



COMPLIANCE WITH GRI GUIDELINES

We have assessed our sustainability reporting against the updated Global Reporting Initiative sustainability reporting guidelines (GRI: G3) and consider this report to be compliant with Level B of the GRI reporting framework. An index of conformance with the G3 guidelines and the process to apply these is provided on pages 18–27.



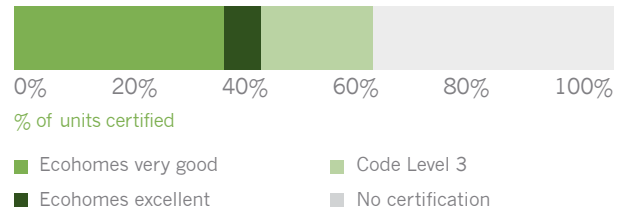
Our vision for the future

Key performance indicators – *Building Greener Homes*

KEY PERFORMANCE INDICATOR	2006	2007	2008	2009	2010
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ENVIRONMENTAL PERFORMANCE STANDARDS					
Percentage of completed dwellings certified using the EcoHomes methodology (GRI EN6)	38.0%	43.2%	48.4%	37.4%	45.7%
Percentage of completed dwellings certified using the Code for Sustainable Homes methodology	–	–	–	–	18.0%
Percentage of completed dwellings certified using an environmental performance methodology	38.0%	43.2%	48.4%	37.4%	63.6%
Comments					
This covers all completed units					

Proportion of units built to environmental standards in 2009/10



Our Performance Against 2009/10 Targets

The table below provides a detailed summary of performance against targets in 2009/10.

TARGET	PERFORMANCE	COMMENTS
Maintain listing in FTSE4Good	100%	The Berkeley Group maintained his listing in the September 2009 and March 2010 reviews.
Maintain a leading position in the NextGeneration benchmarking initiative	100%	The Berkeley Group achieved first place in the 2009 NextGeneration benchmark of the UK's top 25 housebuilders sustainability performance.
Ensure that all sites seeking planning permission continue to commit to certifying all new homes to Code Level 3 (excluding refurbishments)	98%	<p>Since implementing this target, we have committed over 17,465 units to Code Level 3. In the past year, all but 293 units were committed to certification to Code Level 3. These 293 units were located on five sites and the reasons for not seeking Code Level 3 were as follows:</p> <ul style="list-style-type: none"> • One 6 unit site was brought with planning permission in place, therefore falls outside of the commitment. • On one site where a reserved matters application was made, we are providing the 25% reduction in CO₂ in accordance with Code Level 3, however due to site constraints and viability we are not providing full certification to Code Level 3. • On one site we applied for a change in the design of 68 units on a scheme. As the whole scheme was not being redesigned (and received planning permission prior to our commitment) Code Level 3 is not viable. • Similarly on another site a small amend was made to the existing planning permission and it was not viable to increase the performance of the homes to Code Level 3. • On one site 140 units have been committed to EcoHomes Very Good rather than Code Level 3 as this is the standard being used by the Local Planning Authority.
Ensure that all sites seeking planning permission continue to commit to certifying all commercial space to BREEAM Very Good, specifically seeking a 25% improvement above Building Regulations for energy performance (excluding refurbishments)	100%	Since implementing this target we have committed 98,472m ² of commercial space to BREEAM Very Good. All planning applications made this year have been in compliance with this commitment
Ensure that 95% of completed Berkeley development is on brownfield land	100%	In 2009/10 100% of completed development was on brownfield land

Our Performance Against 2009/10 Targets

TARGET	PERFORMANCE	COMMENTS
Reduce our direct water consumption (associated with our offices and sites) by 5% annually until 2012, from May 2008 baseline figure	0%	<p>In 2009/10 our absolute water consumption increased by 9%. This was due to:</p> <ul style="list-style-type: none"> • Higher water consuming activities taking place on sites (demolition and groundworks which require water to reduce dust and air pollution) • Better water data collection across sites increasing the amount of water data reported. <p>While we are disappointed with our absolute increase, some offices made significant decreases – for example, at our Head Office, water use dropped by nearly 50% following our refurbishment which incorporated a number of measures including installation of low flush toilets and low flow taps.</p>
Achieve a 5% year-on-year reduction in CO ₂ emissions until 2012 (associated with our offices and sites) from May 2008 baseline figure	100%	<p>In 2009/10 we reduced our carbon footprint from our sites, offices and business travel by 22%. This was achieved for a number of reasons:</p> <ul style="list-style-type: none"> • Significant reduction in CO₂ emissions associated with our car fleet due to more robust data collection techniques. • Reduction in energy intensive activities on sites • More effective data collection and management of performance at a site and office level • Continued implementation of awareness raising with staff • Increased efficiency through a range of initiatives in our offices
Reduce by 50% construction waste sent directly to landfill by 2010 based on a 2007/08 baseline	100%	<p>Between 2007/08 and 2009/10 we have reduced waste sent directly to landfill by 76%. The total amount of waste sent to landfill (direct and indirect) reduced by 19%. However, we believe that our data is now significantly more robust than in our baseline year, and as such, the increase in recycling and reduction in waste to landfill could be more than this.</p>
Undertake a detailed review of the sustainability section of the website to understand how this can be updated to reflect good and best practice	100%	<p>Our new website will be launched following the publication of the 2010 Sustainability Report.</p>
Undertake an assessment of the local and regional socio-economic benefits of one project, with a view to developing a methodology which could be applied to other projects in the future	100%	<p>We have undertaken an assessment on Chelsea Bridge Wharf and developed a basic methodology for undertaking similar assessments on future projects.</p>
Develop a more accurate and consistent methodology to capture the number of training days per employee with a view to developing a benchmark and setting a performance target for next year	75%	<p>We have developed a more robust system to centrally capture Health & Safety training days and have reported data on the total number of Health & Safety training days completed this year.</p>

Our Performance - Compliance with the GRI guidelines

	CONTENTS CHECKLIST	LOCATION OR DESCRIPTION
3	Report Parameters	
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report.	Performance Report 2009/10, p18, Compliance with GRI Guidelines Performance Report 2009/10, p2-13, Key Performance Indicators
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement.	Performance Report 2009/10, p18, Compliance with GRI Guidelines Performance Report 2009/10, p2-13, Key Performance Indicators
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Performance Report 2009/10, p18, Compliance with GRI Guidelines Performance Report 2009/10, p2-13, Key Performance Indicators
3.12	Table identifying the location of the Standard Disclosures in the report.	Performance Report 2009/10, p18, Compliance with GRI Guidelines
3.13	Policy and current practice with regard to seeking external assurance for the report.	We do not currently have full external assurance for our sustainability reporting but our Advisors Statement can be found on p67 of our 2010 Sustainability Report.
4	Governance, Commitments, and Engagement	
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Sustainability Report 2010, p63, Governance of our vision Annual Report and Accounts
4.2	Indicate whether the Chair of the highest governance body is also an executive officer (and, if so, their function within the organization's management and the reasons for this arrangement).	Annual Report and Accounts
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	Annual Report and Accounts
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Annual Report and Accounts
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance)	Annual Report and Accounts describes the relationship between compensation for the Board and organisational performance. There is currently no formal process to remunerate the Board or Senior management on the basis of social and environmental performance alone.
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Annual Report and Accounts
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics.	When Board Members are appointed their expertise is taken into account on a case by case basis.

Our Performance - Compliance with the GRI guidelines

	CONTENTS CHECKLIST	LOCATION OR DESCRIPTION
4	Governance, Commitments, and Engagement	
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	Website – Our Policies Vision for 2020
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, code of conduct, and principles.	Sustainability Report 2010, p63, Governance of our vision
4.10.	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Judged by achievement of external awards and performance against publicly stated commitments (including Vision 2020)
4.11	Explanation of whether and how the precautionary approach or principles is addressed by the organization.	The precautionary approach has informed and is reflected in our objective setting (including Vision 2020)
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	Sustainability Report 2010, p53, Communicating our performance to Investors
4.13	Membership in associations (such as industry associations) and/or national/ international advocacy organizations in which the organization: <ul style="list-style-type: none"> - has positions in governance bodies; - participates in projects or committees; - provides substantive funding beyond routine membership dues; or - Views membership as strategic. 	Website
4.14	List of stakeholder groups engaged by the organization	Website
4.15	Basis for identification and selection of stakeholders with whom to engage	Website
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	Website
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	Website

Our Performance - Compliance with the GRI guidelines

EC		ECONOMIC PERFORMANCE INDICATORS	
Provide a concise disclosure on the Management Approach items outlined below with reference to the following economic aspects: economic performance, market presence and indirect economic impacts			Annual Report & Accounts, Managing Directors Statement 2010 Sustainability Report, p52, Financial Performance 2010 Sustainability Report, p37-47, Delivering Sustainable Communities
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and to governments.	Partial	Annual Report & Accounts Performance Report 2009/10, P6, Key Performance Indicators
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	Full	2010 Sustainability Report, p23-35, Building Greener Homes 2010 Sustainability Report, p49-61, Running a Sustainable Business Performance Report 2009/10, P3-5, 8-13, Key Performance Indicators Carbon Disclosure Project 2010 Submission
EC6	Policy, practices and proportion of spending on locally based suppliers at significant locations of operation.	Partial	Website – Supply chain
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind or pro-bono engagement	Partial	Website – Well designed homes and communities
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts	Full	2010 Sustainability Report, p37-47, Delivering Sustainable Communities
EN		ENVIRONMENTAL PERFORMANCE INDICATORS	
Provide a concise disclosure on the management approach items outlined below with reference to the following environmental aspects: materials, energy, water, biodiversity, emissions, effluents and waste, products and services, compliance, transport and overall			Website: Our Environmental Policy 2010 Sustainability Report, p49-61, Running a Sustainable Business 2010 Sustainability Report, p23-35, Building Greener Homes
EN3	Direct energy consumption by primary energy source.	Full	Performance Report 2009/10, p10, Key Performance Indicators
EN4	Indirect energy consumption broken down by primary source.	Full	Performance Report 2009/10, p10-11, Key Performance Indicators
EN5	Energy saved due to conservation and efficiency improvements.	Full	Sustainability Report, p49-61, Running a Sustainable Business Performance Report 2009/10, p11, Key Performance Indicators

Our Performance - Compliance with the GRI guidelines

EN	ENVIRONMENTAL PERFORMANCE INDICATORS		
EN6	Initiatives to provide energy efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Full	2010 Sustainability Report, p23-35, Building Greener Homes
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Full	Sustainability Report, p49-61, Running a Sustainable Business Performance Report 2009/10, p10-11, Key Performance Indicators
EN8	Total water withdrawal by source.	Full	Performance Report 2009/10, p13, Key Performance Indicators
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	Partial	2010 Sustainability Report, p23-35, Building Greener Homes Website
EN16	Total direct and indirect greenhouse gas emissions by weight.	Full	Performance Report 2009/10, p8, Key Performance Indicators
EN17	Other relevant indirect greenhouse gas emissions by weight.	Full	Performance Report 2009/10, p8, Key Performance Indicators
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Full	Sustainability Report, p49-61, Running a Sustainable Business
EN22	Total weight of waste by type and disposal method.	Full	Sustainability Report, p49-61, Running a Sustainable Business Performance Report 2009/10, p12, Key Performance Indicators
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Full	2010 Sustainability Report, p23-35, Building Greener Homes
EN28	Monetary value of significant fines and total number of nonmonetary sanctions for noncompliance with environmental laws and regulations.	Full	None
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce.	Partial	Sustainability Report, p49-61, Running a Sustainable Business

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LA	SOCIAL PERFORMANCE INDICATORS: LABOUR PRACTICES AND DECENT WORK PERFORMANCE		
	Provide a concise disclosure on the management approach items outlined below with reference to the following labour aspects; employment, labour/management relations, occupational health and safety, training and education and diversity and equal opportunity.		Sustainability Report, p49-61, Running a Sustainable Business 2010 Sustainability Report, p37-47, Delivering Sustainable Communities Website: Employee Policy
LA1	Total workforce by employment type, employment contract, and region.	Full	Performance Report 2009/10, p6, Key Performance Indicators
LA7	Rates of injury, occupational diseases, lost days and absenteeism and number of work-related fatalities by region.	Full	Performance Report 2009/10, p6-7, Key Performance Indicators
LA10	Average hours of training per year per employee by employee category.	Partial	
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	Partial	Performance Report 2009/10, p6, Key Performance Indicators Annual Report & Accounts

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HR	SOCIAL PERFORMANCE INDICATORS: HUMAN RIGHTS		
	Provide a concise disclosure on the management approach items outlined below with reference to the following human rights; investment and procurement practices, non-discrimination, freedom of association and collective bargaining, abolition of child labour, prevention of forced and compulsory labour, complaints and grievance practices, security practices and indigenous rights.		<p>The majority of the issues are not relevant to ourselves directly as we operate solely in the United Kingdom. We do recognise these issues are pertinent our supply chain and details of our requirements can be found within our Sustainable Procurement Policy.</p> <p>Website: Employee Policy</p>
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	Full	<p>All our suppliers and contractors are required to comply with our Sustainable Procurement Policy. This states that we give a preference to procuring materials and services which are ethically sourced, where these are proved to be of equal quality and value for money as traditional alternatives.</p> <p>For those goods and services being sourced from developing countries, we expect suppliers to demonstrate that minimum supply chain labour standards have been met. We use the Ethical Trading Initiative (ETI) Base Code and the standards adopted by the UN through the Universal Declaration of Human Rights, and the ILO Conventions as the basis for this policy.</p> <p>Based on our total spend on suppliers and contractors, materials that are associated with a human rights risk would be insignificant as a proportion of this spend, but we recognise the importance of this issue and have monitored compliance on a case by case basis. We have prioritised those materials which have human rights risks associated with them and the country of origin. Where we feel specific materials could have human rights issues associated with them, we have sought more detailed information from suppliers on the management of human rights issues.</p>

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SO		SOCIAL PERFORMANCE INDICATORS: SOCIETY PERFORMANCE	
Provide a concise disclosure on the management approach items outlined below with reference to the following society aspects; community, corruption, public policy, anti-competitive behaviour and compliance			Annual Report & Accounts 2010 Sustainability Report, p37-47, Delivering Sustainable Communities Website Website: Business Ethics Policy
S01	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	Full	2010 Sustainability Report, p37-47, Delivering Sustainable Communities
S02	Percentage and total number of business units analysed for risks related to corruption.	Full	All – see Annual Report & Accounts Website: Whistle blowing Policy Website: Business Ethics Policy
S07	Total number of legal actions for anticompetitive behaviour, antitrust, and monopoly practices and their outcomes.	Full	None
S08	Monetary value of significant fines and total number of nonmonetary sanctions for noncompliance with laws and regulations.	Full	None
PR		SOCIAL PERFORMANCE INDICATORS: PRODUCT RESPONSIBILITY PERFORMANCE	
Provide a concise disclosure on the management approach items outlined below with reference to the following society aspects; customer health and safety, product and service labelling, marketing communications, customer privacy and compliance			2010 Sustainability Report, p11-21, The Customer Experience 2010 Sustainability Report, p23-35, Building Greener Homes Website: Customer Charter Website: Business Ethics Policy
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	Full	All stages of the product lifecycle are analysed for Health & Safety through CDM practices. Sustainability Report, p49-61, Running a Sustainable Business
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Full	2010 Sustainability Report, p11-21, Contented Customers Performance Report 2009/10, p2, Key Performance Indicators