




## ENVIRONMENTAL, SOCIAL AND GOVERNANCE PERFORMANCE

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

Indicator	Measure	Unit	2020/21	2019/20	2018/19	Notes
<b>Sustainable homes</b>	Completed homes with an Energy Performance Certificate (EPC) rating of at least a 'B'	%	<b>96</b>	94	93	The average EPC score was 84 (B rating).
	Completed homes to be supplied with low carbon or renewable energy	%	<b>70</b>	70	72	The proportion of completed homes with low carbon or renewable technology.
	Average water efficiency of completed homes	lppd	<b>104.5</b>	102.7	102.6	The average internal water efficiency of legally completed homes in litres per person per day.
	Homes constructed on brownfield land	%	<b>88</b>	89	-	The proportion of homes built on previously developed land.
	Completed homes with internal recycling facilities	%	<b>96</b>	100	94	The proportion of completed homes provided with recycling facilities.
<b>Sustainable places</b>	New developments committed to deliver net biodiversity gain	#	<b>7</b>	10	7	Each site is a new site submitted for planning permission which has committed to delivering a net biodiversity gain.
	Developments regenerating brownfield land	%	<b>84</b>	76	85	Proportion of developments under construction on previously developed land.
	Developments with sustainable urban drainage systems	%	<b>91</b>	94	98	Proportion of developments under construction with water management practices such as swales and permeable paving.
	Developments with cycle storage	%	<b>100</b>	100	100	71,604 cycle spaces were being provided on sites under construction in 2020/21.
	Developments with electric car charging points	%	<b>84</b>	76	74	7,440 points were being provided on sites under construction in 2020/21.
<b>Environmentally responsible operations</b>	Environmental prosecutions	#	<b>0</b>	0	0	The number of environmental prosecutions in the year.
	Greenhouse gas emissions - Scope 1 and 2 location-based	tCO <sub>2</sub> e	<b>8,598</b>	9,151	10,054	The location-based emissions resulting from our office, sales and site activities reported for our operational boundary.
	Greenhouse gas emissions - Scope 1 and 2 market-based	tCO <sub>2</sub> e	<b>2,547</b>	3,375	3,980	The market-based emissions, once procurement of renewable electricity in the UK is taken into account.
	Water consumption	m <sup>3</sup>	<b>240,232</b>	214,517	224,443	The volume of water consumed across our regional offices, development sites and sales suites.
	Construction waste generated	tonnes	<b>154,409</b>	177,560	142,648	Construction waste produced by our development sites. This excludes any demolition and excavation waste.
	Construction waste reused or recycled	%	<b>96</b>	95	95	Proportion of construction waste that has been reused or recycled.
	Hazardous waste generation	tonnes	<b>2,602</b>	13,689	84,927	Hazardous waste generation is dependent on project activities during the year, including materials contained within any buildings demolished and any contaminated land encountered during groundworks.
	Total waste sent to landfill	tonnes	<b>9,666</b>	46,882	53,055	Waste sent to landfill typically relates to hazardous waste arising from demolition and excavation activities that cannot be treated in another way. During 2021 we had fewer sites of this nature.

Indicator	Measure	Unit	2020/21	2019/20	2018/19	Notes
<b>Considerate construction</b>	Average Considerate Constructors Scheme (CCS) score	#/50	<b>43</b>	43	43	Based on independent audits by the CCS. Within 2020/21 three visits (3%) were scored beneath 40/50.
<b>Supply chain</b>	Days taken to pay suppliers on average	#	<b>29</b>	28	30	In line with the period outlined as part of the Construction Supply Chain Payment Charter.
<b>Employees</b>	Total employees	#	<b>2,705</b>	2,844	2,664	The total number of employees at 30 April each year.
	Board of Directors – Male	%	<b>71%</b>	75%	75%	
	Board of Directors – Female	%	<b>29%</b>	25%	25%	
	Senior management – Male	%	<b>40%</b>	43%	50%	
	Senior management – Female	%	<b>60%</b>	57%	50%	
	Reporting to senior management – Male	%	<b>68%</b>	79%	80%	
	Reporting to senior management – Female	%	<b>32%</b>	21%	20%	
	Total employees – Male	%	<b>64%</b>	63%	62%	
	Total employees – Female	%	<b>36%</b>	37%	38%	
<b>Skills and training</b>	Direct apprentices and training	%	<b>6.5</b>	9.3	10.3	Calculated as the average monthly percentage of our direct workforce who are apprentices, graduates or sponsored students.
	Number of directly employed apprentices	#	<b>135</b>	100	151	Number of employees on an apprenticeship throughout the year. Apprentices work across many disciplines in our business.
<b>Health and safety</b>	Annual Injury Incidence Rate per 1,000 people	#	<b>1.24</b>	1.17	1.14	The number of reportable injuries during the year in relation to Berkeley employees and contractors working across our sites.
	Work-related employee and contractor fatalities	#	<b>0</b>	0	0	There were no fatalities during the year.
	Hours of training delivered on health and safety matters	#	<b>24,843</b>	34,126	30,792	In 2020/21, some the training was adapted to be delivered virtually.
<b>Charity and the Berkeley Foundation</b>	Employees involved with Give As You Earn	%	<b>32</b>	33	32	We maintain a Charities Aid Foundation (CAF) Diamond Award for payroll giving.
	Staff involved with the Foundation	%	<b>53</b>	63	65	Based on internal data collection.
<b>Customer experience</b>	Net Promoter Score	#	<b>77.9</b>	78.8	73.5	Six-month rolling average to March 2021, compared with a sector average of 42 (HBF, 2021).
	Customers who would recommend us to a friend	%	<b>98.3</b>	98.5	97.1	Year to March 2021, compared with an industry average of 91% (HBF, March 2021).
<b>New homes</b>	Completed homes	#	<b>3,254</b>	3,158	3,959	The number of homes that legally completed during the year including our joint ventures.
<b>Contribution to society and community</b>	Contribution to GDP	£	<b>2.5bn</b>	2.6bn	3.0bn	Berkeley's calculated overall contribution to GDP.
	Tax	£	<b>595m</b>	675m	816m	This includes taxes paid directly by Berkeley and the taxes paid by its customers and suppliers as a result of Berkeley activities.
	Affordable housing and wider contributions	£m	<b>204</b>	270	525	The contribution we make in affordable housing subsidies and wider community infrastructure benefits delivered or committed to during the year.
<b>Benchmarks and Indices</b>	 CDP Climate Change rating	Rating	<b>A</b>	A-	A-	An 'A' leadership score was obtained in 2020/21.
	 Company is featured on the FTSE4Good Index Series	Y/N	<b>Y</b>	Y	Y	Berkeley has been featured on the Index since 2003.
	 MSCI ESG rating	Rating	<b>AAA</b>	AAA	AAA	We have achieved a AAA rating for the past five years.