sustainable futures

sustainable futures

2022-2023

Sustainability Performance Report

OUR VISION 2030
TRANSFORMING TOMORROW

Berkeley Group

"Berkeley's passion and purpose is to build quality homes, strengthen communities and make a positive difference to people's lives."

Hartland Village, Royal Tunbridge Wells

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We transform challenging and complex brownfield sites into welcoming and sustainable places, with homes and amenities for all."

Broadacres, Southwater

1.0

Introduction

The Berkeley Group's approach to sustainability is to develop the homes and places of the future without compromising the ability of younger generations to meet their needs.

We transform challenging and complex brownfield sites into welcoming and sustainable places, with homes and amenities for all. By reviving neglected and underused land, we can return it to community use and create neighbourhoods that have social, environmental, and economic value.

Through our Sustainability Strategy, we take action to reduce the long-term impacts of both our operations and the places we build; running our business efficiently and considerately and developing sustainable homes and places.

There are five focus areas of our sustainability strategy: Climate Action, Communities, Nature, Resources and Environmental Management which you can view in the below diagram.

Three areas of our Sustainability Strategy have been identified as being of strategic importance to the Berkeley Group and are therefore integrated within our business strategy, Our Vision 2030. The three areas are: Climate Action, Communities and Nature.

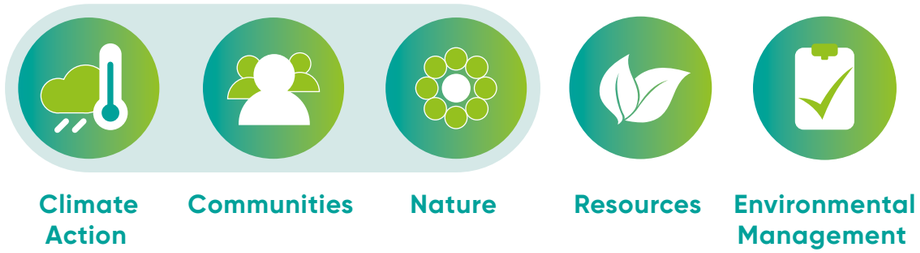
More information on Our Vision 2030 can be found on our website: **Find out more**

This report focuses on our performance across our five focus areas of our Sustainability Strategy: Climate Action, Communities, Nature, Resources and Environmental Management. It covers the period from 1 May 2022 to 30 April 2023 and supplements the information provided in our 2023 Annual Report, which is available on our website: **Find out more**

The data in the report is in line with our operational reporting boundary, including all subsidiary and joint venture activities.

You can read more about our approach to Sustainability on our website: **Find out more**

Our Vision 2030 priorities:



"We believe that a new development should add to nature, instead of taking away."

Edenbrook

1.1

Sustainable Futures

This report focuses on our performance across our five focus areas of Sustainability:

Climate Action

We are reducing our carbon emissions by driving progress towards our science-based targets and ensuring that our homes, places and business operations are resilient to the impacts of climate change.

Communities and Sustainable Living

We focus on bringing unloved and underused spaces back to life, unlocking a mix of social, environmental, and economic value that benefits all of our stakeholders and that create strong communities that can thrive over time.

Nature

We believe that a new development should and can add to nature. We take action to deliver biodiversity net gain on all our new developments and we are broadening our approach to nature so that projects can begin to achieve environmental net gain.

Resources

We are driving progress towards our waste management and resource efficiency targets. We also focus on partnering with our suppliers and peers to drive positive change across the value chain.

Environmental Management

We ensure our environmental management practices on site go beyond best practice, thus minimising the risks to the environment and the local community.

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1.2

2022/23 highlights

76%
reduction in our scopes 1 and 2 (market-based) emissions since our 2019 baseline year, achieving our science-based target (SBT) for these scopes seven years early

23
embodied carbon assessments completed to date

10
sites have operated diesel free, using biodiesel HVO (Hydrotreated Vegetable Oil) as a renewable alternative

250
credits purchased to support the new RetrofitCredits programme, funding the decarbonisation of existing UK housing

86%
of completed homes were constructed on brownfield land

100%
of regeneration sites with residents have community plans in place

22
developments delivering key infrastructure or transport links such as roads, bridges, junction improvements and bus routes

>500
delegates attended the Biodiversity Conference, co-hosted with Natural England and the Local Government Association

54
sites to date committed to creating an on-site biodiversity net gain

550+
acres of new or measurably improved habitat set to be delivered including 238 acres of woodland

45,000
litres of water per day offset in our water neutrality trial with Thames Water

98%
total waste (excluding hazardous) reused or recycled

15%
reduction in construction waste intensity (tonnes/100 sq m of legally completed floor area) compared to 2021/22

Sustainable specification and procurement policy
Updated to minimise the risk of using conflict timber in our developments

13%
reduction in water intensity (m^3/100 sq m legally completed floor area) compared to 2021/22

Zero
environmental prosecutions in 2022/23

14.63
Berkeley's average score for the 'Care for the Environment' section of the Considerate Constructors Scheme*

86%
average score for our internal Site Sustainability Assessments

*Industry average 13.00

1.3

Awards and Accreditations

Set out below is a selection of our sustainability awards and benchmark ratings:

Better Society Awards
The Berkeley Group was awarded the **Transformation Award** at the Better Society Awards 2022, for making sustainable and significant changes to its operations. The Better Society Awards celebrate companies 'who are helping create a better, more equal, ethical and sustainable world for all'.

Judges commended our decade-long track-record, and future plans to improve the built environment, while addressing environmental, social and governance issues.

National Sustainability Awards
We were pleased to be awarded the **Carbon Reduction Award** at the National Sustainability Awards in October 2022.

The cross-sector awards of the Better Society network celebrate 'the pioneers of sustainability' across the UK.

The Carbon Reduction Award recognised the Berkeley Group's ambitious, holistic climate action strategy including solutions to cut carbon emissions – creating low carbon, resilient homes and places, alongside transformational changes to construction processes and wider business operations.

Management Today, Business Leadership Awards
In May 2023, Berkeley was awarded the Long Term Business Success award from Management Today. These awards celebrate examples of transformational leadership across businesses of all sizes, and in all sectors. Berkeley received the award for showing long-term growth not just in financial terms, but culture, values and product. The cross-sector judging panel said Berkeley was a "worthy winner", and praised Berkeley's emphasis and commitment to measuring and improving customer satisfaction, as well as a strong commitment to ESG.

Green Apple Environment Awards
In November 2022, two of our developments won Green Apple Environment Awards for Environmental Best Practice. Trent Park received a Silver award for habitat and biodiversity improvements including the implementation of bird boxes, hedgehog highways, bat roosts, sustainable drainage systems (SuDS) and tree planting. The Green Quarter won a Silver award for committing to achieve a biodiversity net gain (BNG) of over 93%, with 50% of the development comprising of green open space including 13 acres of parkland, 2,500 new trees and 17 acres of podium gardens. Nature events for community planting and local children have also been held.

CDP
'A-' leadership rating achieved in 2022 for Climate Action and Transparency, reflecting our enhanced approach to climate action

ISS ESG Corporate Rating
'Prime' status achieved. This is reserved for 'industry leaders who fulfil demanding performance expectations'

FTSE4Good Index
Listed company since 2003

MSCI ESG Rating
'AAA' rating held for the past 6 years, ranking us within the top 8% of the sector

1.4

Memberships and partnerships

We believe it is important to collaborate with others in our industry to drive innovation and best practice and to identify common solutions for the defining challenges of our generation. We are therefore active members and supporters of a range of collaborative initiatives and membership bodies.

Gold Leaf Member
Advancing Net Zero Programme Partner

Green Construction Board Member
CO2nstructZero Advisory Group Member

Member

Campaign Supporter

Founding Partner

Partner

Founding member of the Blue Recovery Leaders Group

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2.0

Climate Action

Hollyfields, Hawkenbury

"Our sites are designed to support nature's recovery."

Hollyfields, Royal Tunbridge Wells

2.1

Climate Action

Tackling climate change has been a priority for Berkeley since 2007 and we are proud to be a 1.5 degree aligned business.

As a company we have an impact on climate change through the carbon produced by the energy we use, but more significantly through our supply chains (embodied carbon) and through the use of the homes we build during their lifetime. We also have a duty to ensure that the homes and places we are creating are resilient to the impacts of future changes in climate.

Climate Action is one of the ten strategic priorities integrated into Berkeley's business strategy, Our Vision 2030. Over the last year we have continued to focus on understanding how we can achieve our scope 3 science-based target (SBT), with particular emphasis on measuring embodied carbon. We are pleased to have met our scopes 1 and 2 (market-based) SBT seven years early, having seen a 76% reduction in emissions since 2019 primarily through a a transition to lower carbon fuels such as biodiesel HVO (Hydrotreated Vegetable Oil) on our sites. Further information on our SBTs is on the next page.

Our Goal

Our goal is to play an active role in tackling the global climate emergency by creating low carbon, resilient homes.

Our Targets

- Achieve our science-based targets (SBTs) focused on reducing greenhouse gas (GHG) emissions. Further details on page 14
- Ensure our business and developments are resilient to future climate change

This year's highlights

76%

reduction in our scopes 1 and 2 (market-based) emissions since our 2019 baseline year, achieving our science-based target (SBT) for these scopes seven years early

23

embodied carbon assessments completed to date

10

sites have operated diesel free, using biodiesel HVO (Hydrotreated Vegetable Oil) as a renewable alternative

250

credits purchased to support the new RetrofitCredits programme, funding the decarbonisation of existing UK housing

2.2

Science-based Targets to Reduce Greenhouse Gas Emissions

We have set science-based targets (SBTs) which commit us to reducing our greenhouse gas (GHG) emissions by 2030. Our targets cover our direct emissions (scopes 1 and 2), the embodied carbon from our supply chain (scope 3) and the in-use emissions created by our homes (scope 3). They have been calculated to ensure that we play our part in limiting global warming to 1.5°C above pre-industrial levels and put us on the pathway to be a net zero carbon business by 2040. Our targets were independently validated by the Science Based Targets initiative (SBTi) in December 2020.

More detail on our SBTs can be found here.

50%↓

Reduction in absolute scopes 1 and 2 (market-based) GHG emissions from direct operations between 2019 and 2030

40%↓

Reduction in scope 3 GHG emissions from purchased materials and services between 2019 and 2030

40%↓

Reduction in scope 3 GHG emissions from the use of the homes we build between 2019 and 2030

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Grand Union, Alperton

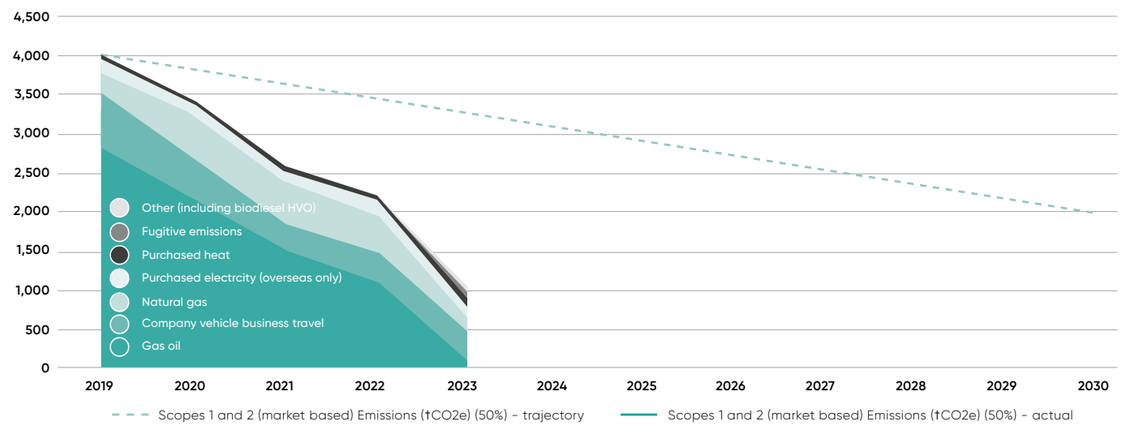
Woodberry Down, Finsbury Park

2.3

Achievement of our scopes 1 and 2 science-based target

We are delighted to have achieved our 2030 SBT for scopes 1 and 2 (market-based) emissions, having seen a 56% reduction compared to 2022 and a 76% reduction since our 2019 base year. This has predominantly been achieved through the transition away from the use of gas oil on our construction sites. Within the year, biodiesel HVO as a low carbon alternative to diesel has accounted for 95% of direct fuel use and 10 sites requiring fuel have operated diesel free.

Scopes 1 and 2 (market-based) Emissions – Actual vs SBT Trajectory



Note that UK-based electricity consumption is not part of our scopes 1 and 2 (market-based) GHG emissions target as this is 100% backed by Renewable Energy Guarantees of Origin (REGO) certificates.

2.4

Progress against our action plan

Low carbon construction sites

Our scopes 1 and 2 (market-based) SBT is to reduce emissions by 50% between our base year of 2019 and 2030. Efforts to reduce emissions from our direct operations have led to significant progress against this SBT with it having been achieved seven years early in 2023, as illustrated on page 17.

Although our preferred approach to reduce emissions is to connect to the grid as soon as possible and use electric machinery, equipment and tools, we appreciate that some fuel will be used on site. As such, this year we have continued using biodiesel HVO, certified via recognised schemes such as the International Sustainability and Carbon Certification (ISCC). This gives more confidence that the biodiesel HVO is produced from waste or by-products (e.g. used cooking oil), thus avoiding adverse effects of land use change.

Additionally, this year we have focused on energy efficiency by running two Energy Awareness and Reduction campaigns. These initiatives provided employees with posters, guidance and lunch and learn sessions to learn more about energy use in homes and our offices and provide tips and guidance on how to reduce it. We have continued working with suppliers and contractors to trial hybrid and electric machinery as well as to increase the generation of energy on-site.

Case study: The St George team at Silkstream have partnered with Sunbelt Rentals to trial their energy management system, Eco-Lync, coupled with on-site generation via a solar array and battery storage units. This initiative started as a three-month trial, to test the technology with the option of implementing it if successful to project completion.

Case study: The St William team at King's Road Park have worked with the remediation contractor, Soilfix, to deploy a hybrid excavator on site, which can lower fuel consumption by approximately 15%.

Embodied carbon

A significant proportion of our carbon impact comes from upfront embodied carbon. Our scope 3 SBT requires us to reduce the emissions resulting from the materials and services we use by 40% between our 2019 base year and 2030. This year we have continued to build on the work we undertook in 2021/22 to assess our buildings, by launching quantitative embodied carbon targets for projects and upskilling teams through workshops and events.

In total we have completed 23 embodied carbon assessment across a range of building typologies, from houses to mid-rise apartments and tall buildings. It is now a Berkeley requirement that an embodied carbon assessment is undertaken for any building that has legal completions from May 2025-26 with the aim of reducing its impacts through the design and procurement stage to meet our internal targets.

During the year we also began to engage with our supply chain partners, such as Tata Steel and Buteline, to work collaboratively to understand how we could reduce the emissions in the materials they supply.

Case study: Our Lea Bridge development had the lowest upfront embodied carbon compared to other sites which were part of the internal benchmarking work. We therefore completed an exercise to understand how it could be further improved to meet the internal target we have now set. In the original work the majority of the embodied carbon savings came from the highly efficient form and massing, lack of basement, simple brick façade and high cement replacement (50% Ground Granulated Blast furnace Slag (GGBS) in substructure and 70% in superstructure). The study showed that there are a number of design and specification interventions that can result in the internal target being met. These solutions have been shared through our technical committee to disseminate the learning and for the solutions to be used on future projects.

Low carbon homes

To help us meet our SBT of reducing the in-use energy of our homes by 40% by 2030 from a 2019 base year, we continue to concentrate on the building fabric and incorporating low carbon technology.

This year, we undertook research and launched the outcomes to our teams on how the SBTs relate to Building Regulations, notably Part L 2021 and the expected Future Homes Standard, due to be in force from 2025. In addition, we have set out the requirement for our teams to meet a minimum energy efficiency standard of an Energy Performance Certificate (EPC) 'B' rating for all new homes, excluding refurbishment properties.

To understand the energy use and performance of our homes we will set out a strategy to measure in-use energy performance to compare against designed performance.

Within our homes we incorporate energy efficient domestic appliances and include smart meters and energy display devices to help our customers to reduce energy use.

We also have a role in in raising customer awareness. The customer service and sales teams are provided with training to understand the sustainability features of developments and homes, and they provide a demonstration of these at handover, to enable and advocate low carbon lifestyles for those who live in our homes.

"As a partner on our Advancing Net Zero programme and supporter of UKGBC's mission for over 15 years, it's great to see Berkeley Group demonstrating leadership on embodied carbon data collection, setting benchmarks from which they can reduce emissions and aiming towards all completed projects having a life cycle assessment (LCA) from 2026. In the absence of strong regulation, it's up to leading organisations like Berkeley Group to set high standards and go beyond regulatory requirements."

Yetunde Abdul,
Head of Climate Action at UKGBC

Climate change resilience

As well as our focus on reducing carbon emissions, we work to make our operations and our homes resilient to climate change. We are preparing our business for expected changes to climate and taking action to mitigate the risks by incorporating adaptation measures in the developments we build, to ensure more resilient places for our customers and future residents in decades to come.

We continue to review the risks to our business posed by climate change, for example by carrying out Climate Scenario Analysis in line with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). We have supported the recommendations of the TCFD since 2018, and last year we completed detailed Climate Scenario Analysis with the support of Willis Towers Watson (WTW). For further details see our 2023 Annual Report for our latest **TCFD disclosure**. This year in response to the TCFD recommendations we have updated our Sustainability Standard for our Developments to ensure that there is enhanced Group-level oversight of project-level risks. Over the coming year we will build on our currently defined route to net zero (see pages 46-47 of our **2023 Annual Report**) through the development of a Net Zero Transition Plan in line with the guidelines set out by the Transition Plan Taskforce (TPT). This will set out how we will contribute to and prepare for a rapid global transition towards a low GHG-emissions economy, providing further granularity beyond the TCFD recommended disclosures in key areas.

Prior to land purchase, we assess the land to identify all types of risks, including those related to climate change (e.g. flood risk and overheating). These assessments are site specific taking into account the unique characteristics of each development.

Flood risk assessments are carried out on every site as part of the planning process. Integrating water into our developments is about designing water efficient homes and managing rainwater by storing it and releasing it into well-designed natural features to help manage surface water and reduce the impacts of flooding. Nature-based solutions and biodiverse landscapes in our developments are key to help to create places that are more resilient to extreme weather (including flooding and drought). Of our live development sites undergoing works this year, 100% incorporate sustainable drainage systems (SuDS).

Balancing our impact

Our first priority is to reduce our emissions through our SBTs, but until we complete this transition we will continue to balance our direct impacts by investing in projects and partnerships that reduce carbon or actively remove carbon from the atmosphere.

Berkeley has been voluntarily offsetting the scopes 1 and 2 (market-based) emissions from our sites, offices, sales suites, modular factory and business travel on an annual basis since May 2017, making our day-to-day business activities 'carbon neutral'.

This year we were pleased to support our first UK-based offsetting project through the purchase of 250 credits from the new RetrofitCredits programme developed by Housing Associations' Charitable Trust (HACT) and Arctica Partners. These credits help to decarbonise UK housing by retrofitting homes through the installation of energy efficient measures such as improved insulation, replacement of boilers and installation of double glazing.

In addition, we also supported the Neema forestry project in Kenya's Tsavo National Park. The main objective of this project is to preserve biodiversity whilst developing a local sustainability economy.

Both of these projects are certified by the Verified Carbon Standard (VCS) with further details provided in our Carbon Neutral Overview.

Details available here

Engagement with industry

We are proud to be founding partners of the UK Green Building Council's Advancing Net Zero programme, aiming to help deliver the transition towards a low carbon economy and to achieve the required emissions reductions in the construction and property sectors in the UK. This demonstrates Berkeley's leadership and drive to achieving net zero in our buildings and in the residential sector. Within the reporting year we have also supported the development of the Net Zero Carbon Building Standard by co-chairing the housing sector group.

We also became active participants of the Future Homes Hub, helping us to work with industry to understand and shape the future for new homes.

By collaborating with a wide range of sectors and with representatives of the entire value chain, we are able to share experiences and learn lessons that can influence the design of new buildings as well as future retrofits of existing housing stock.

Temporary solar panels and battery storage unit at Silkstream

Hybrid excavator in use at King's Road Park

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2.6

Performance tables

Emissions and energy consumption are reported in line with the operational boundary of the Berkeley Group and include 100% of emissions and energy consumption resulting from joint venture activities. Home related disclosures include all legally completed homes in the year, including joint venture homes. Where reference is made to live development sites, this covers all developments that have an implementable planning consent and that are in production, including joint venture sites. Further information on the performance indicators are available on the ESG page of our **website**.

Table 1.1: Progress against our science-based targets (SBTs)

Target			2023	2022	2021	2020	2019
Reduce absolute scopes 1 and 2 GHG emissions 50% by FY2030 from a FY2019 base year	Absolute scopes 1 and 2 (market-based) emissions	tCO_2e	963	2,211	2,549	3,375	3,980
	Change from base year	%	-76	-44	-36	-15	N/A
Reduce scope 3 purchased goods and services and use of sold products GHG emissions 40% per square metre of legally completed floor area by FY2030 from a FY2019 base year	Absolute scope 3 emissions (categories 1 and 11)	tCO_2e	574,709	638,017	548,962	519,289	585,690
	Scope 3 emissions intensity	tCO_2e/ 100sqm	161	177	206	191	171
	Change from baseline year	%	-6	4	20	12	N/A

NOTE: Scope 3 Category 1 (Purchased Goods and Services) emissions for previous years were recalculated in 2022/23 using the latest Comprehensive Environmental Data Archive (CEDA) conversion factors, CEDA Global, with recalculated values presented above.

Table 1.2: Scopes 1 and 2 GHG emissions and energy consumption

		2023	2022	2021	2020	2019
Scope 1 emissions	tCO_2e	713	1,974	2,353	3,215	3,808
Scope 2 (location-based) emissions	tCO_2e	4,510	5,858	6,385	5,967	6,246
Scope 2 (market-based) emissions	tCO_2e	250	237	196	160	172
Scopes 1 and 2 (location-based) emissions	tCO_2e	5,223	7,832	8,738	9,182	10,054
Scopes 1 and 2 (location-based) emissions intensity per 100 square metre of legally completed floor area	tCO_2e/ 100 sqm	1.46	2.17	3.27	3.38	2.94
Scopes 1 and 2 (market-based) emissions	tCO_2e	963	2,211	2,549	3,375	3,980
Scopes 1 and 2 (market-based) emissions intensity per 100 square metre of legally completed floor area	tCO_2e/ 100 sqm	0.27	0.61	0.95	1.24	1.16
Energy consumption associated with scope 1 emissions	MWh	7,572	9,133	9,624	12,812	13,712
Energy consumption associated with scope 2 emissions	MWh	22,848	27,202	27,209	23,174	21,969
Energy consumption associated with scopes 1 and 2 emissions	MWh	30,420	36,335	36,833	35,986	35,681
Energy consumption associated with scopes 1 and 2 emissions – Sites	MW	23,837	27,964	29,444	27,572	27,217
Energy consumption associated with scopes 1 and 2 emissions – Offices	MW	2,995	3,428	3,364	4,027	3,466
Energy consumption associated with scopes 1 and 2 emissions – Sales Suites	MW	2,113	1,995	2,091	2,149	2,232
Energy consumption associated with scopes 1 and 2 emissions that is from renewable energy sources	MWh	27,048	27,656	26,806	22,988	21,483
	%	89	76	73	64	60
Energy from biodiesel HVO	MWh	5,020	1,185	251	247	0
Energy from renewable electricity	MWh	22,028	26,471	26,555	22,741	21,483
Purchased electricity backed by Renewable Energy Guarantees of Origin (REGOs)	%	98.7	99.0	99.2	99.1	99.1
Purchased electricity in the UK backed by Renewable Energy Guarantees of Origin (REGOs)	%	100	100	100	100	100

Table 1.3: Operational energy consumption by fuel type

		2023	2022	2021	2020	2019
Biodiesel HVO	%	17	3	1	1	0
Electricity (purchased and on-site generated)	%	73	74	73	64	61
Gas oil	%	0	11	14	22	26
Natural gas	%	3	6	7	7	4
Other fuel types (diesel, liquefied petroleum gas (LPG), petrol and purchased heat)	%	7	6	5	6	9

Table 1.4: Low Carbon Homes

		2023	2022	2021	2020	2019
Completed homes with an Energy Performance Certificate (EPC) energy efficiency rating of B or above	%	93	89	96	95	93
Average EPC energy efficiency score of completed homes	#	84	83	84	84	85
Average Dwelling Fabric Energy Efficiency (DFEE) of completed homes (NOTE: this data is only known for homes built to Part L 2013 Building Regulations)	kWh/ m^2/ year	38.35	39.89	39.78	39.48	39.69
Average Dwelling Emission Rate (DER) of completed homes	$kgCO_2$/ m^2/ year	12.13	12.85	12.00	12.44	11.72
Average percentage improvement in DER over Target Emission Rate (TER) for completed homes	%	31	31	33	30	34
Live development sites installing photovoltaic (PV) panels	%	57	54	52	49	50
Live development sites installing air source or ground source heat pumps	%	29	18	16	8	6

Table 1.5: Climate Change Resilience

		2023	2022	2021	2020	2019
Live development sites incorporating sustainable drainage systems (SuDS)	%	100	92	91	94	98
Live development sites that have assessed overheating risk	%	76	68	-	59	52

Table 1.6: Balancing our Impacts

	Unit	2023	2022	2021	2020	2019
Number of verified carbon credits procured for voluntary offsetting of scopes 1 and 2 (market-based) emissions	#	1,011	2,322	2,675	3,543	4,179
Percentage of scopes 1 and 2 (market-based) emissions offset by verified carbon credits	%	100	100	100	100	100

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3.0

Communities and Sustainable Living

Woodberry Down

3.1

Communities and Sustainable Living

"We take challenging and complex brownfield sites, and turn them into great places where people can thrive."

Easter Egg Hunt, Woodhurst Park

People are at the heart of the places we create. We transform complex sites into welcoming neighbourhoods where people want to live, and which provide a lasting positive social impact. From the start, we support the formation of strong communities on our developments, connecting residents and neighbours, and helping to weave each site in with its surroundings.

Our focus on bringing unloved and underused spaces back to life unlocks a mix of social, environmental and economic value that benefits all of our stakeholders. Using our expertise and resources, we take challenging and complex brownfield sites, and turn them into great places where people can thrive. Partnering with local people and councils, the places we design are unique, with community amenities and infrastructure connecting them with their surroundings.

Communities is one of ten strategic priorities for Berkeley and is integrated into our business strategy, Our Vision 2030. Over the last year we have continued to ensure all our large regeneration sites have a community plan. Having launched our social value tool in 2021 to help our teams assess and calculate long-term social value from our developments, we are now evolving our approach to bring together social value indicators, community needs analysis and best practice community engagement.

Our Goal

To transform underused land into unique, well-connected and welcoming places where people and communities can thrive.

Our Targets

- Measure the social value of each of our developments and increase our impact over time
- Produce a community plan for each of our large regeneration sites
- Encourage sustainable lifestyles through the design of our homes and places

This year's highlights

86%
of completed homes were constructed on brownfield land

100%
of regeneration sites with residents have community plans in place

22
developments delivering key infrastructure or transport links such as roads, bridges, junction improvements and bus routes

3.2

Community Wellbeing

The cost of living crisis means poverty and inequality is being acutely felt in the communities in which we work. This underlines the clear need for quality homes and social infrastructure. In turn, the conversations around social value, wellbeing and communities have moved away from measurement and monetisation towards identifying specific long-term local needs.

This year we used our social value tool to help inform the early design stages on some of our sites. The tool was developed with experts, it allows us to measure the wider societal value we create through our developments in economic (monetary) terms.

Whilst the tool provides a standardised approach for measuring the social impact of our developments, following feedback we have received from the business we are now evolving our process to bring together social value indicators, community needs analysis and best practice community engagement with a focus on the specific needs of the communities in which we work.

We have recently created a Communities Network to continue to upskill our teams and share best practice across our business.

Case Study: The Green Quarter

At The Green Quarter, we have held a number of community events including coronation celebrations, Christmas events and summer film screenings. A new Steering Group has been established to bring together local community leaders and groups to help develop and implement community activity. It will advise on community projects and events and will manage a Community Chest of £25,000 per year to be made available through small grants to local community groups delivering positive outcomes within the surrounding area.

In April 2023, The Green Quarter held a tree planting ceremony with staff and children from the local primary school. The children enjoyed exploring the development and learning about the different sustainability features, including the numbers and types of trees that are already planted and our plans for the future. They then had the opportunity to help with the planting. The students took away their own herb growing pot to encourage further learning and hands-on experience with nature.


The Green Quarter


Parkside Yards

3.3

Community Plans

We know that it takes time to build a community and that we need to facilitate this in the first few years of a development. This is why we set a target to develop and implement a community plan on all our large-scale regeneration sites which we have now met.

Our community plans guide our teams in bringing together new and existing communities. Every plan is bespoke, built on community engagement and underpinned by research into community priorities and needs. It identifies opportunities for activities, projects and partnerships, which help to support the development of a thriving neighbourhood, where locals can meet and feel a sense of belonging.

Our community plans help to ensure that community relationships are embedded so that developments continue to thrive after we have left.

All of our large-scale regeneration sites where residents have moved in have a community plan in place and we have now begun to implement community plans on other sites.

Case Study: 250 City Road

At 250 City Road, we have been working with St Luke's Community Centre and have built a strong relationship with the Women's Group which aims to support vulnerable women in the local community. Our objective for engaging with this group is to deliver a series of confidence building and job readiness sessions to help service users thrive.


Kidbrooke Village


250 City Road

3.4

Sustainable Living

We design our places and homes to encourage sustainable living, for example we provided 100% of our developments with secure cycle storage and 98% with EV charging.

We deliver public amenities, infrastructure and welcoming natural space early in our developments, ensuring local people are among the first to benefit from our investment and demonstrating our commitment to improving people's quality of life.

Case Study: Grand Union

In October 2022, Grand Union unveiled a new Community Hub which will become a focal point of community activity. Over 400 people attended the opening event. This Hub has provided the community with access to a completely new space which can be utilised for meetings for local businesses, community or charitable events, corporate function hire, workshops or classes. There is also an on-site cafe where healthy food and drinks can be enjoyed.

The Grand Union Development Trust (GUDT) is responsible for the Hub's strategic management and includes a board of 13 trustees comprising of local residents, businesses, organisations and three St George representatives. The GUDT has been granted a 25-year lease and St George has committed £142,000 of grant funding to support the centre in its first year.


Grand Union

Case Study: Woolwich Station

Woolwich Station at Royal Arsenal was opened in May 2022 as part of the opening of the Elizabeth Line. Berkeley provided the station box as part of our Royal Arsenal Riverside development. People living in the area can now reach Canary Wharf in seven minutes, Liverpool Street in 14 minutes and Bond Street in just 21 minutes.


Grand Union

"There is a real community spirit throughout the development and we are so happy here."

Woodhurst Park resident

Woodhurst Park

Grand Union, Alperton

3.5

Performance tables

Home related disclosures include all legally completed homes in the year, including joint venture homes. Where reference is made to live development sites, this covers all developments that have an implementable planning consent and that are in production, including joint venture sites.

Table 2.1: Transforming underused land

		2023	2022	2021	2020	2019
Completed homes constructed on brownfield land	%	86	86	87	89	91
Live development sites on regenerated brownfield land	%	76	80	77	67	74

Table 2.2: Social Value

		2023	2022	2021	2020	2019
Sites undertaking a social sustainability assessment pre-planning*	#	N/A	N/A	N/A	13	19
New sites using our new social value tool	#	1**	13	10	N/A	N/A

* The social sustainability assessment was replaced by the social value tool launched in 2020-21
** The number of social value tools being completed in the year dropped due to a review in our approach following feedback on the tool

Table 2.3: Community Plans

		2023	2022	2021	2020	2019
Community plans in place on large-scale regeneration sites	#	20	19	-	-	-
Community plans implemented across all sites	#	23*	29	22	16	14

* The community plans were audited in 2022-23 to ensure that they were following the guidelines this is why the number has dropped since the previous reporting year

Table 2.4: Sustainable Living*

		2023	2022	2021	2020	2019
Live development sites providing electric vehicle (EV) charging infrastructure	%	98	93	84	76	74
EV charging points that are active	%	48	47	53	62	70
EV charging points that are passive	%	52	53	47	38	30
EV charging points that are active	#	6,278	5,872	3,933	3,694	2,565
EV charging points that are passive	#	6,710	6,741	3,507	2,266	1,083
Live development sites providing cycle storage	%	100	100	100	100	100
Live development sites with initiatives to reduce personal car dependency and the environmental impacts of car travel, such as car clubs**	%	57	42	N/A	N/A	N/A

* This data represents our live development sites under construction. The numbers in this table do not represent what has been delivered in the reporting year.
** New metric captured from 2021-22 onward

Berkeley Group | Sustainability Report 2023

4.0

Nature

Prince of Wales Drive, Battersea

Nature is one of our ten strategic priorities for Berkeley Group and is integrated into our business strategy Our Vision 2030."

4.1

Nature

We believe that new developments can and should add to nature and that access to a beautiful open landscape can improve people's quality of life. Our drive to enhance biodiversity has been warmly welcomed by the communities we work in.

In recent years, we have formalised our approach to nature and we are proud that in 2016 we became the first homebuilder to commit to delivering a biodiversity net gain (BNG) on every new site and since 2021 we have committed to creating at least a 10% BNG. We want to play our part in tackling the global biodiversity crisis and to create developments that work for nature and for people. Our sites are designed to support nature's recovery. We work in partnership with experts, such as the Wildfowl and Wetlands Trust and local Wildlife Trusts, as well as with local communities, to weave more ambitious and beautiful natural networks through all of our neighbourhoods, which give wildlife the conditions to thrive and include welcoming public spaces where communities can enjoy all the benefits of nature.

Providing nature on our developments has multiple other benefits alongside biodiversity, health and wellbeing. These include helping our developments be more resilient to the effects of climate change, for example helping to reduce the urban heat island effect, managing water more sustainably and storing carbon. Over the last year we have continued to create a 10% BNG on all our new sites that have gone into planning and have held an industry-wide BNG conference (see page 39). We also have continued to incorporate more blue and green infrastructure into our developments with the use of our new guidance (see page 41).

Our Goal

To create a biodiversity net gain and make a measurable contribution to the natural environment on every development.

Our Targets

- Create a minimum biodiversity net gain of 10% on all our new developments
- Develop an approach on the other aspects of environmental net gain such as water and air quality by 2025
- Implement a strategy to achieve an environmental net gain on at least one of our sites, including improvements in air quality, water quantity and quality, and biodiversity net gain by 2025

This year's highlights

>500
delegates attended the Biodiversity Conference, co-hosted with Natural England and the Local Government Association

54
sites to date committed to creating an on-site bio-diversity net gain

550+
acres of new or measurably improved habitat set to be delivered including 238 acres of woodland

45,000
litres of water per day offset in our water neutrality trial with Thames Water

4.2

Biodiversity Net Gain

Since we set our commitment in May 2017 all new planning applications have committed to a BNG, with each site targeting a gain in excess of 10% since May 2021. Overall, 54 sites have committed to an on-site BNG, which together are set to deliver more than 550* acres of new or measurably improved natural habitats. This includes over 159 acres of nature-rich grassland, 238 acres of woodland and 56 acres of living roofs.

These natural landscapes are all being delivered on our development sites rather than off-site, helping to improve the areas in which we work and to connect our customers and future residents with nature at their doorstep.

We work with ecologists and landscape design experts to ensure preservation and enhancement of biodiversity is central to our approach to designing our developments.

Case Study: Hartland Village

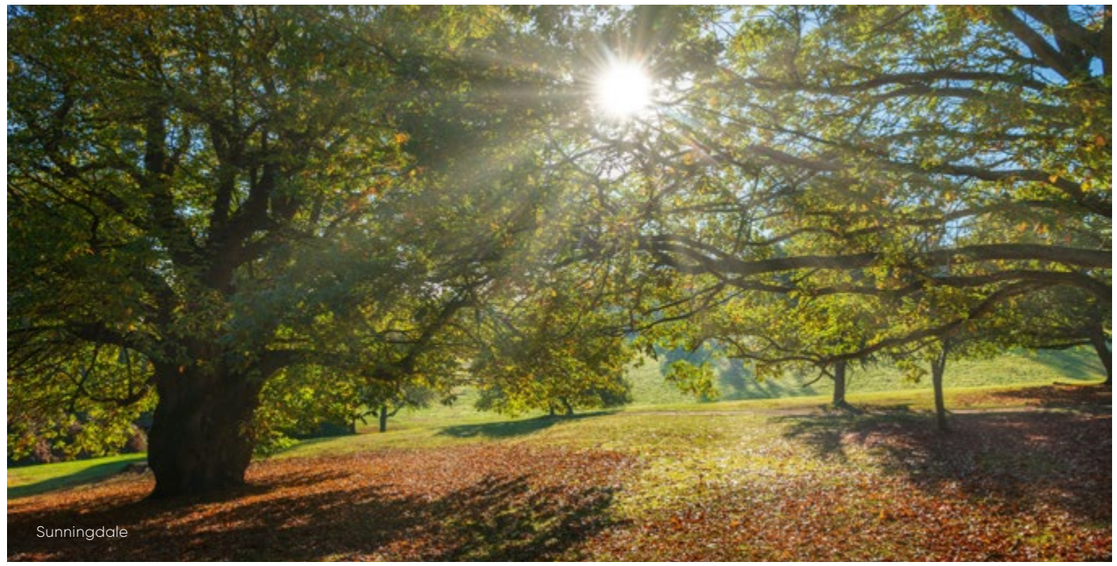
We have developed a biodiversity garden guide to give new residents information on how they can utilise their garden space to encourage biodiversity, from wildflower areas to drought gardens, with tips on species and maintenance.

Case Study: Sunningdale Park

In November 2022, the 47-acre country park at Sunningdale Park was opened to the public. A copper beech tree was planted to mark the occasion. The opening of the SANG (Suitable Alternative Natural Greenspace) for both residents and the local community to enjoy has been a major milestone in the redevelopment of this beautiful country estate. The landscape will improve local biodiversity and habitats. The aim is that the gardens will become a much-loved destination within the local community.

Case Study: Poplar Riverside

At Poplar Riverside, we are providing meanwhile habitats to improve biodiversity during the construction phase. We have installed a low maintenance wildflower meadow buffer adjacent to the site cabins, and a green buffer between the River Lea and our construction activities. The River Lea is a nature rich habitat, especially for birds and the buffer creates a food source, shelter and protection for local wildlife.



Sunningdale

4.3

Biodiversity Net Gain Conference

We were delighted to co-host the industry-wide Biodiversity Net Gain Conference in March 2023 with Natural England and the Local Government Association.

The aim of the conference was to help prepare developers and local authority professionals for the forthcoming mandatory requirement for BNG from autumn 2023 and was attended by more than 500 delegates from across the public, private and voluntary sectors.

The conference covered a wide range of topics drawing on examples of live and completed projects. Delegates heard about the benefits of biodiversity and received practical advice and guidance on how to deliver and maintain a BNG across a range of different sites; small and large, urban and rural.

Tony Juniper CBE, Chair of Natural England, said:

"The Biodiversity Net Gain Conference created an excellent opportunity for people from a wide range of organisations to come together to discuss this important new policy. It provided a great platform for building the partnerships we will need in maximising the opportunities arising from biodiversity net gain, to support Nature's recovery and in creating the healthy, beautiful, and sustainable places where people will want to live. A big thank you goes out to everyone involved in the planning, speaking and contributing to making the day a huge success."

*We also have an additional site at Milton Keynes with a significant area of habitat creation/ enhancement excluded from this figure due to the size of the site in comparison to our other sites.

London Dock

4.4

Environmental Net Gain

Building on our industry-leading approach to BNG, we are broadening our focus so that we deliver an even more valuable and holistic contribution to the environment on every site. We have committed to achieve environmental net gain on all our sites by 2030, leaving the natural environment in a measurably better state than it was before.

Our approach to environmental net gain will focus on four areas where the pressures on the environment are greatest and where we can have most impact: Water, Climate, Pollution, and Ecology. These will form the core of our approach to environmental net gain.

Case Study: Royal Exchange

At Royal Exchange, we worked in partnership with Thames Water to pilot the concept of water neutrality in what is understood to be the first project at this scale. More than 45,000 litres of water per day have been offset through Thames Water retrofitting 79 local schools and businesses, including the installation of new water saving devices and measures such as fixing leaking toilets, dripping taps and urinals.

Green Park Village

4.5

Sustainable Drainage

This year we implemented our guidance written with the Wildfowl and Wetlands Trust, on designing green and blue infrastructure into our developments to help manage surface water. The guidance includes best practice and integrated solutions to manage surface water, leading to blue and green infrastructure which will enhance biodiversity, and increase residents' connection with the natural world.

Green Park Village

Kidbrooke Village

4.6

Performance tables

Home related disclosures include all legally completed homes in the year, including joint venture homes. Where reference is made to live development sites, this covers all developments that have an implementable planning consent and that are in production, including joint venture sites.

Table 3.1: Biodiversity net gain

		2023	2022	2021	2020	2019
Developments committed to a BNG to date (cumulative)	#	54*	47	41	34	25
Area of habitat committed for creation or enhancement (cumulative)	acres	580**	521**	357**	337	301
Developments submitted to planning which have newly committed to deliver a BNG	#	8	6	7	9	8
Area of habitat creation or enhancement newly committed to BNG	acres	59	164	20**	37	98
Developments newly committed to deliver BNG on site	%	100	100	100	100	100
Developments newly committed to deliver BNG off site	%	0	0	0	0	0
Developments newly committed to deliver a BNG greater than 10%	%	100	100	100	89	100
Developments newly committed to deliver a BNG greater than 20%	%	38	83	71	78	100

* During the reporting year White City previously had two toolkits these have now been combined into one so this is the difference compared to the number of newly committed sites to the cumulative number of sites committed to BNG.
** A significant area at Milton Keynes has been excluded from these figures due to the size of the site in comparison to our other sites.

Table 3.2: Environmental net gain

		2023	2022	2021	2020	2019
Average internal water efficiency of completed homes	litres per person per day	102.6	104.2	104.5	102.7	102.6
Live development sites including rainwater harvesting	%	82	76	70	72	74

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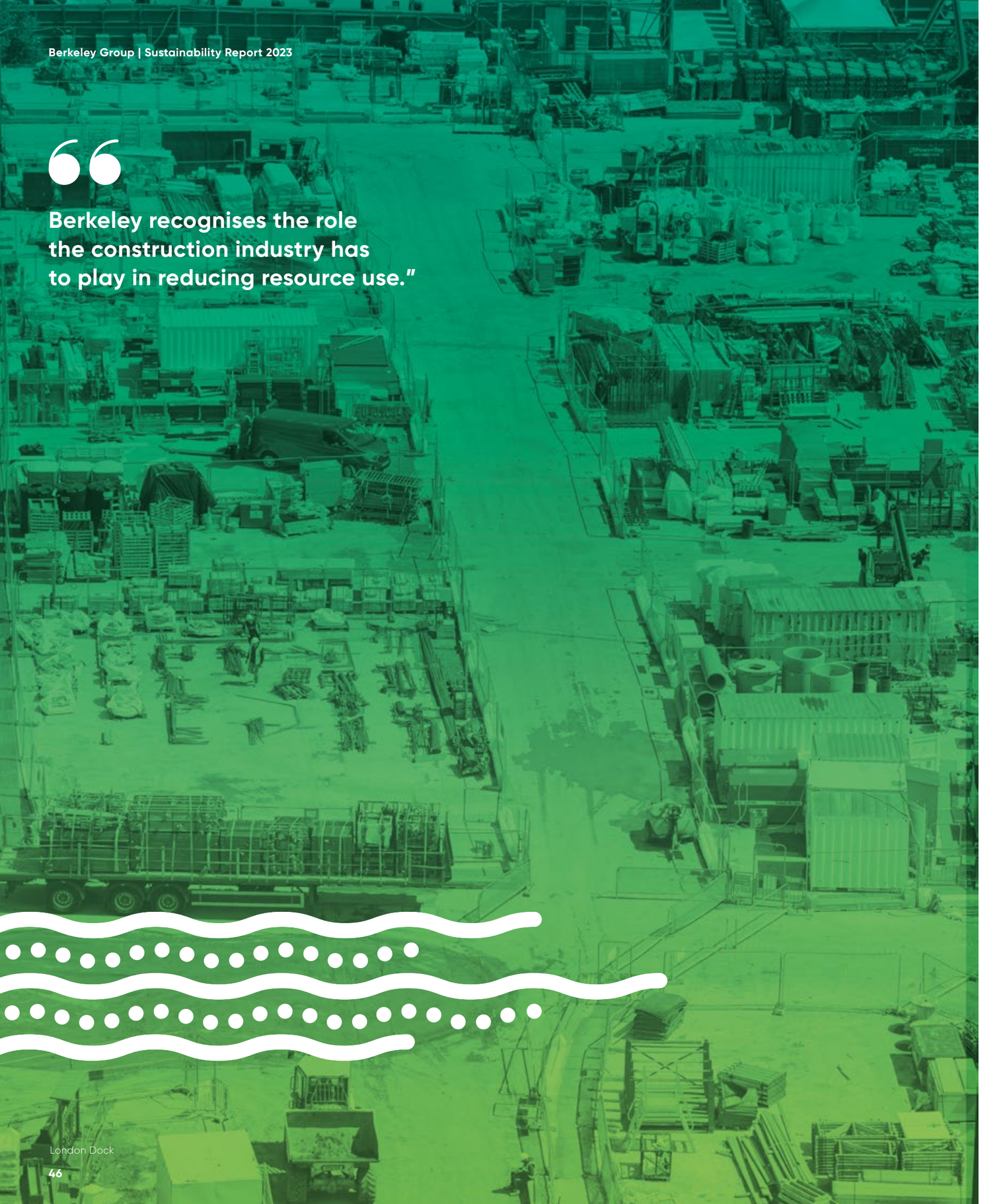
5.0

Resources

Horlicks Quarter



"Berkeley recognises the role the construction industry has to play in reducing resource use."

London Dock

5.1

Resources

Each year the construction industry consumes nearly 400 million tonnes of materials and produces approximately 100 million tonnes of waste. It is the UK's largest consumer of natural resources and accounts for around a third of UK waste production.

Berkeley recognises the role the construction industry has to play in reducing resource use and cutting waste and is committed to use resources responsibly, including tackling waste production, reducing our water use and sourcing our materials responsibly.

Over the last year we have been working with the business to raise awareness of resource efficiency and drive the implementation of best practices. We have undertaken a timber audit and this continues to be an area of focus for us.

Our Goal

To reduce our impact on key resources including water and materials, to design to the principles of circular economy and collaborate with our supply chain to work towards zero waste construction sites.

Our Targets

- Aim to reuse or recycle 98% of our total waste (excluding hazardous waste) by 2025 from our sites
- All sites to measure and report on our key waste streams and set reduction targets
- Operate zero avoidable waste construction sites by following the principles of circular economy. We will aim to achieve this by 2030
- Operate water efficient sites and offices and achieve a year-on-year reduction in water use

This year's highlights

15%

reduction in reported construction waste intensity (tonnes/100 sq m of legally completed floor area) compared to 2020/21

98%

total waste (excluding hazardous) reused or recycled

13%

reduction in water intensity (m^3/100 sq m legally completed floor area) compared to 2021/22

Sustainable specification and procurement policy

Updated to minimise the risk of using conflict timber in our developments

5.2

Waste production

Berkeley aims to preserve resources by embedding efficient resource use and waste minimisation practices into its day-to-day processes.

In the last year, we have been focusing on raising site teams' and contractors' awareness of waste management, waste reduction and reporting via meetings, discussing waste disposal options as part of the site sustainability assessments and promoting the sharing of surplus items across Berkeley via our Material Exchange Board. We are also encouraging teams to come up with innovative ways to prevent the generation of waste. This has led to a 15% reduction in construction waste intensity (tonnes of construction waste per 100 sqm of legally completed floor area) compared to last year.

Case Study: Twelve Trees

At TwelveTrees Park in Newham, the team had to enlarge and divert the existing sewer network. Once the works were complete, the team reimagined lengths of sewer pipes as site seating areas, complete with graphics that tell the story of industrialist and anti-slavery campaigner Harper Twelvetrees, who the site was named after.

We are also investing in new software to record waste data, with the aim of enhancing monitoring and reporting and defining more accurate targets for our contractors. The new system will be implemented across the business over the next year.

Seating area at Twelve Trees Park

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5.3

Water usage

We recognise that water is a key resource that needs to be preserved, especially in light of climate change and a growing population. In addition to our efforts to enhance the water efficiency of our homes, our construction teams are working with contractors to improve water efficiency on our sites, for example by using water-efficient dampening down equipment, identifying opportunities to reuse mains water and rainwater, and installing more efficient taps or leak detection systems. Teams are also required to complete the Water Management Checklist for sites, offices and sales suites, which help assess compliance with our internal requirements and identify areas for improvement.

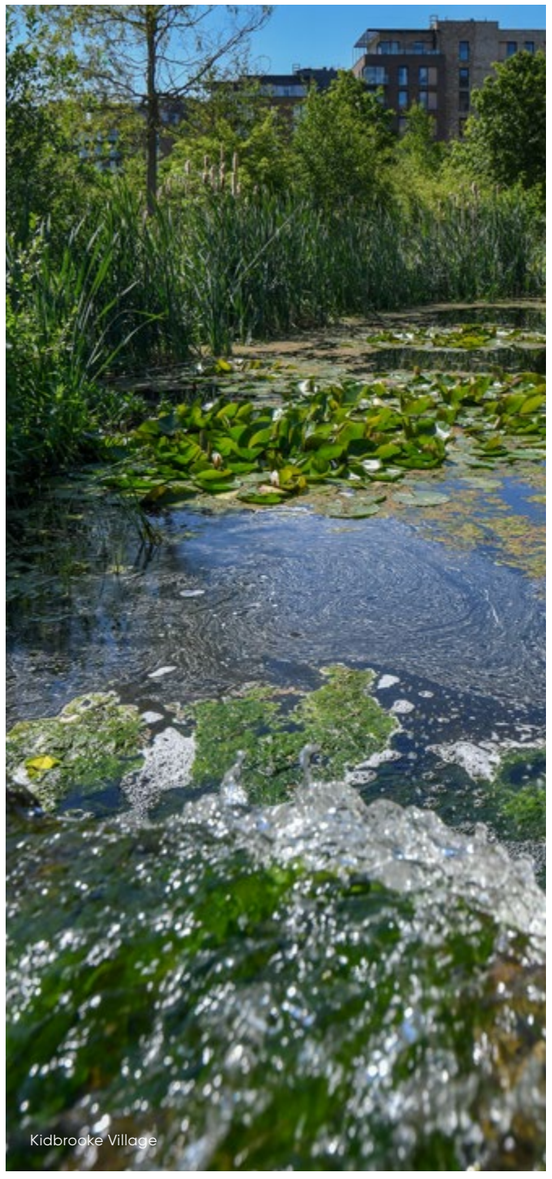
Case Study: London Dock

The team at London Dock has implemented an innovative way of reporting a water leak. They have designed posters with QR codes and placed them at key locations on site. Scanning the QR code will open a template that will allow anyone on site to report a water leak on that specific location so that it can be promptly fixed.

Case Study: White City Living

The team at White City Living have been exploring new initiatives to reduce water consumption. One of these is the use of mobile stations for decorators to clean brushes, rollers and trays. The stations are provided with an integrated filtration system, which cleans water from paint sediments. After being filtrated, clean water is then collected into a water tank, ready to be re-used.

This year our total water consumption has decreased by approximately 15% compared to last year.



Kidbrooke Village

5.4

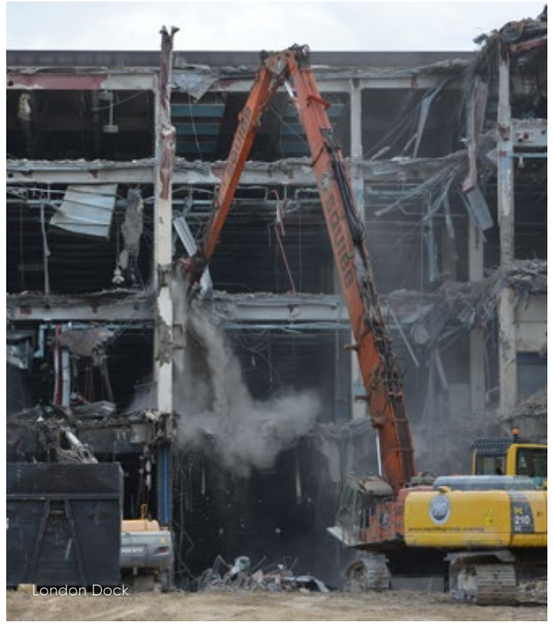
Timber certification

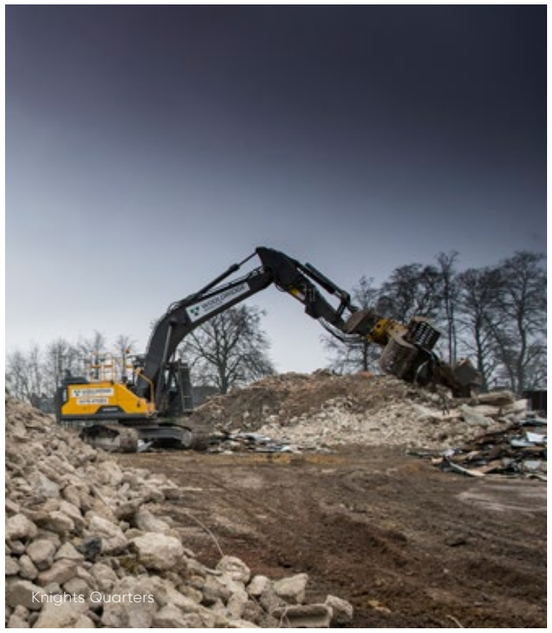
Berkeley requires all timber to be certified to either the Forest Stewardship Council (FSC) or Programme for the Endorsement of Forest Certification (PEFC) scheme.

We implement measures and processes to ensure we achieve our target, including the review of specifications and tender packages, checking materials brought to sites or replacing materials that do not meet the requirements. We also carry out yearly audits to assess performance against our target.

This year's audit showed that 90% of materials were FSC or PEFC certified, including both timber and wood-based products. Based on the results of the audit, the product categories that require a focus going forward are furniture, landscaping elements and flooring. We are planning to work more closely with our design teams, commercial teams and supply chain to identify products that meet developments' design intentions as well as our sustainability requirements.

In 2023/24 we are introducing a new software tool, which will enable us to flag up non-compliances with the internal requirements as soon as products are delivered to our gates so that corrective actions can be taken before products are installed.


London Dock


Knights Quarters

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5.5

Supply chain engagement

Working with our supply chain is key to achieving our goals and identifying solutions to deliver resource efficiency.

At an early stage we engage our designers and consultants to design out waste from our developments, for example by retaining existing structures, reusing materials already available on site or optimising the design to be more resource and waste efficient.

We are also a partner of the Supply Chain Sustainability School (SCSS) and members of their Homes and Waste & Resource Use working groups, which are important forums to share experience and work with contractors, suppliers and other housebuilders to drive performance improvements across the value chain.

Case Study: London Dock

The St George team at London Dock has worked with Kingspan and the contractor BDL to design waste out of the studs of the Kingspan steel frame system. Through collaboration at the early stages, the team has been able to tailor a specific design to the block, to reduce the need for off-cutting. This reduces both embodied carbon and the amount of construction waste as for every 2.5 tonnes of material, only 19kg of waste is produced (offering a waste ratio of only 0.76%).


London Dock


London Dock

5.6

Performance tables

The disclosures below are reported in line with our operational reporting boundary, including our joint venture activities. Waste data includes both Berkeley and contractor wastes from our sites and modular factory. Water consumption data for all offices, sites and sales suites (including show homes), along with our modular factory is provided.

The Green Quarter

Table 4.1: Waste production

		2023	2022	2021	2020	2019
Total waste generated (construction, demolition and excavation)	tonnes	596,921	734,320	382,824	637,509	709,311
Total waste classified as hazardous	tonnes	4,799	5,669	2,602	13,689	84,927
Total waste reused or recycled	tonnes	578,501	659,658	362,227	573,724	644,608
Total waste (including hazardous) reused or recycled	%	97	90	95	90	91
Total waste (excluding hazardous) reused or recycled	%	98	90	95	91	91
Total waste sent directly to landfill	tonnes	2,921	56,469	9,666	46,882	53,055
Total waste sent directly to incineration with energy recovery	tonnes	131	0	111	82	0
Total waste sent to other disposal routes *	tonnes	15,368	18,193	10,820	16,821	11,648
Construction waste generated**	tonnes	106,466	126,765	154,409	177,572	142,648
Change in construction waste generated from prior year	%	-16	-18	-13	+24	-
Construction waste classified as hazardous	tonnes	225	606	397	1,210	722
Construction waste reused or recycled	%	95	95	96	95	94
Construction waste intensity per 100 square metre of legally completed floor area	tonnes/ 100 sq m	30	35	58	65	42
Change in construction waste intensity from prior year	%	-14	-40	-11	+55	-

* Including sewage treatment works, hazardous waste treatment facilities and residual wastes from material recovery facilities
** Construction waste figures up to 2021/22 include piling waste, resulting in soils accounting for approximately 20% of the presented figures. This classification was reviewed and changed in FY2023 with piling waste now classified as excavation waste.

Table 4.2: Waste usage

		2023	2022	2021	2020	2019
Total water consumption across sites, offices, the modular factory and sales suites	m^3	201,979	236,234	240,232	214,517	224,443
Change in water consumption from prior year	%	-15	-2	+12	-4	-
Site water consumption*	m^3	185,025	221,997	221,038	195,444	202,038
Office water consumption	m^3	7,734	7,472	8,743	11,826	13,850
Sales suite water consumption	m^3	9,220	6,765	10,452	7,247	8,555
Water consumption intensity per 100 square metre of legally completed floor area	m^3/100 sq m	57	66	90	79	66
Change in water consumption intensity from prior year	%	-14	-27	+14	+20	-

* Including water consumption at Berkeley Modular's factory

Table 4.3: Responsible sourcing

		2023	2022	2021	2020	2019
Developments meeting the target of 100% FSC or PEFC certified timber*	%	N/A	N/A	N/A	66	68
Products sourced from FSC or PEFC certified suppliers	%	90	90	N/A	N/A	N/A

*this metric was replaced by the percentage of products supplied by FSC or PEFC certified suppliers in 2021-22

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6.0

Environmental Management

"We have developed a robust framework to identify, understand and manage the environmental issues on and around our construction sites."

TwelveTrees

6.1

Environmental management

Environmental management is a key area of focus for Berkeley, given the possible risks to the natural and built environment and potential disruption to local residents that construction activities present, if not controlled. We have developed a robust framework to identify, understand and manage the environmental issues on and around our construction sites as well as the legal requirements that we must adhere to.

Site-specific environmental risks are discussed with contractors and prevention and mitigation measures agreed with them. Our local sustainability teams also undertake regular checks and quarterly audits to ensure sites meet the required environmental management standards.

Over the last year we have had no environmental prosecutions and have further embedded our evolved site sustainability assessment process, which was launched internally in 2021/22. Additionally, we have updated our sustainability standards, which outline our approach to managing sustainability issues relating to all business activities.

Our Goal

To identify and manage environmental risks on site, to avoid incidents and reduce the impact of our construction site activities on the environment and local communities.

Our Targets

- Measure environmental incidents and near misses and identify ambitious incident rate targets that work towards us achieving zero incidents
- Implement a site assessment target score and identify measures for continual improvement to meet the target

This year's highlights

Zero
Environmental prosecutions in 2022/23

86%
Average score for our internal Site Sustainability Assessments

14.62
Berkeley's average score for the 'Care for the Environment' section of the Considerate Constructors Scheme (industry average 13.00)

6.2

Sustainability Management System

Our approach is underpinned by a set of sustainability standards and our Sustainability Management System (SMS). The standards outline our approach to managing sustainability issues relating to all business activities, from planning through to construction, marketing and handover. The Standards have been updated this year to reflect changes in regulations as well as new requirements set out by our internal policies and new business targets.

The SMS aims to ensure we understand and mitigate risks and disruptions to the environment and community caused by construction activities, including nuisance, pollution and environmental regulation breaches. It also provides the basis for a systematic and consistent approach to environmental management, to be delivered in conjunction with our contractors, who are required to sign up to our sustainability standards for contractors and support Berkeley in achieving continuous improvement of practices on site.

This approach and our focus on environmental management on site has contributed to our sites achieving an average score of 14.63 in the 'Care for the Environment' section of the Considerate Constructors Scheme (CCS), compared to an industry average of 13.00.

Case Study: Sustainability Champion Forum

Every 6 months, the divisional Sustainability Team in Berkeley Capital hosts the Sustainability Champion Forum for the Build Team. The Forum is used as an opportunity to deliver key training and discuss key topic areas as well as best practices and innovations with the aim of improving sustainability standards on site and across the wider business. This year the topics of focus were environmental law, water management and waste.


Lombard Square, Plumstead

6.3

Sustainability assessment process

Each site goes through a robust assessment process to identify environmental risks and opportunities. This process ensures sites meet legal and planning requirements, whilst also implementing best practice to prevent and minimise impacts on the environment and communities. The assessment is repeated at least quarterly throughout the construction process to cover all stages of development and to be able to respond to the varying setup and activities on site.

This year, we have further embedded and evolved the site sustainability assessment process, to allow us to more readily compare sites across the Group on various performance indicators (such as waste and resource management, pollution prevention, energy and water efficiency, and nuisance). This new process is helping to share best practice and drive consistency across sites. The average score across Group for the second half of the year was 86% against a target compliance with our internal requirements of 85%.

Case Study: COSHH Caddies

The teams at St George had noticed that storage of small items containing hazardous substances, such as aerosol cans, whilst in use on site was not meeting our stringent internal standards, which are in addition to the regulatory requirements. To reduce the potential for reoccurrence, they used waste timber to create 'COSHH caddies', which help operatives easily store such items safely when they are in use, thus reducing the risk of drips and small leaks onto the ground.

6.4

Environmental incidents and near misses

Berkeley is committed to achieving zero significant or major incidents per year.

Anything that causes harm beyond a small localised area of site or causing environmental consequences or nuisance beyond the site boundary would be classified as significant or major incident, depending on the extent of the impact on the environment or neighbours.

We implement processes and measures to meet this target, including rigorous checks of the pollution prevention controls and response plans in place on site as part of our regular sustainability assessments.

Sites are expected to be prepared to respond in the most appropriate manner, and to assess the direct and root causes once the incident has been contained and cleaned up.

This year, we have been focusing on nurturing a more positive incident reporting culture, to share lessons learnt across Berkeley and reduce the likelihood of reoccurrence. This year 13 significant incidents were reported compared to 3 in 2021-22. No major incidents were reported in the last reporting year.

Case Study: Replacing chemical oils

The teams across St George have replaced chemical mould oils (which are typically hazardous substances) with an environmentally friendly, risk free alternative made of a blend of natural vegetable oils. This eliminates the risk of pollution in case of spills of oil.

Nature Poplar buffer

Kidbrooke Village

TwelveTrees

6.5

Performance tables

Table 5.1: Environmental incidents and near misses

		2023	2022	2021	2020	2019
Number of environmental prosecutions	#	0	0	0	0	0
Number of environmental incidents – Berkeley internal rating (significant and major)	#	13*	3	0	2	0

*All significant incidents

Significant incident: anything causing harm beyond a small localised area of site, minor environmental consequences beyond the site boundary or significant nuisance impacts beyond the site boundary.

Major incident: anything causing major environmental consequences that cannot be immediately rectified or contained, material environmental harm beyond the site boundary or any incident likely to result in enforcement action and likely to require external emergency services and regulatory authorities to respond in order to resolve the situation.

Table 5.2: Site sustainability assessments

		2023	2022	2021	2020	2019
Sites subject to sustainability assessments at least every three months	%	97	97	–	94	92
Average site sustainability assessment score	%	86**	82*	–	–	–

Note that due to Covid-19 site visit restrictions, data was not captured for 2020-21

* Performance based on the assessments carried out since the launch of the evolved site sustainability assessment in 2021/22

** Average site sustainability assessment score for the second half of the year.

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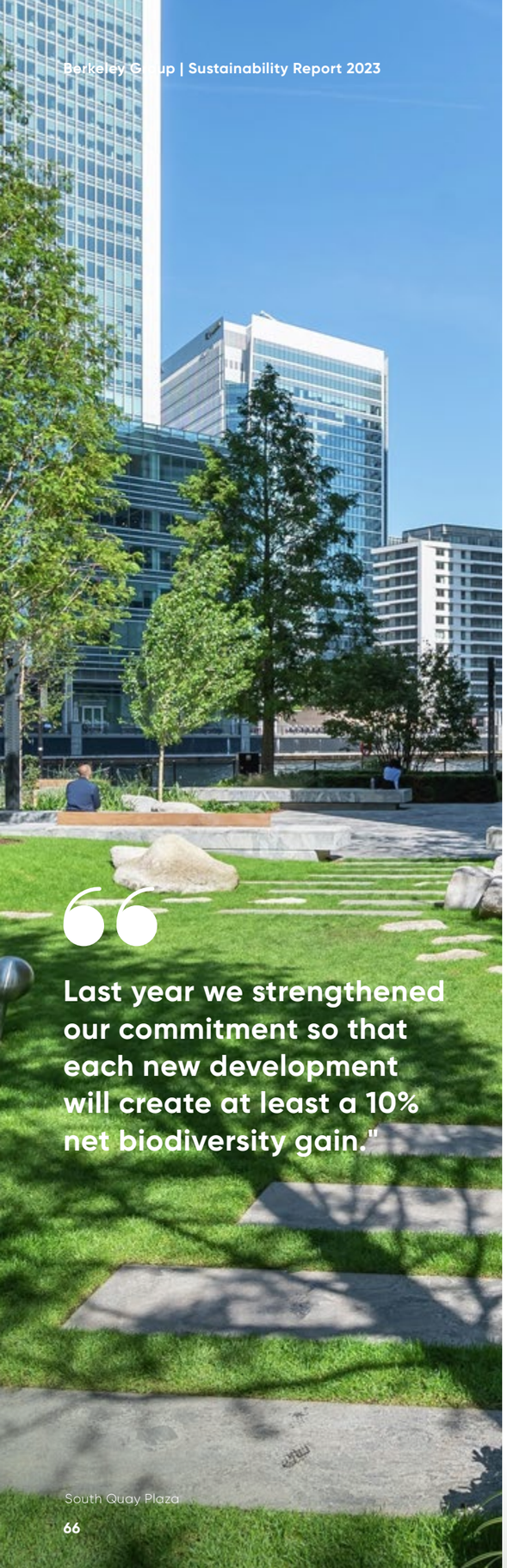
7.0

Sustainability Governance

Our governance and management processes put our sustainability commitments at the centre of how we operate. They set out clear lines of responsibility, and detail sustainability actions and targets for each business function.

Broadacres, Southwater



"Last year we strengthened our commitment so that each new development will create at least a 10% net biodiversity gain."

South Quay Plaza

7.1

Governance

Ultimate responsibility for sustainability lies with the Main Board of the Berkeley Group. Chief Executive, Rob Perrins, has specific responsibility for sustainability at Board level. Karl Whiteman, Executive Director, is the executive-level sponsor and a monthly meeting is held with the senior leadership team for sustainability to discuss priorities and progress. This is attended by Chief Executive, Chief Financial Officer, Executive Director responsible for Sustainability, Responsible Business Executive and Head of Sustainability.

We have a dedicated sustainability team of more than 20 full-time professionals across the business. They work with our operational teams to embed sustainability across the organisation. We also have a network of champions throughout the business who promote sustainable practices and help us achieve our sustainability goals.

We believe that every one of our employees has a duty to integrate sustainability into their own role and working practices. This is reflected in Our Vision 2030 which is Berkeley's ambitious strategy for the future and sets an exciting roadmap to 2030. Through Our Vision 2030, sustainability topics are included in the business objectives of the Board and all employees.

Management

Sustainability policies, the strategy and standards are set at a Group level and provide a framework for delivering our sustainability objectives.

Our sustainability-related policies are available on our website and include:

- Sustainability Policy
- Climate Change Policy
- Sustainable Specification and Procurement Policy

Our standards for developments set out our requirements for our homes and places, which each project has to demonstrate compliance with when it goes into planning. We then set standards for our construction sites and our contractors.

Our Sustainability Management System (SMS) follows the principles of the ISO 14001 standard and ensures that our policies and standards are implemented across all our operating companies. This system includes procedures to manage sustainability at each stage of the development process, from land purchase, through design, procurement and construction, all the way to marketing, sales and handover.

Our SMS is managed and updated by our sustainability team. The team is also responsible for ensuring implementation of the procedures, providing any necessary training and undertaking reviews and audits.

Training

Training is provided for all new starters through an online e-learning course outlining our approach to sustainability, our targets and goals. We undertake training at a Group level on key topics, for example this year we have been updating the technical and land and planning teams on embodied carbon and the changes to the Building Regulations in relation to energy.

Within our divisions the sustainability team undertake training for each of the key departments to ensure they are aware of our approach on key topics such as climate change, nature, communities, sustainable procurement etc. On our sites the sustainability team, sustainability champions and the site managers provide regular toolbox talks to ensure the contractors are aware of the risks and our requirements. The toolbox talks cover a range of topics including spills and incidents on site, energy saving measure and awareness of protected species.

More information on our governance and management can be found here

Berkeley Group

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