

sustainable  
futures

# Berkeley Group and the Sustainable Development Goals



OUR VISION  
**2030**  
TRANSFORMING TOMORROW

 **Berkeley**  
Group

# 1.0 Sustainable Development Goals

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs) which define the world we want — applying to all nations and leaving no one behind.

The Berkeley Group is committed to helping to achieve the SDGs and recognises that business has to play a very important role in the process.

Although all the SDGs and the targets that underpin them are important and interconnected, it is imperative to focus our efforts on those that are most material to our business and where we have the greatest ability to deliver meaningful positive impact.

We have identified six of the goals as being most relevant to us based on a review of our business activities and value chain against the goals and their underlying targets. We consider that we have the greatest opportunity to contribute to the achievement of these six goals, particularly through the implementation of the Berkeley Group's Our Vision 2030 responsible business strategy.

***“The Sustainable Development Goals provide a powerful aspiration for improving our world – laying out where we collectively need to go and how to get there.”***

**UN Global Compact**

## 1.1 Our priority goals



### ***Make cities and human settlements inclusive, safe, resilient and sustainable***

We build new homes and neighbourhoods and have an opportunity to ensure that they are sustainable places that will stand the test of time and where residents can enjoy a good quality of life. We focus on large-scale brownfield regeneration sites and are unique in having the expertise, resources and financial strength to transform these spaces and unlock their full social, economic and environmental value.

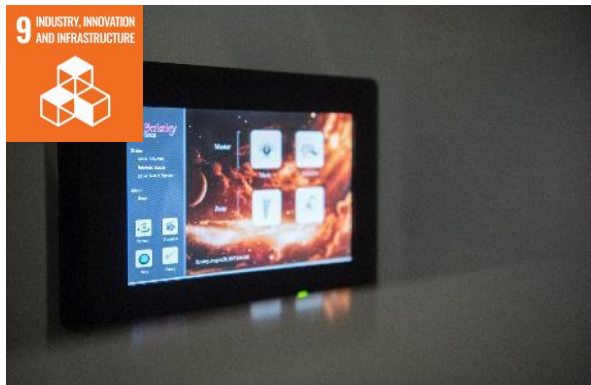
### ***Take urgent action to combat climate change and its impacts***

We believe all businesses must play their part in tackling climate change. We generate carbon emissions from activities on our construction sites and across our value chain. We have an ambitious, holistic approach for climate action, which includes designing efficient and resilient places, alongside transformational changes to our construction processes and wider business operations.



### ***Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all***

As a major employer and a successful company, we support thousands of jobs annually both directly and through our supply chain. Our people are key to the development process, and we understand the importance of supporting all of our employees and helping them to reach their full potential. Developing and retaining our workforce enables us to deliver our objectives and grow as a business.



### ***Building resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation***

We want to showcase how the industry can innovate and harness modern methods of construction and digital technology to achieve high standards of product quality, environmental performance and safety, whilst increasing productivity. Transforming traditional construction and integrating new digital methods of design and delivery is key.

### ***Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation and halt biodiversity loss***

We have the opportunity to develop sites into places that can make a lasting contribution to the landscape. We recognise the importance of protecting and enhancing biodiversity and believe that new developments can create places with more nature afterwards than before. Access to a beautiful open landscape can enhance people's quality of life as well as tackle the global challenge of biodiversity loss.



### ***Ensure sustainable consumption and production patterns***

We recognise that we have the potential to have a negative impact through the use of products and services from a global marketplace to build our new homes. Through greater collaboration with our supply chain there is an opportunity to share knowledge, increase transparency and drive change through our value chain



## 2.0 Our Vision 2030

In 2010 Berkeley created a long-term strategy called “Our Vision”. Over the 10 year period to 2020, it pushed us forward and helped us to lead the homebuilding industry in important sustainability areas such as tackling biodiversity loss and climate change, but also in other key business areas such as customer satisfaction and creating a positive working environment for our people.

In 2020 we launched an evolution of the strategy to take us to 2030. It centres on ten strategic priorities shown in the diagram below. Each priority has a long-term goal and is supported by an underlying action plan with targets and a set of core KPIs which we use to measure outcomes and impacts.

### PLACES THAT STAND THE TEST OF TIME

### EXCEPTIONAL PEOPLE AND RESOURCES



***“Our Vision is to be a world-class business, trusted to transform the most challenging sites into exceptional places and to maximise our positive impact on society, the economy and the natural world.”***

## Places that stand the test of time

### Customers

Put our customers at the heart of our decisions and provide an industry-leading home buying experience.

### Quality

Lead the industry in producing high quality, safe homes for all.

### Communities

Transform underused land into unique, well connected and welcoming places where people and communities can thrive for the long-term.

### Climate Action

Play an active role in tackling the global climate emergency by creating low carbon, resilient homes.

### Nature

Create a biodiversity net gain (BNG) and make a measurable contribution to the natural environment on every development.

## Exceptional people and resources

### Employee Experience

Create a positive working environment for our people; one that fosters respect, support, wellbeing, safety and inclusivity.

### Modernised Production

Innovate and harness modern methods of construction and digital technology to achieve higher standards of quality, safety and sustainability, whilst increasing productivity.

### Future Skills

Equip our people with the skills they need both now and for the future, enhancing social mobility and inspiring new talent to join the industry.

### Supply Chain

Build a responsible and constructive supply chain; one that is productive, practical, profitable, sustainable, ethical and dependable.

### Shared Value

Allocate capital to deliver sustainable returns to our shareholders whilst creating value for our other stakeholders including through the work of the Berkeley Foundation.

## 3.0 The Six Goals

### SDG 11: Sustainable Cities and Communities

*Make cities and human settlements inclusive, safe, resilient and sustainable.*



#### Link to Our Vision 2030 priorities



#### Relevant SDG Targets

- Adequate, safe and affordable housing
- Air quality and waste management
- Inclusive and sustainable urbanisation
- Access to safe, inclusive and accessible green and public spaces
- Safe, affordable, accessible and sustainable transport systems
- Cultural and natural heritage
- Resilience to disasters

#### Our Approach

##### Brownfield regeneration

We specialise in regenerating underused brownfield land and transforming sites to deliver long-term benefit to society. We're currently bringing forward 32 of the most complex and challenging regeneration projects in the country. Each year we build the majority of our homes on brownfield land.

##### Sustainable neighbourhoods

We work collaboratively with local communities to design unique, welcoming, sustainable neighbourhoods that deliver long-term value to society. Our developments promote sustainable transport and have a clear strategy for nature and climate action. We design homes and places to stand the test of time, incorporating climate adaptation measures.

Recycling facilities are incorporated into every development, along with energy and water efficient fittings. We are also committed to developing an approach to ensure developments create an overall environmental net gain in the future, considering factors such as air quality, water use and access to nature.

##### Strong communities

We focus on quality placemaking and design, stitching brownfield sites back into the local fabric and bringing them to life with the right mix of homes, public amenities, parks and digital connectivity. We provide open landscapes with a bespoke mix of physical and social infrastructure. We are highly collaborative, working hard to engage local people and partners so we can co-design sustainable places which reflect the local character and where people of all ages and backgrounds enjoy a great quality of life. We develop community plans for our larger sites, to facilitate thriving communities and engage people in community life.

## SDG 13: Climate Action

*Taking urgent action to combat climate change and its impacts.*



### Link to Our Vision 2030 priorities



### Relevant SDG Targets

- Resilience and adaptive capacity to climate-related hazards and natural disasters
- Awareness-raising on climate change mitigation, adaptation, impact reduction and early warning

### Our Approach

#### Embedding climate action

We have come a long way since we launched our sector's first Climate Change Policy in 2007 and are proud to have set science-based targets (SBTs) validated by the Science Based Targets initiative (SBTi) that help us drive action and play our part in limiting global warming.

Details on our science-based targets can be found on our website [here](#).

#### Transition to net zero

We are targeting the most carbon intensive activities throughout our full value chain, identifying mitigation and adaptation solutions. Our climate transition plan charts a course to Berkeley becoming a net zero carbon business by 2045.

Our focus is on three key areas linked to our SBTs to ensure that our homes, places and business operations are efficient and resilient to the impacts of climate change:

1. Embodied carbon – working with our supply chain to reduce the carbon arising from energy used to extract raw materials, processing these into construction products and transporting to site.
2. Low carbon homes – reducing in-use lifetime carbon emissions resulting from the regulated energy use (such as heating, hot water and lighting) of the homes that we are creating for our customers.
3. Low carbon operations – implementing efficiency measures across our construction, sales, office and vehicle fleet activities which are under the direct control of the Berkeley Group.

#### Climate resilience

Berkeley recognises that whilst many organisations have plans in place to transition to a low carbon economy, climatic changes will occur and may affect the homes and places we develop. Key risks identified through climate scenario analysis, such as subsidence and flood risk, are assessed prior to land acquisition, with mitigation measures implemented as necessary.



## SDG 8: Decent Work and Economic Growth

*Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.*



### Link to Our Vision 2030 priorities



### Relevant SDG Targets

- Sustainable economic growth
- Full employment and decent work with equal pay
- End modern slavery, trafficking, and child labour
- Diversify, innovate and upgrade for economic productivity
- Job creation and growing enterprises
- Youth employment, education and training
- Protect labour rights and promote safe working conditions
- Resource efficiency in consumption and production

### Our Approach

#### Sustainable economic growth

We are proud to be a successful FTSE100 business, allocating capital to deliver sustainable returns to our shareholders and creating value for our other stakeholders, including through the work of the Berkeley Foundation.

#### Employee experience

More than 80% staff participated in our most recent employee survey and we received strong feedback around people's pride in their roles, the high quality product we create and our values and ambitions as a business. We are delivering programmes to support diversity and inclusion, social mobility and wellbeing for our employees.

#### Job creation

We support 27,000 jobs on average across our workforce and supply chain each year. We pay employees at least the Living Wage Foundation's Living Wage and are part of The 5% Club meaning we maintain at least 5% of our workforce in formal training.

#### Youth employment and social mobility

Our training opportunities are targeted towards underrepresented groups and those who face real disadvantage in entering the workforce, and we work in partnership with local councils, schools, colleges, charities and our supply chain.

#### Combatting modern slavery

We continue to increase our understanding of the risks of modern slavery and child labour in our supply chain, providing guidance and training to employees, particularly those within our production teams who are best placed to help identify risks within our supply chain.

## SDG 9: Industry Innovation and Infrastructure

*Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation*



### Link to Our Vision 2030 priorities



### Relevant SDG Targets

- Quality, reliable, sustainable and resilient infrastructure
- Access to information and communications technology and to the Internet
- Retrofit industries to make them sustainable, with increased resource- use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes

### Our Approach

#### Modernising production

We want to address housing needs, whilst delivering high standards for our customers efficiently by using technology and innovation. We use a range of modern methods of construction across our sites.

#### Digitisation

We recognise that construction will become increasingly digitised over the coming years, both in terms of design and production. We have increased the use of digital platforms, such as Building Information Modelling, automated design and collaboration tools.

#### Digital connectivity for customers

As the first developer to commit to Fibre Connectivity, we have worked with our partners since 2018 to ensure all new homes are fibre enabled and ready for the digital future.

## SDG 15: Life on Land

*Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss*



### Link to Our Vision 2030 priorities



### Relevant SDG Targets

- Conservation, restoration and sustainable use of ecosystems
- Sustainable management of forests
- Prevent the introduction of invasive species
- Reduce the degradation of natural habitats and halt biodiversity loss
- Restore degraded land and soil

### Our Approach

#### Biodiversity net gain

In 2016 we became the first homebuilder to commit to measurably increase biodiversity on every new site that we develop.

Our first 57 biodiversity net gain strategies are set to create more than 1,200 acres of new or measurably improved natural habitats. The average net gain score for our sites is well above 100%.

#### Partnership working

We work with landscape architects to design nature rich habitats through our developments to ensure that they create a measurable biodiversity net gain. We also partner with leading conservation charities and experts, including Wildlife Trusts, to help create and manage nature-rich habitats on every new site.

#### Environmental net gain

We are expanding our approach beyond biodiversity net gain to deliver measurable improvements in other environmental aspects such as water resources, flood resilience and air quality.

#### Sustainable timber

Through our Sustainable Specification and Procurement Policy, we require all timber to be certified to either the Forest Stewardship Council (FSC) or Programme for the Endorsement of Forest Certification (PEFC) scheme and we have a strong preference for all wood-based products to be either FSC or PEFC certified.

## SDG 12: Responsible Consumption and Production

*Ensure sustainable consumption and production patterns*



### Link to Our Vision 2030 priorities



### Relevant SDG Targets

- Sustainable management and efficient use of natural resources
- Awareness of sustainable development and lifestyles
- Reduce waste generation through prevention, reduction, recycling and reuse
- Management of chemicals and wastes throughout their life cycle
- Sustainable practices and sustainability reporting
- Sustainable procurement

### Our Approach

#### Management of operations

We have a team of over 20 sustainability professionals who drive change across the business. They conduct regular audits of our operations to ensure we are making efficient use of natural resources and managing fuels and any chemicals on site in accordance with legislation and best practice.

#### Designing out waste

From the earliest stage of the design process, we aim to design out waste and work with our supply chain to develop material efficient processes. We reuse, recycle or recover nearly all our non-hazardous waste from our sites.

#### Sustainable procurement

We preferentially partner with suppliers that have a commitment to sustainable and responsible practices. Every project must procure on overall value rather than just cost, and sustainability is a key factor in our decision-making process, together with ethical considerations such as combatting modern slavery and child labour.

As a partner of the Supply Chain Sustainability School, we collaborate with our suppliers to share knowledge, increase transparency and reach higher quality, safety and sustainability standards.

#### Promoting sustainability to customers

We promote sustainability aspects of our developments to our customers and provide information to them on how to live sustainably.