

ENVIRONMENTAL, SOCIAL AND GOVERNANCE PERFORMANCE

We monitor a range of ESG indicators across our business activities, and many of these align to the core KPIs of our business strategy, Our Vision 2030.

Key to strategy

	Customers		Quality		Communities		Climate Action		Nature
	Employee Experience		Modernised Production		Future Skills		Supply Chain		Shared Value

Indicator	Link to strategy	Measure	Unit	2022	2021	2020
New homes		Completed homes, including joint ventures	#	4,632	3,254	3,158
Benchmarks and indices		CDP Climate Change questionnaire rating	Rating	A-	A	A-
		FTSE4Good Index Series listed company	Y/N	Y	Y	Y
		MSCI ESG rating	Rating	AAA	AAA	AAA

ENVIRONMENTAL

Indicator	Link to strategy	Measure	Unit	2022	2021	2020
Environmentally responsible operations		Number of environmental prosecutions	#	0	0	0
		Monetary cost of environmental fines and penalties	£	0	0	0
		Scopes 1 and 2 (location-based) emissions	tCO ₂ e	7,832	8,738	9,182
		Scopes 1 and 2 (market-based) emissions	tCO ₂ e	2,211	2,549	3,375
		Water consumption	m ³	256,635	240,232	214,517
		Total waste generated (including construction, demolition and excavation wastes)	tonnes	734,320	382,824	637,509
		Total waste reused or recycled	%	90	95	90
		Total waste classified as hazardous	tonnes	5,669	2,602	13,689
		Construction waste generated	tonnes	126,765	154,409	177,572
		Construction waste reused or recycled	%	95	96	95
Sustainable homes		Completed homes with an EPC rating of at least a B	%	89	96	95
		Average EPC score	#	83	84	84
		Completed homes to be supplied with low carbon or renewable energy	%	68	70	70
		Average internal water efficiency of completed homes	lppd	104.2	104.5	102.7
		Completed homes constructed on brownfield land	%	86	87	89
Sustainable places		Completed homes with internal recycling facilities	%	100	96	100
		Developments newly committed to deliver biodiversity net gain	#	6	7	9
		Developments newly committed to deliver biodiversity net gain on site	%	100	100	100
		Developments newly committed to deliver biodiversity net gain greater than 10%	%	100	100	89
		Live development sites regenerating brownfield land	%	85	84	76
		Live development sites with Sustainable Drainage Systems (SuDS)	%	92	91	94
		Live development sites with cycle storage being provided	%	100	100	100
	Live development sites with electric car charging infrastructure being provided	%	93	84	76	

SOCIAL

Indicator	Link to strategy	Measure	Unit	2022	2021	2020
Charitable giving and the Berkeley Foundation		Employees involved with Give As You Earn (GAYE)	%	29	32	33
		Employees involved with the Berkeley Foundation	%	55	53	63
Considerate construction		Average Considerate Constructors Scheme (CCS) score	#/50	43.40	43.37	43.16
Customer experience		Six-month rolling average NPS (to March 2022)	#	77.2	77.9	78.8
		Customers who would recommend us to a friend (to March 2022)	%	98.0	98.3	98.5
Health and safety		AIIR per 1,000 people - direct employees and on-site contractors	#	0.72	1.24	1.17
		AIIR per 1,000 people - direct employees only	#	0.33	0.70	0.35
		AIIR per 1,000 people - on-site contractors only	#	0.85	1.40	1.46
		Work-related fatalities - direct employees and on-site contractors	#	0	0	0
		Accident Frequency Rate (AFR) per 100,000 hours - direct employees and on-site contractors	#	0.03	0.06	0.05
		Hours of training delivered on health and safety matters	#	24,165	24,843	34,126
Skills and training		Average monthly percentage of direct workforce who are graduates, direct apprentices or sponsored students undertaking formal training	%	8.9	7.2	9.3
		Graduates joining the business via Berkeley's Graduate Scheme programme	#	38	26	31
		Average monthly number of directly employed apprentices	#	121	89	107
Society and community contributions		Contribution to UK GDP, including through direct activities by Berkeley, indirectly through supply chain spend and the induced effect of household spend	£bn	3.2	2.5	2.4
		Contribution to UK tax, including taxes paid directly by Berkeley and the taxes paid by customers and suppliers as a result of Berkeley activities	£m	778	595	625
		Contribution to facilities and services for local communities, including affordable housing subsidies	£m	556	204	270
		UK jobs supported directly and indirectly through the supply chain	#,000	29	25	23
		Average number of days taken to pay suppliers	#	30	29	28
Supply chain		Average monthly number of on-site contractors	#	9,415	8,859	8,307
Quality		Homes with fewer than five defects reported by customers on completion	%	83	84	81

GOVERNANCE

Indicator	Link to strategy	Measure	Unit	2022	2021	2020
Board of Directors		Executive Directors	#	5	6	7
		Independent Non-Executive Directors	#	11	11	9
		Board of Directors - Male	%	69	71	75
		Board of Directors - Female	%	31	29	25
		Average tenure of Board of Directors	#	6	7	8
Employees (as of 30 April)		Total employees	#	3,030	2,705	2,844
		Total employees - Male	%	63	64	63
		Total employees - Female	%	37	36	37
		Senior management - Male	%	40	40	43
		Senior management - Female	%	60	60	57
		Reporting to senior management - Male	%	71	68	79
		Reporting to senior management - Female	%	29	32	21

Read more online:
www.berkeleygroup.co.uk/about-us/investors/environmental-social-and-governance