



Berkeley
Group

Sustainability Policy



Sustainability Policy

The Berkeley Group's has a long-term vision to be a world-class business, trusted to transform the most challenging sites into exceptional places and maximising our positive impact on society, the economy and the natural world.

We are committed to being a responsible business which thinks about the long-term. We seek to not only reduce negative impacts but to maximise the benefits our activities deliver directly and indirectly to create a positive impact. Our aim is to be world-class in the area of sustainability, both in terms of running our business efficiently and considerately, and by developing sustainable homes and places. We recognise the duty of all companies to assist with the global achievement of the UN's Sustainable Development Goals (SDGs) and have demonstrated below how our key focus areas support the relevant SDGs. We endeavour to:

1. Achieve continual improvement in the area of sustainability and enhance our reputation as a sustainable business

- 1.1 Ensure compliance with environmental laws and regulations as a minimum.
- 1.2 Use our sustainability strategy to set out how we seek to deliver a positive impact in our five key focus areas; climate change, communities, nature, environmental management and resources; where we set targets to drive change.
- 1.3 Maintain and periodically review a Sustainability Management System to provide clear direction to our employees.
- 1.4 Work in partnership with our stakeholders and support research and development to improve our approach.

2. Addressing and designing for climate change

(in support of SDG 13 to take urgent action to combat climate change and its impacts and in support of SDG 7 to ensure access to affordable, reliable, sustainable and modern energy for all)

- 2.1 Meet our science-based targets, validated by the Science Based Target initiative (SBTi), by 2030.
- 2.2 Reduce our operational carbon emissions and continue to procure 100% renewable electricity for our direct operations.
- 2.3 Reduce the embodied carbon within our homes.
- 2.4 Apply the energy hierarchy in the design of our homes to help mitigate climate change impacts.
- 2.5 Enable our developments to be low carbon by incorporating appropriate renewable technologies.
- 2.6 Design for predicted changes in climate, focusing on flooding, water shortage and ensuring thermal comfort.
- 2.7 Undertake scenario analysis to identify potential climate change risks for our business.

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3. Design and deliver sustainable places and communities

(in support of SDG 11 to make cities inclusive, safe, resilient and sustainable)

- 3.1 Focus on the redevelopment of brownfield sites into mixed-use developments with access to key public transport and amenities.
- 3.2 Work with local communities and other key stakeholders to ensure we understand their needs and aspirations.
- 3.3 Measure and maximise the social value of our developments.
- 3.4 Facilitate safe, inclusive and thriving communities and create community plans on our major redevelopment sites.
- 3.5 Build environmentally sensitive places which enable our customers to lead more sustainable lifestyles.
- 3.6 Provide sustainable living information to our customers and local communities through face-to-face engagement and written materials.

4. Protect and enhance ecology and biodiversity

(in support of SDG 15 to sustainably manage forests, combat desertification, halt and reverse land degradation, and halt biodiversity loss)

- 4.1 Create a net biodiversity gain on all new developments through the incorporation of green infrastructure, from ecological enhancements to living roofs.
- 4.2 Create an approach to achieve an environmental net gain on our developments
- 4.3 Design sustainable water management into our developments through the use of sustainable drainage systems (SuDS).

5. Use resources responsibly

(in support of SDG 12 to ensure sustainable consumption and production patterns)

- 5.1 Specify and source sustainable materials with low environmental impact in accordance with our Sustainable Specification and Procurement Policy.
- 5.2 Use only certified timber and preferentially select certified wood-based products.
- 5.3 Reduce the consumption of materials through careful design and site management.
- 5.4 Operate sites, offices and sales suites efficiently with regards to energy and water.
- 5.5 Reduce the amount of waste produced from our activities and aim to send zero waste to landfill.

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6. Operate with consideration of the environment

- 6.1 Set up and operate our sites, divisional offices and sales suites in a manner which improves resource efficiency, particularly in the use of energy, water, building materials and paper.
- 6.2 Manage fuels, hazardous materials and wastes to minimise the risk of pollution and contamination.
- 6.3 Implement measures on our sites to prevent dust, noise and vibration.
- 6.4 Undertake regular sustainability assessments of our sites to reduce our environmental impact.
- 6.5 Raise internal awareness of the potential environmental impacts of our business activities through mandated sustainability induction training for all employees and regular awareness campaigns.
- 6.6 Communicate our requirements to our supply chain and ensure they have sufficient training including through the use of site inductions, toolbox talks and the Supply Chain Sustainability School.

All employees are responsible for adopting sustainability into their day-to-day activities. Ultimate responsibility for all matters related to sustainability rests with the Main Board of Directors. Our sustainability strategy is overseen by a Group Head of Sustainability, with the day-to-day implementation across the business supported by a team of dedicated sustainability and environmental practitioners. Each site has a nominated sustainability champion with responsibility for taking action in line with our policy.

The minimum Berkeley requirements for new developments and the operation of our construction sites, divisional offices and sales suites are set out within sustainability standards. These apply to both Berkeley employees and contractors working on our behalf. Standards are supported by more detailed procedures within our Sustainability Management System, with each site assessed against these on at least a quarterly basis by our internal sustainability and environmental professionals.

All employees are mandated to complete sustainability training as part of their induction, covering the key topics of our sustainability strategy as detailed above. More specific training to relevant roles is provided as necessary for their work activities.

This policy will be reviewed at least annually and amended where appropriate. This policy is supported by the following policies: Sustainable Specification and Procurement Policy and Climate Change Policy.

Signed: 

K Whiteman, Executive Director

Reviewed August 2023



Proud members of the Berkeley Group:

Berkeley
Designed for life

St Edward
Designed for life

St George
Designed for life

St James
Designed for life

St Joseph
Designed for life

St William
Designed for life