



Berkeley Group

Materiality Assessment

2024 Update

A business strategy to address material issues

The world we live in is continuously and rapidly changing; the housebuilding industry is no different. At Berkeley Group we strive to continuously improve by regularly reviewing and updating our responsible business strategy, Our Vision 2030.

We set our strategic priorities within Our Vision 2030 back in 2020, informed by a detailed materiality assessment. The most material issues were identified to be: building safety (covered under Quality); health, safety and wellbeing (covered within Employee Experience); climate change (covered under Climate Action) and sustainable homes and developments (covered under Nature and Climate Action).

Our business strategy remains focused on 10 material issues covering economic, environmental and social issues:



Each year our Responsible Business team reviews key topics globally, nationally and within the sector to confirm that the strategy addresses the most material topics. We adjust workstreams and targets to respond to the up-to-date context and our performance to date. We report performance against targets publicly within our Annual Report, together with commentary on our performance against the strategy, highlighting any key changes.

In June 2024 the materiality of the strategic priorities within Our Vision 2030 was also a topic of debate by the Main Board to confirm the strategy remains appropriate and effective.

In FY25 we plan to complete a more detailed materiality assessment update drawing on the latest best practice guidance for double materiality. At this point, we will be at the mid point of our 10 year strategy and it will be timely to review and confirm our priorities.

Topics of highest materiality to Berkeley Group

Our Vision 2030
Strategic Priority

Key metric(s)

Build Quality Standards

Ensuring homes and developments meet strict quality and safety standards. This includes topics such as fire safety and material quality together with ensuring buildings are constructed with the highest quality standards and attention to detail.



[Quality](#)

Defects reported by customers

Health, Safety and Wellbeing

Including both internal employees, external contractors and those working along the supply chain. Topics include safety at work, access to services such as health care and initiatives in mental and physical health.



[Employee Experience](#)

Annual Injury Incidence Rate

Work-related fatalities

H&S training hours

Climate Change

Including both mitigation (reducing current impact) and adaptation (ensuring resilience of operations and homes for the future). Main topics to target include greenhouse gases (GHGs), methods of reporting and monitoring progress, impact reduction of current operations and preparing to meet the UK Net Zero carbon target 2050. Covering both day-to-day operations and homes themselves.



[Climate Action](#)

Carbon emissions

Progress against science-based targets

Sustainable Homes and Developments

End-product is sustainable and future ready. Not only have the homes been constructed in a sustainable way but promote sustainable living once occupied and ready to adapt to future changes. In the wider development a healthy and sustainable community is promoted by design features such as sustainable transport, sustainable drainage systems, and bicycle paths.



[Nature](#)

Number developments achieving biodiversity net gain



[Climate Action](#)

Water use

Developments incorporating SuDS

Berkeley Group Materiality Assessment

In developing our strategy back in 2020, we used a detailed materiality assessment to identify topics that are important to our stakeholders and the business. These topics covered economic, environmental and social impacts.

We appointed an independent, external consultancy to help us to pinpoint the topics, with a methodology based on international best practice from the Global Reporting Initiative.

Materiality Assessment Process

The first step in defining the most material topics for the Berkeley Group was to carry out extensive research on key industry issues nationally and globally. This included analysis of industry trends, industry reports, peer reviews and wider global commitments. The result of this research was a list of 16 topics.

In order to prioritise and gauge the relative importance of each of these 16 topics, Berkeley Group reached out to 43 internal and external stakeholders for their views. Through a mixture of surveys and interviews, both quantitative and qualitative data were collected.

Stakeholder groups included industry experts, government agencies, contractors, external consultants, suppliers and internal stakeholders. Each participant was asked to rank the 16 topics on a 5-point scale based on how important they felt the topic to be. Key stakeholders were also interviewed to gain a deeper understanding of their views, and capture comments on any other topics that Berkeley Group should address.

Key topics to stakeholder group are detailed in the table below:

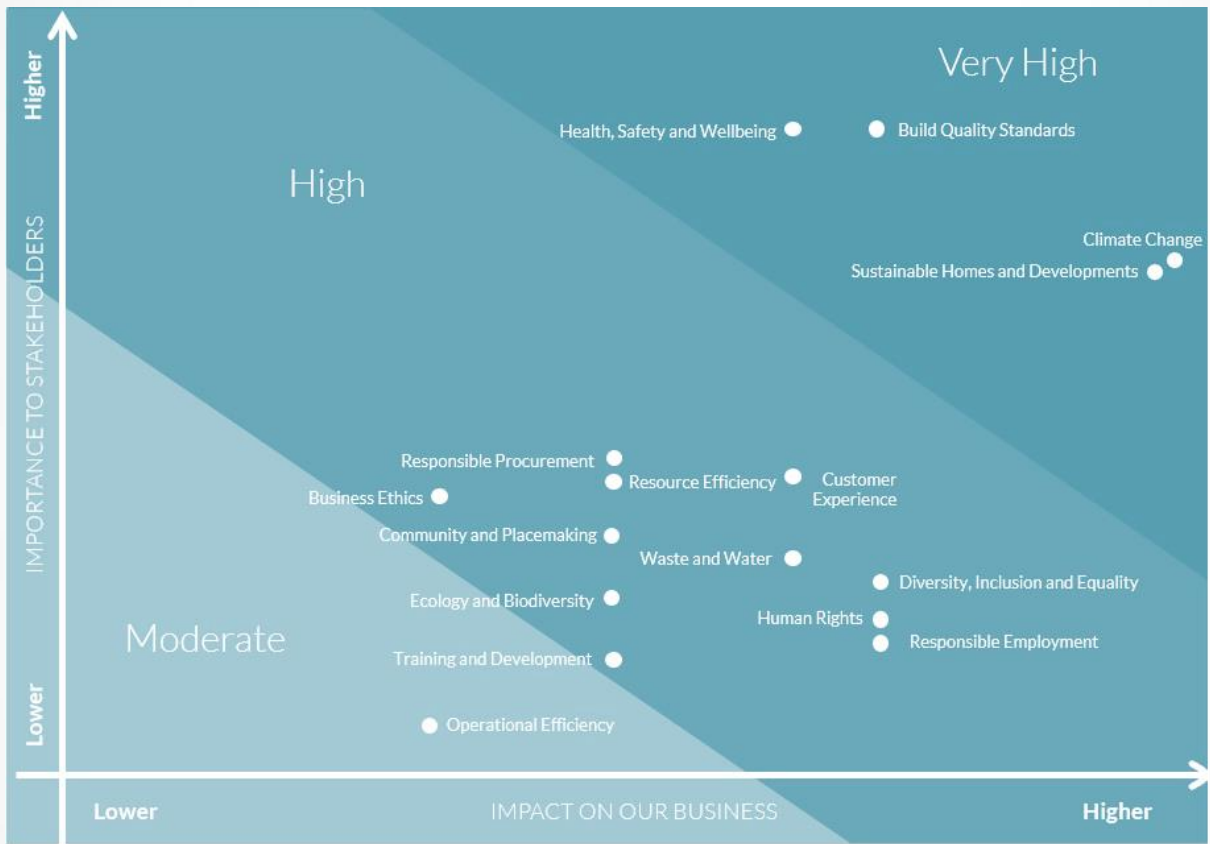
	Business Ethics	Build Quality Standard	Climate Change	Community and Placemaking	Customer Experience	Ecology and Biodiversity	Health Safety and Wellbeing	Operational Efficiency	Resource Efficiency	Responsible Procurement	Sustainable Homes and Development	Waste and Water
Consultants		x	x				x				x	
Contractor/ Supplier	x	x					x				x	
Energy/ Utility		x	x			x	x					
Industry/ Expert		x	x				x				x	
Internal		x	x	x			x					
NGO								x	x	x		x
Other		x	x				x				x	

Berkeley Group Materiality Assessment

In addition to seeking stakeholder opinions, each of the 16 topics was independently rated on the importance and impact it may have to the core Berkeley Group business. This includes both risk and likelihood considerations.

Materiality Matrix

Detailed analysis and verification of all the data collected were carried out. This evidence-based approach allowed all our 16 topics to be prioritised. The materiality matrix created shows Berkeley Group’s most material topics.



The horizontal axis represents topics of most importance to the Berkeley Group and the vertical axis represents the topics of most importance to our stakeholders.

The topics in the top right-hand corner are most important to our stakeholders and to our business, these are our most material topics. These topics are Build Quality Standards, Health, Safety and Wellbeing, Climate Change and Sustainable Homes and Developments.

The results of this work have informed the development of the Our Vision 2030 strategy.

Material issues compared to Our Vision 2030

The 16 material issues to Berkeley were all incorporated into Our Vision 2030.

Our Vision 2030 Strategic Priorities	Business Ethics	Build Quality Standard	Climate Change	Community and Placemaking	Customer Experience	Ecology and Biodiversity	Health Safety and Wellbeing	Operational Efficiency	Resource Efficiency	Responsible Procurement	Sustainable Homes and Developments	Waste and Water
Customers	■				■							
Quality		■										
Communities	■			■								
Climate action			■					■	■		■	
Nature						■			■		■	■
Employee experience	■						■					
Modernised production								■	■			
Future skills												
Supply chain	■							■	■	■		■
Shared value												