

Climate-related disclosures

Berkeley aims to play an active role in tackling the global climate emergency.

Our climate actions are holistic, involving transformational changes to our business operations and to the ways in which we design and create new homes and places in partnership with our supply chain. Our actions and transparency have been externally recognised, having achieved 'A List' status for our response to CDP's 2023 Climate Change Questionnaire and been listed as a CDP Supplier Engagement Leader.

Ensuring that we take action in relation to climate change is not new to Berkeley; we set our first carbon reduction targets for our day-to-day operations through the original Our Vision business strategy launched in 2010. Having identified flooding, overheating and water shortage as key issues in our 2014 risk identification exercise, we placed a focus on climate change adaptation, creating new homes and places that are more resilient to the challenges of a warmer climate, which embrace the great potential of nature-based solutions.

Climate action continues to be a key strategic priority for the business and is embedded within Our Vision 2030. We are proud to have met our validated near-term scopes 1 and 2 greenhouse gas (GHG) emissions

science-based target (SBT) last year and have updated this to push ourselves further. Electricity consumed in the UK is backed by Renewable Energy Guarantees of Origin (REGOs) and our construction sites are reducing their use of fossil diesel; this year, 96% of directly procured diesel was biodiesel HVO (Hydrotreated Vegetable Oil) as a low carbon alternative.

Berkeley recognises that our greatest impact occurs through our scope 3 emissions, in particular those associated with the materials used to build new homes. We are undertaking embodied carbon assessments during planning and design stages, to enable our teams to make more informed decisions in relation to design, specification and sourcing. We are also engaging with our supply chain to understand the decarbonisation pathways of high impact material groups.

Our climate action strategy seeks to mitigate both transitional and physical risks identified by climate scenario analysis, and evolves to ensure that it remains relevant. This year we have been engaging key internal stakeholders to compile a Net Zero Transition Plan in line with the recommendations of the Transition Plan Taskforce (TPT) published in October 2023.

In developing its climate-related disclosures, Berkeley has reviewed the Task Force on Climate-related Financial Disclosures (TCFD) report 'Recommendations of the Task Force on Climate-related Financial Disclosures', including the 2021 Annex detailing Guidance for All Sectors and Supplemental Guidance for Non-Financial Groups in relation to Materials and Buildings. We are pleased to confirm that our disclosures are consistent with these guidelines and align with the UK Listing Rules (as referred to in Listing Rule 9.8.6R (8)), save for certain items which we summarise in the table on page 69. Work is ongoing as our understanding of these areas has developed over the years and we have identified areas where more work is required.

This year, we have reviewed and updated our reporting in line with the International Sustainability Standards Board (ISSB) IFRS S2 Climate-related Disclosures; a Sustainability Disclosure Standard published in June 2023. The Standard integrates and builds on the TCFD recommendations and incorporates industry-based disclosure requirements derived from SASB Standards. We believe our disclosures cover the majority of the requirements within IFRS S2 and will look to further align in future reporting years.



	Omitted	Partial	Full
Disclosure level	<div></div>	<div></div>	<div></div>

Theme	Disclosures and disclosure level	Summary and next steps	Page reference
Governance	a) Board's oversight	<ul style="list-style-type: none">- The Board is provided with updates on Berkeley's climate actions and progress against goals as part of each meeting through Our Vision 2030 reporting.- CEO and CFO attend monthly Our Vision 2030 and Sustainability Board meetings at which key climate actions, including targets and progress on our transition to net zero are reviewed.- Climate-related matters are assessed at development level which informs strategic business planning activity.	70 to 71
	b) Management's role	<ul style="list-style-type: none">- CEO is lead sponsor for climate action.- Executive Committee receives updates on climate action from the Responsible Business Executive at each meeting.- CEO and CFO attend divisional board meetings to review financial and operational performance.- Responsible Business Executive and Group Head of Sustainability meet with Group operational committees, divisional management teams and operational sustainability teams to review progress and plan next steps.	
Strategy	a) Climate-related risks and opportunities	<ul style="list-style-type: none">- Climate change is a key risk monitored as part of the Group's risk management process.- Climate scenario analysis identified key transitional risks in the short-term (0-2 years) to medium-term (to 2030) and physical risks in the long-term (to 2050), based on financial scenarios and probabilistic loss modelling where possible.	71 to 77
	b) Impact of risks and opportunities on strategy and financial planning	<ul style="list-style-type: none">- Our strategy in relation to climate-related issues is defined across four areas of focus and involves engagement with stakeholders across our industry, supply chain and government bodies.- Work is ongoing in relation to the impact of climate-related issues and a just transition on areas such as our supply chain.- Consideration of climate change in preparing our Financial Statements is detailed in note 1.3 on page 187.	
	c) Resilience of strategy	<ul style="list-style-type: none">- Climate scenario models have been used to assess our resilience including transition to a low carbon economy consistent with a 1.5°C scenario and the increased physical risks associated with a 4°C scenario.	
Risk management	a) Risk identification and assessment processes	<ul style="list-style-type: none">- Main Board, Responsible Business Executive, Group sustainability team and operational teams all form part of the process to identify risks and assess their relative importance.- Climate scenario analysis completed in 2022; results are still considered to be relevant.	78 to 83 and 100 to 101
	b) Risk management processes	<ul style="list-style-type: none">- Responsible Business Executive and Group sustainability team manage strategic compliance with evolving requirements.- Divisional management teams embed risk management in our day-to-day operations, integrating mitigation measures for each development as required.	
	c) Integration with overall risk management	<ul style="list-style-type: none">- Climate change identified as a standalone principal risk to the business since 2018.- Climate-related risk incorporated within the Group's risk management framework, combining a top-down and bottom-up approach.	
Metrics and targets	a) Metrics to assess risks and opportunities	<ul style="list-style-type: none">- Relevant key metrics identified and disclosed, including industry-based metrics in line with SASB.- The seven cross-industry metric categories recommended in TCFD guidance continue to be reviewed for implementation.	84 to 88
	b) Scopes 1, 2 and 3 GHG emissions and risks	<ul style="list-style-type: none">- Emissions under scopes 1, 2 and 3 (material categories 1 and 11) monitored and reported.- GHG emissions calculated in line with the GHG protocol methodology.	
	c) Targets to manage risks and opportunities	<ul style="list-style-type: none">- Science-based targets in place for scopes 1, 2 and 3 GHG emissions with performance against these disclosed.- Targets in line with the seven cross-industry metric categories recommended in TCFD guidance to be reviewed for implementation.	

Governance

Main Board Level

Board of Directors

Management Level

Chief Executive Officer

Group Level

Group Risk Function

Operational Level

Divisional Management Teams

Key roles with responsibility for climate action:

- ① Chief Executive Officer ② Chief Financial Officer ③ Executive Committee member with responsibility for sustainability
④ Responsible Business Executive ⑤ Group Head of Sustainability

To provide a governance framework for our approach, Berkeley has an overarching Climate Change Policy detailing guiding principles of action, delivered through our Climate Action priority area of Our Vision 2030 business strategy and supporting Sustainability Standards. Our standards set out minimum requirements for our developments, as well as our construction site and supply chain activities, for topics such as energy efficiency, risk mitigation measures and reporting. They ensure that we are aligned to deliver the objectives, priorities and milestones outlined within our climate strategy.

Management tools are in place to monitor action and performance. For example, each development uses a Project Sustainability Strategy to track compliance with Sustainability Standards from land purchase through to completion, whilst our online data management system allows for live reporting of GHG emissions from our site, office and sales activities to assess progress against our scopes 1 and 2 SBT. Our management tools enable the regular communication of performance across the business, enabling insights and areas for further action to be identified and discussed.

Strategy

Where necessary, key processes and controls such as our Sustainability Standards are updated.

Overview of climate risks and opportunities

Transitional climate change risks and opportunities are assessed in the short-term (0-2 years) and the medium-term (to 2030) to align with the time horizons of Berkeley's overarching business strategy, Our Vision 2030. Recognising that physical risks manifest themselves over a longer period, these are considered in the long-term (to 2050).

Climate scenario analysis undertaken in 2022 indicates that Berkeley has relatively low residual exposure to transition risk in the short-term, although pricing of GHG emissions and increased cost of raw materials present moderate risk.

In the medium-term, Berkeley is more moderately exposed, partly due to risks associated with moving to lower emission technologies, such as the use of less established suppliers and obsolete technology. Higher raw material costs could also be incurred by 2030 as a result of the increasing intensity of carbon pricing policy. Whilst not financially quantified, skills shortages are expected to be moderate by 2030. Changing customer demands is considered to present a minor opportunity in the medium-term.

The analysis showed that by 2050 under a 4°C ‘Hot House World’ scenario, areas in which Berkeley’s developments are located will see an increase in heatwave days and a corresponding increase in the occurrence of prolonged drought stress. Increases in precipitation with drier summers and wetter winters could also increase the prevalence of subsidence conditions. Exposure to flood risk may also increase with particular sites flooding more often.

Climate progress and roadmap

2010

Carbon reduction targets set for our operations since the launch of Our Vision in 2010.

2014

Climate change adaptation risk exercise identified flooding, overheating and water shortage as the key risks for the homes and places we develop.

2016

All new homes designed to incorporate climate change adaptation measures and a bespoke overheating risk assessment launched.

2018

First public reporting in line with TCFD recommendations. Procurement of 100% renewable electricity for UK operations.

2019

Undertook research and implemented the outcomes on designing low carbon homes.

2020

SBTs validated by the Science Based Targets initiative (SBTi) and new strategy for climate action launched.

2022

Completed climate scenario analysis to assess risks and opportunities.

2023

Achieved original SBT for scopes 1 and 2 (market-based) emissions seven years early.

Launched embodied carbon reduction targets at a project level.

Embedded findings of climate scenario analysis into risk management processes.

2024

Achieved 'A List' status from CDP for climate change action and transparency.


Implemented a detailed supply chain engagement strategy for high impact material groups and recognised as a CDP Supplier Engagement Leader.


Completed energy audits complying with the Energy Savings Opportunity Scheme (ESOS).


Climate-related disclosures continued


Climate strategy

To respond to the key areas of risk and opportunities for the business, our climate strategy focuses on reducing embodied carbon, operating low carbon construction sites, delivering low carbon homes and integrating climate change resilience measures. Details on key climate actions taken in the year can be found on pages 45 to 46.

 Embodied carbon		
Why this is a focus area The majority of our scope 3 emissions relate to embodied carbon arising from the activities of our supply chain, from the energy used to extract raw materials, processing these into construction products and transporting to site. Reductions are targeted as part of our scope 3 SBT in relation to category 1: purchased goods and services.	Link to business model <ul style="list-style-type: none">- Designing and planning new homes- Building new homes and places	Link to climate risks <ul style="list-style-type: none">- Raw material cost
Key strategic actions In 2021 we undertook embodied carbon assessments on an initial 15 projects to determine the impact of the materials used to construct the homes we build. Using this information, our consultants set out a clear approach for us to calculate our upfront embodied carbon on our future developments and in July 2022 we launched quantitative targets for reducing emissions in line with our SBT. Embodied carbon assessments are now a requirement of Berkeley's Sustainability Standards. The assessments are undertaken during planning and design stages, enabling our project teams to make more informed design, specification and sourcing decisions and to take tangible action to reduce the carbon impact of each development and meet targets. Recognising that embodied carbon is largely out of our direct control, we engage with suppliers and have implemented a detailed supply chain engagement strategy for high impact material groups. We also play an active role within several industry groups to share knowledge and lessons learnt. This includes the UKGBC's Advancing Net Zero programme and working groups through the Future Homes Hub and the Chartered Institution of Building Services Engineers (CIBSE). We have also formed a peer-to-peer partnership with several contractors to collaborate on a number of topics, including carbon.		

 Low carbon operations		
Why this is a focus area Emissions related to the energy used during our construction, sales and office activities are under the direct control of Berkeley and we have the greatest ability to reduce these. Reductions are targeted as part of our scopes 1 and 2 SBT.	Link to business model <ul style="list-style-type: none">- Building new homes and places	Link to climate risks <ul style="list-style-type: none">- Pricing of GHG emissions
Key strategic actions Berkeley's Sustainability Standards include minimum energy efficiency requirements for our construction sites, offices and sales suites. Since 2018, 100% of UK electricity has been backed by Renewable Energy Guarantees of Origin (REGOs). To drive performance improvements, Berkeley's operating divisions are set individual annual carbon budgets that are actively monitored through live reporting in our online data management system. We also have an internal carbon fee levied on each division, incentivising low carbon alternatives which may have a greater capital cost but that deliver reduced operational costs. Best practice initiatives and lessons learnt are shared through engagement events and via our intranet.		

 Low carbon homes		
Why this is a focus area A significant proportion of our scope 3 emissions relate to the regulated energy use (such as heating, hot water and lighting) of the homes that we are creating for our customers. Reductions are targeted as part of our scope 3 SBT in relation to category 11: use of sold products.	Link to business model <ul style="list-style-type: none">- Designing and planning new homes- Building new homes and places- Marketing and selling new homes	Link to climate risks and opportunities <ul style="list-style-type: none">- Demand supply imbalance- Planning and design requirements- Technology evolution- Skills shortages
Key strategic actions Berkeley applies a fabric-first design approach, in combination with the most appropriate technology and infrastructure solution for each individual development. We engage with our designers and collaborate with wider industry through the UKGBC, Future Homes Hub and CIBSE to understand how to reduce the impact of our buildings. Berkeley's Sustainability Standards include minimum energy efficiency requirements, including the provision of 100% LED lighting. We communicate sustainable features to customers through the sales process, providing accessible and home-specific information. We measure the impact of our homes as part of our scope 3 SBT using the dwelling emission rate (DER); calculated for new build homes to comply with building regulations. Performance also forms part of our Green Finance Framework issued in 2022, with the eligibility criteria for this linked to homes achieving an Energy Performance Certificate (EPC) rating of at least a B on brownfield land. In 2023 we set a requirement for all new homes (excluding refurbishments) to meet a minimum energy efficiency rating of B. In addition to EPC ratings, we monitor the Environmental Impact Rating (EIR) of new homes as a measure of carbon impact.		

 Climate change resilience		
Why this is a focus area Berkeley recognises that climatic changes will occur and may affect the homes and places we develop. We need to prepare our business for anticipated changes to the climate and take action to mitigate risks.	Link to business model <ul style="list-style-type: none">- Land acquisition- Designing and planning new homes- Building new homes and places- Placekeeping and stewardship	Link to climate risks and opportunities <ul style="list-style-type: none">- Heat stress- Drought stress- Subsidence- Windstorm- Flood- Demand supply imbalance
Key strategic actions Key risks, such as subsidence and flood risk, are identified and assessed prior to land acquisition, with mitigation measures identified and implemented as necessary. Berkeley's Sustainability Standards set minimum requirements, including the provision of rainwater harvesting and sustainable drainage systems (SuDS). We target internal water efficiency levels beyond building regulation requirements, delivered through the integration of water efficient fixtures and fittings. Recognising the intrinsic link between nature and climate, Berkeley has pioneered biodiversity net gain (BNG) in our industry since 2017. Having worked in partnership with the Wildfowl and Wetlands Trust (WWT) to develop a Code of Practice for blue and green infrastructure, an integrated water management approach is now followed whereby rainwater is stored and released into natural features to help manage surface water, also reducing the urban heat island effect.		

Climate-related disclosures continued

Engagement

Collaboration is key to delivering climate action with key activities as follows:

Supply chain	<ul style="list-style-type: none">Our Common Materials Strategy for 10 key material groups includes embodied carbon and other sustainability requirements alongside technical compliance and quality.New detailed supply chain engagement for high impact materials (concrete, steel, aluminium, glass and bricks) to assess the maturity of key suppliers in their decarbonisation journey.Sustainability Standard for on-site contractors includes requirements in relation to energy and carbon reporting, as well as minimum energy efficiency measures.Climate action raised in Group-wide Supply Chain Conference in November 2023.Partner of the Supply Chain Sustainability School.
Industry	<ul style="list-style-type: none">Members of the UKGBC Advancing Net Zero programme and active participants in working groups, including developing guidance on embodied carbon reporting.Active participants of the Future Homes Hub, helping industry to understand and shape the future for new and decarbonised homes.Contribute to CIBSE's Homes for the Future working group.Formed a peer-to-peer group to collaborate and share learnings with several contractors, including Skanska, Morgan Sindall and Laing O'Rourke.
Government and regulators	<ul style="list-style-type: none">Actively respond to Government consultations to share our insights and experience, including both the Future Homes and Buildings Standards and scope 3 emissions reporting consultations in 2024.Met with Government representatives as part of the Future Homes Hub to discuss our response to the Future Homes and Buildings Standards consultation.Host visits to our development sites to directly engage and demonstrate challenges and progress.
Customers	<ul style="list-style-type: none">Development-specific information provided, including climate change mitigation and adaptation measures.Home demonstration at handover to ensure customers aware of technologies integrated into their home and efficiency measures.Sales employees receive sustainability training.
Employees	<ul style="list-style-type: none">Sustainability training provided to all employees, with subject specific training (e.g. embodied carbon, Future Homes and Buildings Standards requirements) provided to relevant departments.Awareness campaigns including 'lunch and learn' sessions and internal intranet to share best practice.

Transition planning

Berkeley acknowledges the SBTi definition of net zero, namely that scopes 1, 2 and 3 emissions should be reduced in the long-term (by 2050) by at least 90%, with residual emissions neutralised.

This year we have been engaging key internal stakeholders to compile a Net Zero Transition Plan in line with the October 2023 recommendations of the Transition Plan Taskforce (TPT). Our aim is to publish our plan in 2025.

An overview of key elements within our focus areas that we seek to action on our route to net zero can be found on pages 76 to 77.

Our transition plan is based on decarbonisation routes and actions that we currently understand to be the direction our industry is moving in, but plans and capabilities in this area are constantly evolving, with new pathways identified once certain levers are triggered. We have identified some of our key dependencies and challenges on page 75.

Given the significant dependencies and challenges we face, and uncertainty of the decarbonisation pathways that will be available to us in the medium to long-term, we have selected a net zero date of 2045. Across scopes 1 and 2 we are confident that we can achieve net zero much earlier, however we need to work further with our supply chain to understand the decarbonisation pathways of key manufacturers and suppliers before committing to a more stringent timeline across all scopes. Our aim is to update projections within future iterations of our plan.



Our transition is dependent on:

- The willingness, ability and speed of our direct supply chain to decarbonise and reduce the embodied carbon of materials.
- The rate at which connected industries (e.g. utilities, transport, education and skills) set out detailed transition plans.
- Customer acceptance of low carbon alternatives for heating and powering homes.
- An industry-wide shift to low carbon alternatives and new technologies.
- Workforce behaviour change to reduce avoidable emissions.

Our transition is challenged by:

- A low number of suppliers and contractors that measure their emissions or have SBTs.
- The changing policy and regulatory landscape for housing.
- Customer concern over increased costs for electric homes, and behavioural change required to operate non-traditional heating solutions.
- A potential lack of capacity in the electricity grid to connect new homes.
- The pace at which the electric machinery market develops.
- The cost uplift and sustainability credentials of biodiesel HVO.

A just transition: recognising stakeholder impacts

Berkeley aims to ensure that our decarbonisation efforts include a fair and equitable 'just transition' that identifies potential effects on our stakeholders, including our employees and communities.



Our workforce

The transition to a low GHG economy will impact our workers due to the rapid change in required skills. We will invest in the training and competency of our employees and supply chain workforce to manage our transition and ensure that no one is left behind as we meet our future goals.



Our customers and communities

Solutions to address climate change should not come at an unaffordable price to our customers or negatively impact the communities we help to create. Customer insight is essential to gather feedback about the technology installed in new homes.



Our industry

We acknowledge the need for a coordinated industry approach, as current inconsistencies are leading to a lack of trust and investment across the supply chain and delaying progress. Berkeley will continue to work with others in the sector and share feedback on new practices and technologies to push forward the most effective low carbon solutions.



Our environment

Recognising that nature helps to both mitigate and adapt to future climate change pressures, we will continue to prioritise the incorporation of nature within our developments and work with managing agents to ensure that these habitats will be maintained for years to come.



Climate-related disclosures continued

Risk management

Berkeley has recognised climate change as one of its principal operating risks since 2018. Our regular process to identify and assess climate-related risk is incorporated within the Group’s risk management framework, combining a top-down strategic review and a bottom-up review (see page 91).

The Responsible Business Executive and Group Head of Sustainability identify and monitor strategic climate-related risks and opportunities facing Berkeley through the evaluation of evolving legislation, customer feedback, and industry and global trends. Risks and opportunities are identified for the short-term (e.g. increased energy costs), through to the medium-term (e.g. changes to building regulations) and long-term (e.g. transition to net zero carbon homes).

The risks and opportunities cover our upstream value chain (such as material costs), our direct operations, and the impact on our customers of a changing climate.

Identified risks and opportunities are shared with the Group’s Risk Executive and reported on at each Board meeting, with feedback provided back down the business to operating companies.

A fundamental principle of the operating structure of Berkeley is that the prime responsibility for assessing, managing and monitoring the majority of operational risks rests with divisional management teams, ensuring that risk management is embedded in our day-to-day operations. At a development level, the site-specific Project Sustainability Strategy tracker and Environmental Risk Register identify risks and monitor action taken to mitigate these from land purchase through to completion.

Climate scenario analysis

Supplementing our regular approach to risk management, in 2022 Berkeley undertook climate scenario analysis with the support of WTW (formerly Willis Towers Watson) to assess risks and opportunities relating to the transition to a lower carbon economy and the physical impacts of climate change. The climate scenario analysis was overseen by the CFO, the Executive Committee member with responsibility for sustainability, the Responsible Business Executive and the Group Head of Sustainability.

Selected climate scenarios draw from widely used publicly available and peer reviewed sources. These include the Intergovernmental Panel on Climate Change (IPCC) sixth assessment report (AR6) and other representative sources including the International Energy Agency (IEA). The scenarios selected are not intended to be forecasts for the future, but provide mechanisms to assess plausible outcomes against which Berkeley can assess its risks.

Summary of scenarios
1.5°C scenario – IEA Net Zero Emissions by 2050 and IPCC RCP 2.6
— Actions are taken to reduce emissions in the short-term and consequently high transition risk is experienced.
— Physical risks are less severe than under the 4°C scenario and broadly similar to the 2°C scenario.
Below 2°C scenario – IEA Sustainable Development Scenario (SDS)
— Actions are taken to reduce emissions in the short-term, albeit slightly less aggressive than the 1.5°C scenario, and consequently high transition risk is experienced.
— Physical risks less severe than under the 4°C scenario and broadly similar to the 1.5°C scenario.
4°C scenario – IPCC RCP 8.5
— Increased level of warming associated with greater levels of acute and chronic weather events.
— Geographic climatic shift in the South East of the UK.

The results of the climate scenario analysis (see tables on pages 78 to 83) are still considered to be relevant and we continue to use them within our strategic planning processes. It is our intention to periodically update the analysis, as new information and modelling becomes available or as significant changes are made to our business.

Read more on our methodology www.berkeleygroup.co.uk/sustainabilitydisclosures

Transition risks and opportunities

Representative scenarios assessed included a below 2°C (using IEA Sustainable Development Scenario (SDS)) and limiting global warming to 1.5°C (IEA Net Zero Emissions by 2050). Where possible to differentiate across the two scenarios the assessment focused on the Net Zero by 2050 scenario, in line with the Paris Agreement targets.

Transition risks and opportunities were assessed in relation to aggressive climate mitigation measures in both the short-term (0-2 years) and medium-term (to 2030). The transition risks and opportunities detailed in the table on pages 78 to 81 have been identified as having potentially greater exposure or impact on Berkeley, albeit none of these are considered individually material in the context of the Group’s current year financial statements.

In addition, Berkeley has been assessed as having a very low exposure to the following transitional drivers, with more detail available in the climate scenario analysis methodology document on our website:

- **Risks:** Enhanced emissions reporting obligations requirements; climate change litigation.
- **Opportunities:** Electric vehicle use; cost and availability of capital; reputational risk and perceptions of investors, employees and other stakeholders.

Transitional risks

Transitional risk description	Risk exposure and potential impact	Mitigation strategy
<p>Pricing of GHG emissions could be introduced as part of aggressive climate mitigation and carbon tax regimes.</p> <p>Emissions offsets may see an increase in demand and therefore cost.</p>	<p>Demand for REGOs which Berkeley procures for its UK electricity consumption is expected to rise. In the short-term the additional cost of REGOs is likely to be less than £1 million per annum. By 2030, the supply of REGOs is expected to stabilise as electricity use is anticipated to continue to shift away from fossil fuel sources.</p> <p>The introduction of direct carbon taxes through UK regulation in relation to scopes 1 and 2 emissions, if implemented by 2030, would result in a new annual cost which is likely to be less than £1 million.</p> <p>Under Berkeley’s long-term plans to become a net zero business, depending on supply chain actions and technology advances in the meantime, residual scope 3 emissions may need to be offset at a point beyond 2030. The cost of this could be significant given the relative size of scope 3 emissions compared to scopes 1 and 2 (see metrics and targets on pages 84 to 86), over £10 million per annum, although this amount and timing thereof is uncertain.</p>	<p>Our teams continue to focus on energy and carbon efficiency to reduce our electricity consumption and emissions. We have seen a 77% reduction in scopes 1 and 2 (market-based) emissions since 2019, reducing the potential impact of future carbon pricing regimes.</p> <p>This year we completed energy audits across our divisional offices, sales suites and construction sites in line with the requirements of the Energy Savings Opportunity Scheme (ESOS) with the recommendations being incorporated into our energy reduction action plans and transition to net zero.</p> <p>Berkeley monitors the implementation of potential carbon tax regimes, including the proposed UK Carbon Border Adjustment Mechanism (CBAM) (see the raw material costs transitional risk).</p> <p>Our approach to offsetting is being reviewed as part of the further development of our net zero transition plan.</p>
<p>Planning and design requirements become increasingly stringent as part of the UK’s efforts to meet its 2050 Net Zero target.</p>	<p>As part of its effort to meet its 2050 Net Zero target, it is possible that the UK will need to increase the stringency of building planning and design requirements. Berkeley would be required to respond to changing building regulations which may have a cost impact.</p> <p>In the short-term, homes on future phases of developments that are under construction may require a different heating solution from current planned solutions, for example switching to the installation of air source heat pumps. These changes have been anticipated so there is little additional cost impact expected.</p> <p>In the longer term, planning regulation is not anticipated to lead to significant costs as emerging requirements form part of development appraisals at the land purchase stage or subsequently.</p>	<p>Operational committees of relevant functions (Land and Planning, Technical and Sustainability) monitor and discuss the evolving regulatory landscape and impacts on the business, taking action as required.</p> <p>Berkeley actively participates in Government consultations to help shape the direction of future regulation. In March 2024, we submitted a response to the consultation on the Future Homes and Buildings Standards. An inter-disciplinary working group was set up to develop our response and a webinar was held to brief the business on the requirements of the Standards.</p> <p>We also participate in industry initiatives such as the Future Homes Hub, established to facilitate the collaboration needed within and beyond the new homes sector to help meet the climate and environmental challenges ahead.</p> <p>To negate potential additional cost impacts, emerging requirements form part of development appraisals at the land purchase stage.</p>

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Transitional risk description	Risk exposure and potential impact	Mitigation strategy
Skills shortages impacting ability to install low carbon technology may result if sufficient investment and training is not provided, leading to a shortfall in supply of suitably qualified professionals.	<p>In order to reduce emissions to meet more stringent planning requirements and sustainability targets, Berkeley will need access to skilled workers.</p> <p>Berkeley is exposed to industry-wide resourcing issues. Whilst these are currently not specific to low carbon technology, in the medium-term there could be an increase in labour shortages, in part due to an aging workforce and the need to upskill workers for net zero.</p> <p>Whilst it is not possible to quantify the financial impact of this, we are taking practical steps to mitigate the current skills shortage.</p>	<p>Berkeley is part of The 5% Club, maintaining at least 5% of its workforce in formal training and we work with our supply chain to support and encourage training opportunities.</p> <p>We upskill our staff through internal training, with all employees required to complete an ‘Introduction to Sustainability’ module via our Learning Management System. Awareness campaigns are also used to inform our people about low carbon technologies being deployed on our sites and in our homes and how to communicate these to our customers.</p>
Technology evolution leads to a risk that technologies selected at the outset of a planning process could become outdated and obsolete upon building completion as a result of the development of lower emission alternatives. Over the long-term, increasing pace of technological adaptation may accelerate risk of obsolescence.	<p>Electrification of residential heating is encouraged through the proposed Future Homes and Buildings Standards. The consultation set out the principle of ‘sleeving’ for existing heat networks, which may require us to upgrade existing energy centres and associated infrastructure on our major regeneration sites with air source heat pump technology.</p> <p>The pace of our progress may be hampered by planning regulations and at points in time there is a risk we will not be able to deliver optimal technologies as building regulations adjust more slowly to emerging technologies.</p> <p>In the long-term, the inherent risk is that the market for the latest technologies is nascent, which gives a risk of unreliable supply chains and reputational damage, should technology selected for our developments not perform as expected. Consequently, the potential costs could be significant, although are considered unlikely as regulation and supply chain testing mean the adoption of untested technologies remains improbable.</p>	<p>Berkeley continually assesses nascent technologies and has already invested in heat pumps and photovoltaics.</p> <p>In some cases, particularly in our out of London sites, we need to ensure the necessary localised infrastructure upgrades are in place to support additional electrical loads ahead of the implementation of the Future Homes and Buildings Standards, whilst noting that there is a dependency on the national grid to decarbonise. There are no significant additional costs expected in the short-term.</p>
Raw material costs could increase if suppliers pass through the impact of carbon pricing for high embodied carbon building materials. For example, widely used steel, concrete, cement and glass all have energy intensive production which could require increased energy input costs or be subject to carbon tax regimes.	<p>Under a 1.5°C scenario, energy intensive raw materials such as steel, concrete and glass will be particularly impacted by carbon-driven cost increases in the absence of alternative technological advances.</p> <p>In the short-term, there is a low exposure to cost increases in the region of £1 million per annum. Nonetheless, by 2030 the inherent risk from additional raw material costs could be significant (exceeding £10 million per annum) relative to the cost today, although it is inherently difficult to disassociate this cost from other market forces and technology advances (both positive and negative).</p>	<p>Berkeley has a diverse supply chain drawing material from a wide range of suppliers and we regularly assess material costs as part of development appraisals.</p> <p>We are undertaking embodied carbon assessments to better quantify the emissions within the materials of our developments to inform future design. The marketplace will also change as suppliers decarbonise their own direct activities, technology evolves and macroeconomic factors impact costs (and house pricing).</p> <p>This year we have developed a new supply chain engagement strategy to work with our supply chain to understand and drive down embodied carbon. This focuses on high impact materials (concrete, steel, aluminium, glass and bricks) and aims to assess the maturity of our key suppliers in their decarbonisation journey, providing our teams with practical information to support their decision-making process.</p> <p>To understand the potential impact the introduction of the UK CBAM may have on Berkeley and its supply chain, we are actively involved in HMRC’s consultation.</p>
Transitional opportunity	Opportunity exposure and potential impact	Realisation strategy
Transitional opportunity description		
Demand supply imbalance may lead to an opportunity whereby homes with strong sustainability-related credentials are preferable to buyers as energy prices increase.	<p>Whilst in the short-term the scale of opportunity for higher demand is not necessarily significant, as climate awareness and energy prices increase, property buyers are expected to favour lower carbon homes and expect greater operational energy efficiency. In addition, customer preference for new build over second-hand housing stock could further support demand for more efficient homes, with the latest technologies.</p> <p>Responding to the increasing barriers to entry as regulation rapidly changes will require experienced and well capitalised companies; this could further reduce the supply of new homes.</p>	<p>Berkeley’s focus on urban, brownfield regeneration development is inherently more sustainable. Through climate action, wider Our Vision 2030 initiatives and our Sustainability Standards, we look to positively influence customer demand. In 2023, we set a requirement for all new homes (excluding refurbishments) to meet a minimum EPC rating of B.</p> <p>We actively communicate sustainable features to customers throughout our sales process, providing accessible and home-specific information within marketing information.</p>

Climate-related disclosures continued

Physical risks

Physical risks have been assessed over the long-term to 2050 as this is when the most significant impacts are likely to manifest, with the below table summarising the predominant physical risks for the IPCC 1.5°C (RCP 2.6) and 4°C (RCP 8.5) scenarios. Exposure details are in 2050 and beyond under a 4°C scenario.

Chronic risks		
Physical risk description	Risk exposure and potential impact	Mitigation strategy
Heat stress increases gradually and becomes a moderate risk beyond 2050 and towards the end of the current century. This could mean frequent heatwaves (more than 20 days annually).	<p>The majority of England (in particular South East, South West and the Midlands) will be exposed to more material heat stress by mid-century.</p> <p>Correspondingly, 84% of Berkeley’s homes will be exposed to heat stress in the decades beyond 2050.</p> <p>The potential for overheating in our homes arises through heat stress from climate change and the urban heat island effect.</p>	<p>Berkeley introduced a bespoke internal overheating risk assessment in 2016. This helped to ensure that all project teams assessed and mitigated this risk. Overheating risk is now incorporated within the 2021 Building Regulations. Where homes are deemed to be at a higher risk, more detailed dynamic thermal modelling is undertaken.</p> <p>Potential mitigation measures may include thicker insulation to external walls, smaller windows with thermally efficient glass, incorporating shading through the design such as brise soleil to reduce heat gain, balconies and enhanced ventilation. In addition, Berkeley incorporates soft landscaping as part of its biodiversity net gain (BNG) approach which can partially mitigate the heat island effect.</p>
Drought stress becomes more significant by the 2050s, which would see three to four months of drought duration annually.	<p>Similar to heat stress, the majority of England (in particular South East, South West and the Midlands) will be exposed to more material drought conditions by mid-century.</p> <p>Correspondingly, 92% of Berkeley’s homes will be exposed to drought conditions for three to four months annually in the decades beyond 2050. A significantly smaller proportion (5%) of homes could see drought conditions for six months of the year.</p> <p>The main implications from drought stress are water scarcity and impact on green areas of our developments.</p>	<p>Working with the Wildfowl and Wetlands Trust (WWT) we have developed a Code of Practice for our teams on integrating blue and green infrastructure into our developments. An integrated water management approach is followed, whereby rainwater is stored and released into natural features to help manage surface water. The attenuation of water run-off provides significant opportunities to hold water for reuse in the home and our landscapes. We also consider the impact of drought on the design of our green spaces by incorporating drought resilient planting.</p> <p>As part of Berkeley’s Sustainability Standards, we have minimum requirements including provision of rainwater harvesting and sustainable drainage systems (SuDS) on our developments. We reduce water usage by designing homes with water efficient fixtures and fittings.</p>
Subsidence conditions and susceptibility for soils like clay are likely to be influenced in the 2030s and further increase beyond 2050 due to warmer and drier summers as well as wetter winters.	<p>Large areas in the South East and Eastern England are exposed to increasing subsidence conditions, including Greater London and the Thames Estuary due to the clay soils.</p> <p>The soil conditions for 90% of Berkeley’s current homes could potentially be impacted beyond 2050.</p>	<p>The risk of subsidence is assessed at a project level prior to land acquisition. During detailed design, external experts undertake further assessment and ensure appropriate measures are incorporated to mitigate these risks.</p> <p>In London, where the risk of subsidence is linked to the underlying London clay, our developments have piled foundations which are engineered to ensure the buildings are anchored deep into the ground. There are additional factors of safety margins for foundations/piling already in place which mitigates against the risk of subsidence.</p> <p>For our housing developments, the foundation design is agreed with specialist consultants to ensure it is appropriate for the underlying geology and risk of subsidence.</p>

Acute risks		
Physical risk description	Risk exposure and potential impact	Mitigation strategy
Windstorm risk already exists for all of Berkeley’s sites. There is no current scientific consensus that the UK will see an increase in windstorm intensity and the risk therefore remains unchanged from the present day.	<p>The typical windstorm hazard could pose a moderate risk for 100% of Berkeley’s sites. This does not reflect a change to the present day levels of exposure, probability or potential losses of such risk.</p> <p>The main implication from windstorms are physical damage to completed property and construction assets.</p>	<p>Each of our developments is designed by specialist teams, selecting appropriate materials and fixing details which can withstand local conditions. In respect of mid- to high-rise buildings, wind engineering includes dynamic or physical modelling, analysis and testing at the pre-planning stage. Façade design ensures mechanical fixings to areas such as roofs and balconies to resist elements being removed by high wind, as well as other mitigating features such as screening and planting.</p> <p>In terms of the occupation of our buildings, mitigation includes wind alerts from anemometers being communicated to residents with instructions to close windows and secure loose objects from high level amenity spaces.</p> <p>High winds also pose a risk to construction operations. We monitor alerts for high wind events and send bulletins to our site teams ahead of storms to ensure site safety measures are adhered to. Our tower cranes are fitted with anemometers to alert the crane driver and safe lifting team, thus preventing crane operations during high winds.</p>
Flood risk increases due to the potential for coastal flooding from sea level rise, as well as surface and groundwater flooding from heavy rainfall.	<p>By 2050 there are no further sites exposed beyond the 6% of sites already at risk in the present day, given the predominance of Berkeley’s portfolio in London and the flood defences in place in London. However, these sites could flood more often.</p> <p>The main implication from flood is physical damage to completed property and construction assets.</p> <p>Probabilistic loss modelling estimates that by 2050 the physical damage from flooding under a 4°C scenario could exceed £27 million in a severe year (i.e. 1 in 200 year return period) and £60 million in an extreme year (i.e. a 1 in 1,000 year return period).</p>	<p>Flood risk is assessed pre-acquisition for all sites. Flood risk assessments have been a standard part of our development planning and design for many years if the developments fall within a flood zone. The flood risk assessments vary in extent based on the potential risk and already include allowances for the effects of climate change. Our homes are designed to the flood risk that is identified in the flood risk assessment. This includes designing to a 1 in 30 year, 1 in 100 year or 1 in 1,000 year flood. Within our developments, design mitigation measures include raising the levels of the lower floors and designing SuDS to hold and store water in times of extreme rainfall.</p>

Climate-related disclosures continued

Metrics and targets

To assess and manage performance in relation to climate action, Berkeley monitors and reports on a range of metrics in line with its operational boundary (including joint venture activities). Progress against science-based targets (SBTs) is disclosed, in addition to topics detailed in the SASB Home Builders Sustainability Accounting Standard.

Scopes 1 and 2 emissions

Last year, Berkeley was pleased to announce that it had surpassed its original SBT for a 50% reduction in absolute scopes 1 and 2 (market-based) GHG emissions as validated by the Science Based Targets initiative (SBTi), having achieved a 76% reduction. As a result, in 2024 we have calculated an updated SBT in line with the SBTi's latest target setting tools. Our new near-term target is to 'reduce absolute scopes 1 and 2 (market-based) emissions by 82% by FY2030 from a FY2019 baseline year'. We plan to submit this target to the SBTi for validation in summer 2024.

This year we have seen a 77% decrease compared to our baseline year. Reductions to date have primarily been the result of a transition from using fossil diesel on site to using biodiesel HVO (Hydrotreated Vegetable Oil); 96% of directly purchased diesel in 2024 has been this low carbon, renewable alternative.



HACT and PNZ Carbon would like to thank Berkeley for their continued support of the Retrofit Credits programme, which looks at assisting towards the increased decarbonisation of UK homes and the support of people who live in them.

Berkeley's support in FY2023 created a real, tangible difference, and positively impacted the environment and the lives of residents with the part funding of the retrofit measures undertaken on 1,133 UK homes, resulting in the reduction of 250 tonnes of CO₂ and £145,000 of facilitated social value.

Antoine Pellet | Head of Retrofit Credits, HACT

Berkeley continues to purchase Renewable Energy Guarantees of Origin (REGOs) to certify that 100% of UK electricity is from a renewable source (i.e. solar, wind or hydro power).

Further information on our scopes 1 and 2 (market-based and location-based) emissions is contained within the Directors' Report on pages 160 to 162.

Use of carbon credits

From 2018 to 2023, Berkeley voluntarily supported verified projects in realising carbon emissions reductions elsewhere to neutralise residual emissions from our direct operations (scopes 1 and 2). In light of the evolving voluntary carbon market and emerging practice around offsetting residual scope 3 emissions, we are reviewing our approach to carbon credits as part of our development of our Net Zero Transition Plan. Consequently, this year we have made the decision not to purchase carbon credits to cover our full scopes 1 and 2 emissions.

We have however continued with our support of the UK-based Retrofit Credits project developed by HACT and PNZ Carbon, given the pioneering approach this unique programme is implementing; the project uses funds to retrofit social housing through the installation of energy efficient measures such as improved insulation, thereby reducing emissions of existing housing stock whilst also delivering social value.

Scope 3 emissions

Berkeley's most significant impacts occur across our value chain (scope 3), including the embodied carbon of our homes resulting from the activities of our supply chain (category 1: purchased goods and services) and the energy use by our customers in homes once sold (category 11: use of sold products). These material categories account for approximately 99% of our total emissions.

Recognising the importance of taking action to reduce scope 3 emissions, we have set a validated SBT to 'reduce scope 3 purchased goods and services and use of sold products GHG emissions by 40% per square metre of legally completed floor area'.

Since our 2019 baseline year, we have seen a 1% decrease in emissions intensity. It should be noted that reductions in emissions from dedicated action taken at a project level can take time to be realised, due to there often being several years between the planning and design phase of a project through to legal completions occurring. Berkeley is also highly dependent on supply chain action to reduce emissions, with our priority being to complete embodied carbon assessments to guide design and material specifications, at the same time as engaging with key contractors and suppliers.

Embodied carbon (category 1: purchased goods and services)

Berkeley currently uses a methodology based upon spend data to estimate the embodied carbon of materials and services used in the development of our homes and places.

To convert spend in the financial year into emissions we apply Comprehensive Environmental Data Archive (CEDA) factors; listed by the GHG Protocol as a third-party database to assist users in collecting data for product lifecycle and corporate value chain (scope 3) GHG inventories.

The limitations of reporting using a spend-based methodology are recognised by Berkeley and we have taken action to move away from this method towards more specific material data calculations in future years.

By their very nature, supply chain emissions are difficult to accurately measure as they relate to processes across multiple and wide-ranging settings that we are unable to control. We are however making progress in our understanding through the completion of embodied carbon assessments, the introduction of a material delivery data capture system and supply chain engagement (see page 46).

Another challenge that we and others face across the industry is defining the embodied carbon impact of our developments in the reporting context of a financial year, as projects are at different stages of the development lifecycle, each with a complex and global supply chain of materials. This issue is compounded at Berkeley by our bespoke approach to development, with each site having a unique design and procurement undertaken locally by each of our operating businesses, along with the period of time our developments span, particularly our large-scale regeneration sites. Recognising that positive change is required to reliably report embodied carbon data across our industry, we are pleased to have actively worked with the UKGBC in its development and launch in 2024 of two guidance documents relating to modelling embodied carbon and using assessments within scope 3 reporting.

Low carbon homes (category 11: use of sold products)

To estimate the lifetime carbon impact of our completed homes, we apply the calculated Dwelling Emission Rate (DER) across a 60-year period, in line with industry guidance. We do not take into account the anticipated decarbonisation of the UK electricity grid due to the variables involved.

Significant reductions in this area are anticipated in the coming years through the implementation of more stringent building regulations and the Future Homes and Buildings Standards. Our view is that we are on track to achieve our scope 3 SBT in relation to emissions resulting from the use of sold products.

Data enhancements to evolve emissions reporting in this area are also expected through the changing regulations. We will continue to work with industry and ensure our reporting reflects the prevailing and accepted methodology.





Industry-based metrics

Berkeley discloses industry-based metrics in line with the SASB Home Builders Sustainability Accounting Standard and is an active member of the Future Homes Hub's working group established to develop a shared set of metrics for the industry in relation to climate change and sustainability performance.

To recognise climate-related risks and opportunities, we have additional targets to our SBTs with associated metrics included within our climate action plans. For example, we monitor measures implemented to manage the physical risks to our homes and places such as heat stress, drought stress and flood through the reporting of overheating risk assessments, water efficiency and sustainable drainage systems (SuDS).



Climate-related disclosures continued

Berkeley targets and metrics						
Metric	Unit	2024	2023	Baseline 2019	Link to climate strategy	Link to climate risks and opportunities
Reduce absolute scopes 1 and 2 GHG emissions by 82% by FY2030						
Absolute scopes 1 and 2 (market-based) emissions	tCO ₂ e	917 ^A	963	3,980		Pricing of GHG emissions
Percentage change in emissions compared to FY2019 (SBT baseline year)	%	-77	-76	-		Emissions offsets
Energy consumption associated with scopes 1 and 2 emissions	MWh	27,505 ^A	30,420	35,681		
Energy consumption from renewable sources	%	88	89	60		
Purchased electricity backed by REGOs	%	98.3	98.7	99.1		
Purchased electricity in the UK backed by REGOs	%	100	100	100		
Reduce scope 3 purchased goods and services and use of sold products GHG emissions by 40% per square metre of legally completed floor area by FY2030						
Absolute scope 3 emissions (categories 1 and 11)	tCO ₂ e	519,040 ^A	574,709	585,690		Pricing of GHG emissions
Scope 3 (categories 1 and 11) emissions intensity	tCO ₂ e/100 sqm	169	161	171		Emissions offsets
Percentage change in emissions intensity compared to FY2019 (SBT baseline year)	%	-1	-6	-		Planning and design requirements
Absolute emissions for category 1: purchased goods and services	tCO ₂ e	304,476 ^A	321,314	352,087		Skills shortages
Emissions intensity for category 1: purchased goods and services	tCO ₂ e/100 sqm	99	90	103		Technology evolution
Absolute emissions for category 11: use of sold products	tCO ₂ e	214,564 ^A	253,395	233,603		Raw material costs
Emissions intensity for category 11: use of sold products	tCO ₂ e/100 sqm	70	71	68		Demand supply imbalance
Completed homes with an Energy Performance Certificate (EPC) rated A or B	%	93	93	93		
Completed homes with an Environmental Impact Rating (EIR) of A or B	%	96	98	-		
Average Dwelling Emission Rate (DER) of completed homes	kgCO ₂ /m ² /yr	12.08	12.13	11.72		
Average percentage improvement in DER over Target Emission Rate (TER) for completed homes	%	32	31	34		
Implement measures to manage climate risks for our developments and business						
Average internal water efficiency of completed homes	lpppd	101.2	102.6	102.6		Drought stress
Live development sites that have sustainable drainage systems (SuDS)	%	100	100	98		Flood
Live development sites that have assessed overheating risk	%	82	76	-		Heat stress
Live development sites that have assessed subsidence risk	%	59	-	-		Subsidence
						Demand supply imbalance

^A 2024 information has been separately subject to limited assurance by KPMG LLP. Further details of the assurance provided in 2024, including the independent assurance report and our methodology for reporting emissions, can be found at www.berkeleygroup.co.uk/sustainabilitydisclosures

SASB metrics (climate-related)		
Metric	2024	Detail
Number of controlled lots <i>(IF-HB-000.A)</i>	54,081	Lots on owned or unconditionally contracted sites as of the last day of the reporting period.
Number of homes delivered <i>(IF-HB-000.B)</i>	3,927	The number of homes that completed within the reporting period.
Number of active selling communities <i>(IF-HB-000.C)</i>	51	Includes sites that have an implementable planning consent and that are in production.
Land use and ecological impacts		
Number of (1) lots and (2) homes delivered on redevelopment sites <i>(IF-HB-160a.1)</i>	(1) 46,041 (85%) (2) 3,421 (87%)	Redevelopment sites are those that have been previously developed, including the replacement or refurbishment of existing structures, i.e. those sites considered to be brownfield land.
Number of (1) lots and (2) homes delivered in regions with High or Extremely High Baseline Water Stress <i>(IF-HB-160a.2)</i>	(1) 46,351 (86%) (2) 3,668 (93%)	London and large areas of the South of England are identified as an area of High Baseline Water Stress within the World Resources Institute's (WRI) Water Risk Atlas Tool. We recognise the need to balance providing new homes in these areas with reducing their impact on existing resources through the incorporation of water efficient fittings and sustainable drainage systems (SuDS).
Total amount of monetary losses as a result of legal proceedings associated with environmental regulations <i>(IF-HB-160a.3)</i>	£nil	The Group had no environmental prosecutions in the reporting period and subsequently no monetary losses.
Discussion of process to integrate environmental considerations into site selection, site design, and site development and construction <i>(IF-HB-160a.4)</i>	N/a	Our Vision 2030 is supported by our Sustainability Strategy which includes Sustainability Standards and procedures detailing the minimum Berkeley requirements for our day-to-day operations and our new developments. These ensure that we have processes in place to integrate environmental considerations throughout the development process. For example: <ul style="list-style-type: none">• Site selection: Berkeley focuses on urban brownfield regeneration, which is inherently sustainable. Prior to land purchase, Berkeley completes an assessment which seeks to identify all types of risks, including those related to environmental factors, such as climate change (e.g. flood risk), land contamination and ecology. These assessments are site specific, taking into account the unique characteristics of each development.• Site design: Our Sustainability Standards detail minimum requirements for new developments including achieving an internal water use of less than 105 litres per person per day, designing for climate change adaptation (e.g. through the use of SuDS) and providing electrical vehicle charging points.• Site development and construction: Berkeley has dedicated sustainability professionals within each of our operating companies, who support project teams by providing advice and driving environmental improvements (e.g. energy and water efficiency). Each site has an Environmental Risk Register and a site sustainability assessment is undertaken by our internal sustainability team at least quarterly to monitor performance.
Design for resource efficiency		
(1) Number of homes that obtained a certified residential energy efficiency rating and (2) average rating <i>(IF-HB-410a.1)</i>	(1) 3,927 (100%) (2) 84 ('B')	All homes legally completed by Berkeley in the year had an Energy Performance Certificate (EPC) with an average energy efficiency rating of 84 ('B'). Note that ratings range from 'A' (very efficient) to 'G' (inefficient). In the year, 93% legally completed homes were rated B or above.
Percentage of installed water fixtures certified to a water efficiency standard <i>(IF-HB-410a.2)</i>	N/a	The UK does not currently have water efficiency standards for fixtures; mandatory water efficiency labelling is due to be launched in 2025. The internal water efficiency of our legally completed homes in the year is provided as an alternative. Target: 105 litres per person per day; Achieved average: 101.2 litres per person per day.

Climate-related disclosures **continued**

SASB metrics (climate-related) continued

Metric	2024	Detail
Design for resource efficiency continued		
Number of homes delivered certified to a third-party multi-attribute green building standard (IF-HB-410a.3)	N/a	There is no established multi-attribute green building standard specifically for homes in the UK. All Berkeley homes are subject to UK building regulations.
Description of risks and opportunities related to incorporating resource efficiency into home design, and how benefits are communicated to customers (IF-HB-410a.4)	N/a	We design to high fabric efficiency to reduce energy demand and install water saving fixtures and fittings. A key risk associated with the design of energy efficient homes is the unintended consequence of overheating and therefore we consider overall building design and performance. We have Sustainability Standards to communicate sustainability with customers at all stages in the purchasing process, from initial marketing brochures to detailed information upon completion and handover of the home.
Climate change adaptation		
Number of lots located in 100-year flood zones (IF-HB-420a.1)	11,266 (21%)	This figure includes lots in areas assigned as Flood Zone 3. We undertake flood risk assessments on every site as part of the planning process and take measures to ensure that the development design takes into account and mitigates flood risk. Design measures include raising lower floor levels and designing SuDS to manage rainwater by storing it and releasing it into well designed natural features to help manage surface water and reduce the impacts of flooding.
Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks (IF-HB-420a.2)	N/a	Berkeley routinely evaluates climate-related risks and opportunities as part of our ongoing risk assessment process. Detailed climate scenario analysis was completed in 2022. Read more on pages 78 to 83.

SASB metrics (other)

In addition to the climate-related metrics of SASB, Berkeley has chosen to disclose the additional sustainability topics and accounting metrics below in line with the Home Builders Sustainability Accounting Standard.

Metric	2024	Detail
Workplace health and safety		
(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees (IF-HB-320a.1)	(1a) AIIR: 36 (1b) AIIR: 57 (2a; 2b) 0	Annual Injury Incidence Rate (AIIR) per 100,000 people reported in line with UK Health and Safety Executive (HSE) methodology. Our combined rate for direct and contract employees is 52 which outperforms the construction sector average of 296 (HSE, October 2023). There have been no work-related fatalities in the year.
Community impacts of new developments		
Description of how proximity and access to infrastructure, services, and economic centres affect site selection and development decisions (IF-HB-410b.1)	N/a	At Berkeley, proximity to key transport nodes is a factor in the selection of land and the majority of sites are on brownfield land, so are located within towns and cities with existing transport and economic centres. Once the land has been purchased, we have commitments within our Sustainability Standards around factors such as sustainable transport.
Number of (1) lots and (2) homes delivered on infill sites (IF-HB-410b.2)	(1) 42,719 (79%) (2) 3,210 (82%)	Infill sites are defined as vacant or underutilised lots of land, served by existing physical installations such as roads, power lines, sewer and water, and other infrastructure. In line with the SASB definition, our redevelopment sites are only considered infill if they additionally meet this criteria.
(1) Number of homes delivered in compact developments and (2) average density (IF-HB-410b.3)	(1) 3,701 (94%) (2) Not currently analysed	The main types of compact developments delivered by Berkeley are mixed use developments and neighbourhood developments with community facilities.