

The Berkeley Group's business is about placemaking; it is about creating strong communities where people enjoy a great quality of life. Our goal is to be a modern, world-class business generating long-term value by creating successful, sustainable places where people aspire to live.

The Berkeley Group is mindful of the potential skills gap in the industry and wants to support efforts to recruit and train the future workforce of the sector. We recognise that career opportunities in construction require further promotion and we need to tap into talent pools that historically the industry has struggled to reach. We are committed to creating and supporting apprenticeships and skills development opportunities for people who seek to work in the industry. Our objective is to increase the proportion of apprentices and those undertaking vocational training across our own business and within our supply chain.

The recruitment and development of talented people is also important to Berkeley's ongoing success. We therefore aim to provide a variety of routes through which people seeking to improve their skills can join the business. Once in the business, we aim to provide the right environment and support to enable them to fulfil their potential.

To deliver against these objectives we will:

- Understand and form links with industry- and government-led initiatives.
- Provide information to our contractors and work with them to increase the number of apprentices and those in vocational training on site.
- Raise the profile of the industry to all; women as well as men, people of all ages, and from every culture and community.
- Review where we can employ apprentices directly on our sites and in our divisional offices.
- Run a recruitment and training scheme for graduates.
- Review and develop our approach to training of both our direct and indirect workforce.
- Run talent management programmes to realise the potential of our employees across all areas of the business.
- Collect monthly data on the numbers of people across our direct and indirect workforce undertaking an apprenticeship or vocational training.

Ultimate responsibility for all matters related to skills and training rests with the Main Board of Directors. This policy will be reviewed at least annually and amended where appropriate.

This policy is in support of the Group's Sustainability Policy and sits alongside the following policies: Sustainable Places Policy; Sustainable Business Policy; Sustainable Specification and Procurement Policy; and Climate Change Policy.



Signed:

K Whiteman, Main Board Director

Reviewed June 2017