



Berkeley
Group

Sustainability Policy

Building homes
Strengthening communities
Improving lives



Sustainability Policy

The Berkeley Group is committed to being a responsible business which thinks about the long-term. We seek to not only reduce negative impacts but to maximise the benefits our activities deliver directly and indirectly to create a positive impact. Our aim is to be a leader in sustainability, both in terms of running our business efficiently and considerately, and by developing sustainable homes and places.

We are committed to setting clear targets and key performance indicators (KPIs) to deliver against our sustainability priorities, and report our progress annually through our Annual Report, Sustainability Report and website.

Berkeley aims to:

1. Achieve continual improvement in the area of sustainability and enhance our reputation as a sustainable business

- 1.1 Ensure compliance with environmental legislation and regulations as a minimum, and monitor emerging regulations and best practices.
- 1.2 Use our responsible business strategy and our Sustainability Standards to set out how we seek to deliver a positive impact in our three key focus areas where we set targets to drive change; climate action, communities and nature.
- 1.3 Maintain and periodically review a Sustainability Management System to provide clear direction to our employees, including requirements for the activities of on-site contractors.
- 1.4 Work in partnership with industry and our supply chain to identify key sustainability issues, and support research and development to improve our approach.

2. Addressing and designing for climate change

- 2.1 Meet our science-based targets, validated by the Science Based Targets initiative (SBTi).
- 2.2 Reduce the embodied carbon of our homes by designing more efficient buildings and working with our supply chain to use lower carbon products.
- 2.3 Apply the energy hierarchy in the design of our homes to help mitigate climate change impacts.
- 2.4 Enable our developments to be low carbon by incorporating appropriate renewable technologies.
- 2.5 Design for predicted changes in climate, focusing on flooding, water shortage, subsidence and ensuring thermal comfort.
- 2.6 Undertake scenario analysis to identify potential climate change risks for our business.

3. Design and deliver sustainable places and communities

- 3.1 Focus on the redevelopment of brownfield sites into mixed-use developments with access to key public transport and amenities.

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3.2 Work with local communities and other key stakeholders to ensure we understand their needs and aspirations to deliver safe, inclusive and thriving communities.

3.3 Measure and maximise the social value of our developments.

3.4 Build environmentally sensitive places and provide sustainability information to enable our customers to lead more sustainable lifestyles.

4. Protect and enhance ecology and biodiversity

4.1 Create a biodiversity net gain on all new developments through the incorporation of green infrastructure, from ecological enhancements to living roofs.

4.2 Design sustainable water management into our developments through the use of sustainable drainage systems (SuDS).

5. Use resources responsibly

5.1 Specify and source sustainable materials with low environmental impact.

5.2 Reduce the consumption of materials through careful design and site management.

5.3 Reduce the amount of waste produced from our activities and aim to send zero waste to landfill.

6. Operate with consideration of the environment

6.1 Set up and operate our sites, divisional offices and sales suites in a manner which improves resource efficiency, particularly in the use of energy, water, building materials and paper.

6.2 Manage fuels, hazardous materials and wastes to minimise the risk of pollution and contamination.

6.3 Implement measures on our sites to prevent dust, noise and vibration.

6.4 Undertake regular sustainability assessments of our sites to ensure compliance with our Sustainability Standards and Sustainability Management System procedures, and to identify areas for improvement to reduce our environmental impact.

6.5 Raise internal awareness of the potential environmental impacts of our business activities through training and regular awareness campaigns.

6.6 Communicate our requirements to our supply chain and ensure they have sufficient training through the use of site inductions, toolbox talks and the Supply Chain Sustainability School resources.

The minimum Berkeley requirements for new developments and the operation of our construction sites, divisional offices and sales suites are set out within our Sustainability Standards. These apply to both Berkeley employees and contractors working on our behalf. Standards are supported by more detailed procedures within our Sustainability Management System, with each site assessed against these on at least a quarterly basis by our internal sustainability and environmental professionals.

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All employees are responsible for adopting sustainability into their day-to-day activities. Ultimate responsibility for all matters related to sustainability rests with the Main Board. Our sustainability strategy is overseen by a Group Head of Sustainability, with the day-to-day implementation across the business supported by a team of dedicated sustainability and environmental practitioners. Each site has a nominated sustainability champion with responsibility for taking action in line with our policy, Sustainability Standards and Sustainability Management System.

All employees are mandated to complete sustainability training as part of their induction, covering the key topics of our sustainability strategy as detailed above. More specific training to relevant roles is provided as necessary for their work activities.

This policy will be reviewed at least annually and amended where appropriate. This policy is supported by the Climate Change Policy and the Sustainable Specification and Procurement Policy.

Signed:



Neil Eady
Chief Financial Officer

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