tracking.	Digital Tools & Performance Metrics
	Adopt digital twin and AI tools for proactive water use forecasting and performance monitoring.	Advanced Digital Solutions
	14.3% reduction and 23.8% reduction in water stressed areas.	Efficient Construction Site Operations
	Collaborate with water companies and regulators on water-neutral development planning.	Stakeholder Partnerships & Policy Alignment
2041–2050	Offset unavoidable water impacts through verified watershed restoration or local conservation schemes.	Net Positive Water & Long-Term Resilience
	Achieve third-party verification for water-efficient homes and developments.	Performance Certification & Sector Leadership
	Maintain long-term water performance through POE, resident support, and adaptive maintenance.	Post-Occupancy Stewardship & Legacy Outcomes



Potential changes to come

- Higher performance requirements for fittings to meet water reduction aims
- New regulatory framework for dual-supply pipework for reuse and recycling.
- Guidance and framework to enable sustainable growth where there is a demand-supply imbalance

Challenges

- Ensuring change works for customers
- Creating a single national framework of standards and defining the shared responsibilities between water companies and developers

We continue to engage with DEFRA, and utility companies including Affinity Water (Cambridge) and Anglia Water, and the Tyndall Centre for Climate Change Research, University of Manchester. Each stakeholder is engaging with business to innovatively reduce water usage in residential developments and to test how strategic blue infrastructure i.e. SuDs, informs an integrated approach to green and grey infrastructure solutions, and high-quality public realm placemaking and peacekeeping solutions.

This consultative approach also helps these organisations, better understand how high-quality water offsetting will play an important part in bridging the gap to water neutrality, for new development, for standards above Approved Document Building Regulation Part G. Additionally, we are engaging with the GLA, with regard to how SuDs identified as one of the tools by the London Climate Resilience Review, is a force good for new build. And how these benefits can be retrospectively employed in existing communities. Given the London floods of 2021, this is an imperative – such learnings will be helpful in developing solutions in similar metropolitan areas – to mitigate climate change, develop community resilience and inform long-term adaptation strategies!

Each of these collaborations and real project delivery experience, and the design of Hill's new schemes to standards above Part G, is helping us develop our ESG Roadmap and provide demonstrably evidence of creating sustainable places and homes.

Biodiversity Net Gain

This roadmap sets out our approach to delivering Biodiversity Net Gain (BNG) across our developments, aligned with emerging legislation and best practice in nature recovery. As 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 across the development lifecycle – from land acquisition and design through to construction and long-term stewardship.

2024

19% BNG

Biodiversity net gain becomes mandatory

Homes for Nature initiative launched

2025

37% BNG

Average BNG for developments with planning approved in the past year

34% HABITAT-ONLY BNG

Average habitat-only BNG for developments with planning approved in the past year

2027

BNG implemented and achieving 10% gains

Homes for Nature measures installed

2029

Homes for Nature measures installed

BNG policy review

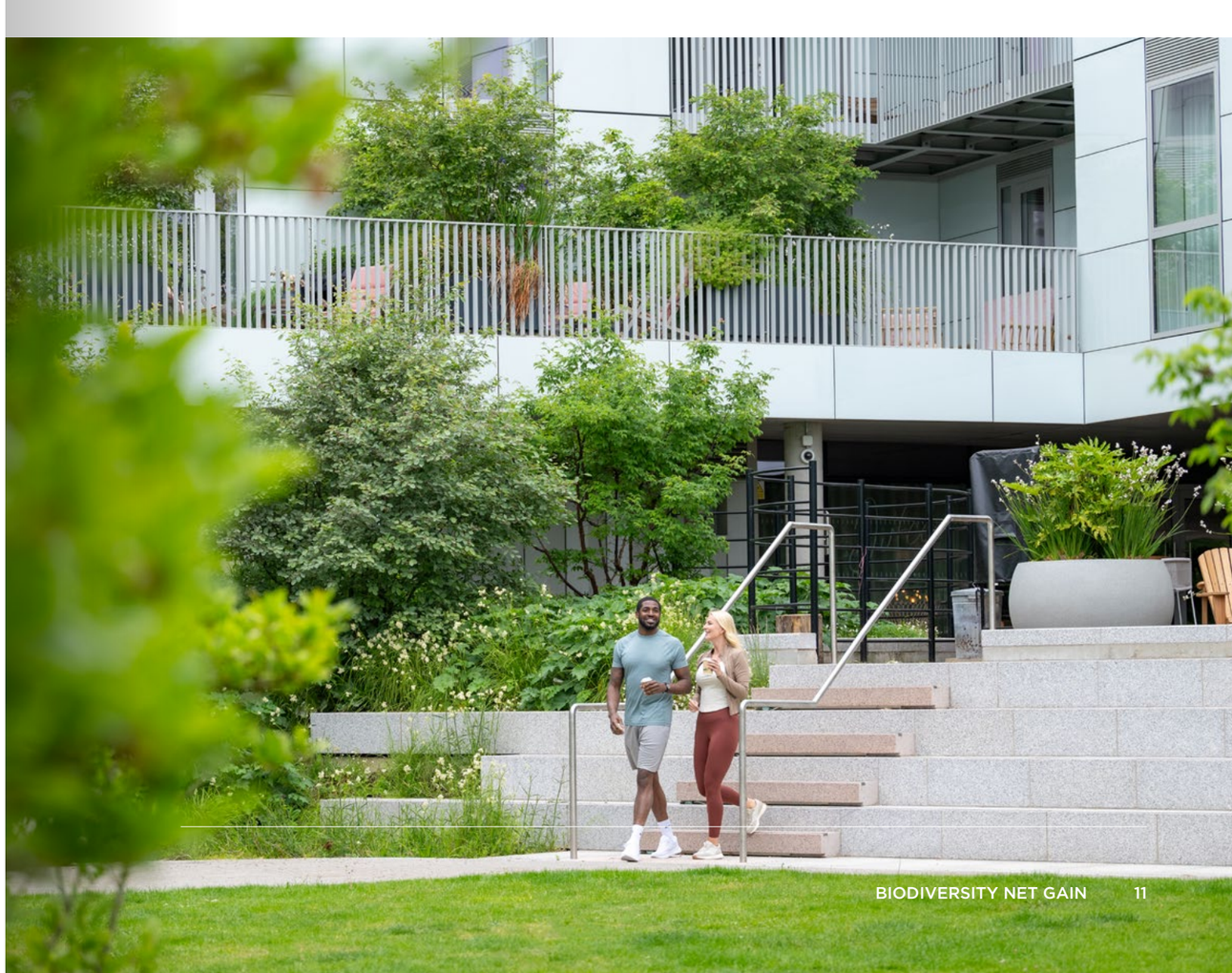
1. OUR VISION FOR NATURE RECOVERY

We envision a future where biodiversity is embedded in every Hill community – where habitats flourish alongside homes, green infrastructure supports wildlife and wellbeing, and local ecosystems are enhanced through development.

By integrating Biodiversity Net Gain across our business, we will:

- Deliver a minimum 10% Biodiversity Net Gain on all applicable sites.
- Create nature-positive, climate-resilient places that support people and wildlife.
- Champion long-term stewardship to help habitats and ecosystems thrive for generations.





2. EMBEDDING BNG ACROSS THE DEVELOPMENT LIFECYCLE

Land Acquisition

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

Design and Planning

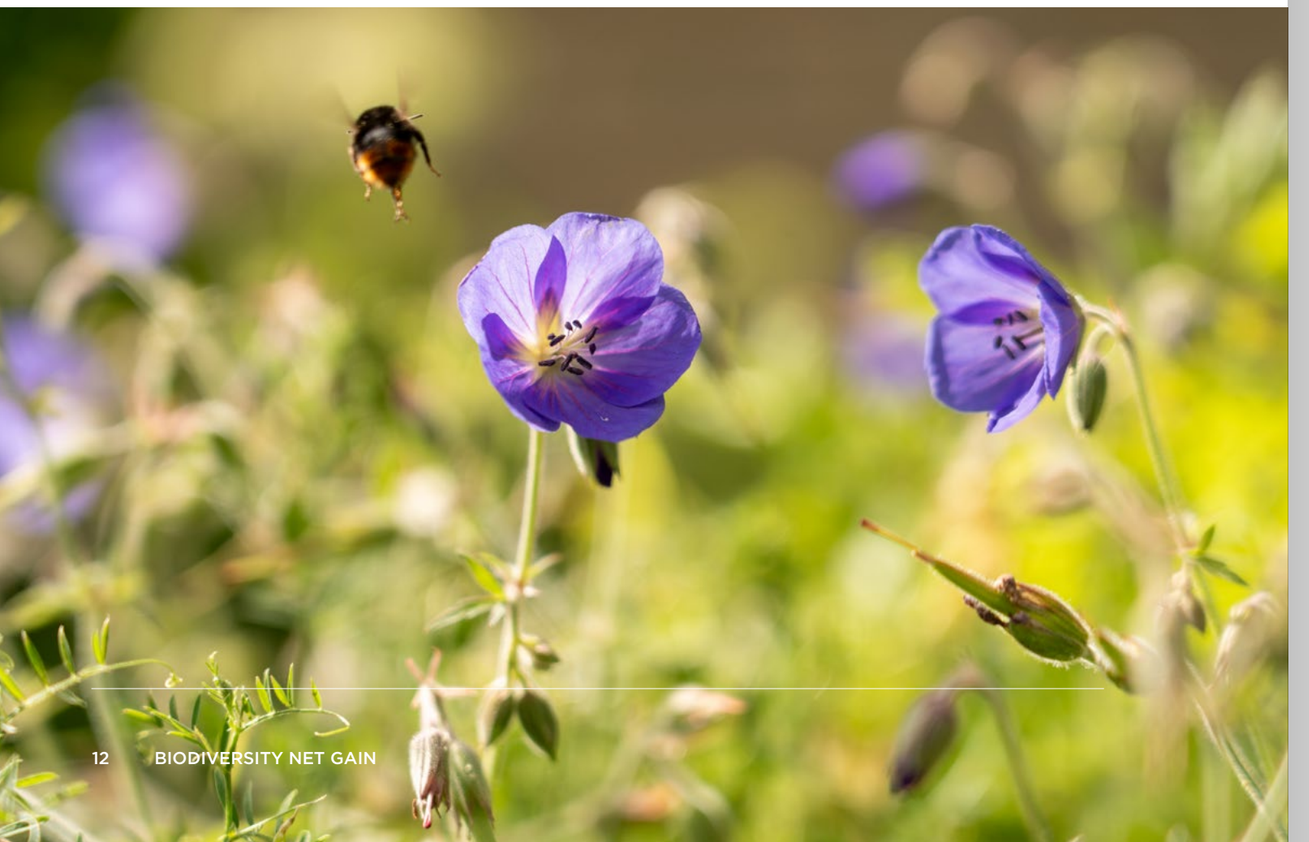
- From the outset, we apply the mitigation hierarchy: avoid, minimise, restore and, only as a last resort, offset.
- All sites are assessed using the Defra Biodiversity Metric 4.0 to establish baselines and identify opportunities for meaningful habitat creation.
- We integrate multifunctional green infrastructure, including hedgerows, ponds, wildflower corridors and native planting, to support 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 construction.
- Site teams receive biodiversity training, and contractors are held accountable for safeguarding ecological features.
- Early habitat creation is encouraged, allowing time for establishment before occupation.

Long-Term Stewardship

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





3. GOVERNANCE AND ACCOUNTABILITY

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





4. LOOKING AHEAD: INNOVATION AND PARTNERSHIPS

We are exploring new ways to strengthen how we deliver and monitor biodiversity, including:

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

Physical Climate Risk Assessment Coverage

We undertook physical climate risk assessments across 100% of our developments completed during FY2025/26, with each considering at least four hazards: fluvial flooding, surface water flooding, overheating, drought/water stress and wind/storm events.

Our assessments are informed by site-specific Flood Risk Assessments, drainage and SuDS strategies, overheating studies, water efficiency assessments and structural design considerations.



CLIMATE ADAPTATION AND BEYOND-REGULATORY ASSESSMENT

45% of our completed developments demonstrated evidence of physical climate risk assessments beyond minimum regulatory requirements, including consideration of future flood risks, surface water management, overheating and water stress.

Our Physical Climate Risk Compliance Tracker provides a development-level audit trail of hazards assessed and enhanced adaptation measures considered. Where measures were not implemented, our decisions were informed by site-specific risk, technical feasibility and proportionality.

ANNUAL SUSTAINABILITY AND RESPONSIBLE SOURCING SUPPLIER SURVEY

We monitor supply chain compliance with our Sustainable Procurement Policy through our annual Sustainability and Responsible Sourcing Supplier Survey. The survey assesses our suppliers' responsible sourcing practices, environmental commitments and alignment with our policy requirements across key construction material categories.

Our assessment considers recognised responsible sourcing certification schemes, including FSC/PEFC Chain of Custody and BES 6001, alongside wider sustainability practices. Our suppliers provide certification details and declarations, enabling us to identify potential gaps in compliance with our responsible sourcing requirements.

Survey findings are reviewed by our Sustainability Team and shared with the Buying Team for discussion at buyer meetings and engagement with our key supply chain partners. This process supports the identification of compliance gaps, prioritisation of further verification and opportunities to improve responsible sourcing performance across our supply chain.

CONSTRUCTIONLINE GOLD – SUPPLIER COMPLIANCE VERIFICATION AND INTERNAL POLICY REVIEW

Our supplier prequalification (PQQ) process incorporates Constructionline Gold as a key mechanism for assessing our key supply chain partners' compliance against the environmental and quality management requirements of our Sustainable Procurement Policy.

The Constructionline Gold level provides independent verification of supplier credentials and supporting documentation, including ISO 14001 Environmental Management Systems, ISO 9001 Quality Management Systems, environmental policies and carbon reduction plans.

These requirements align directly with our Sustainable Procurement Policy, which establishes expectations for our suppliers to demonstrate appropriate environmental management systems, responsible business practices and commitments to reducing environmental impacts.

We use Constructionline's verified information to support our internal procurement compliance review against relevant policy requirements, including our Sustainable Procurement Policy. Our higher-risk suppliers may receive additional scrutiny, with areas requiring improvement raised through buyer meetings and engagement with our key supply chain partners.

Together, our annual supplier survey and Constructionline Gold verification provide complementary mechanisms for monitoring compliance with our Sustainable Procurement Policy. This approach supports ongoing assessment of responsible sourcing, environmental management and carbon reduction commitments, while enabling us to address identified gaps and opportunities for improvement collaboratively with our key supply chain partners.

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