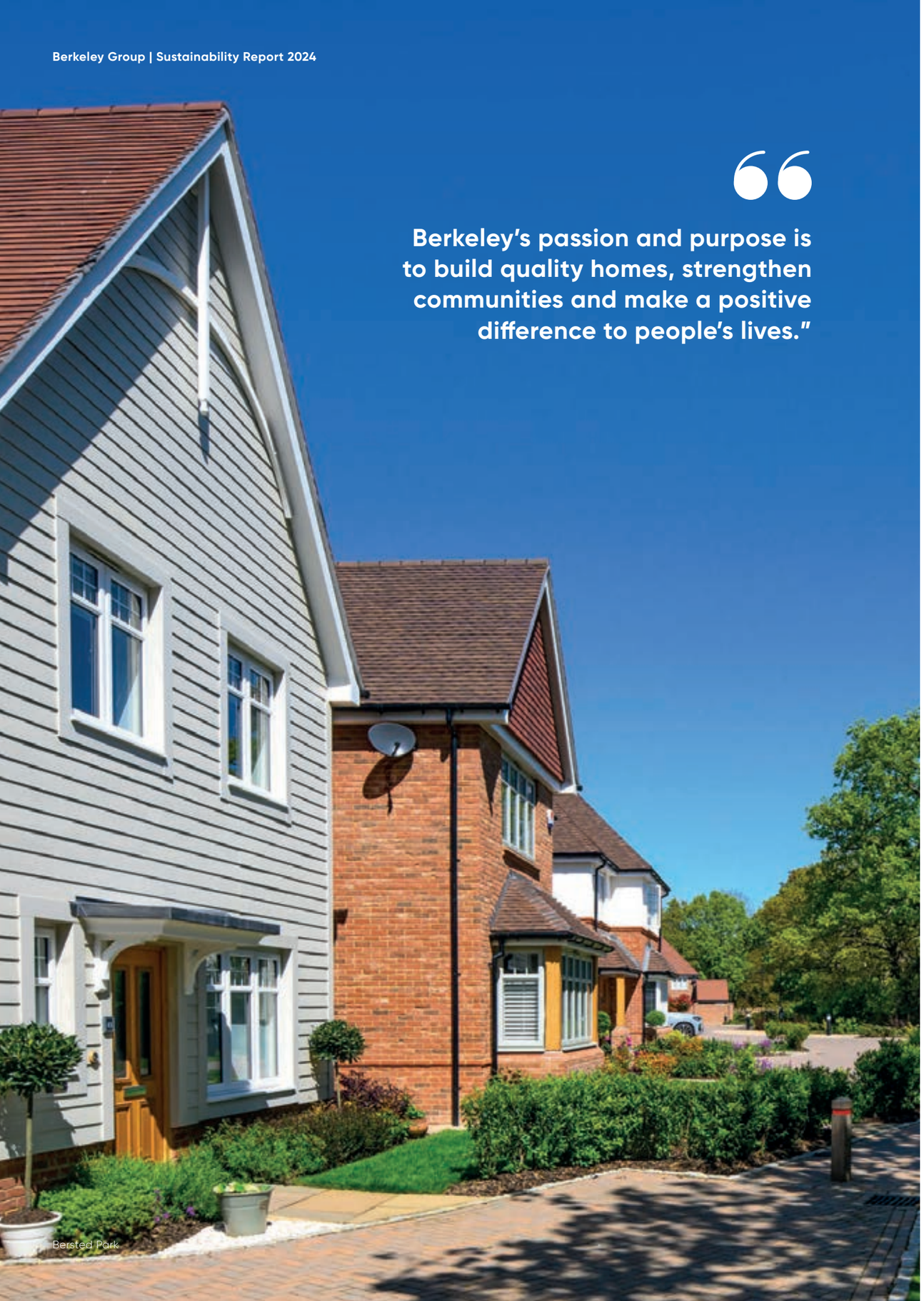
sustainable futures

2023-2024

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."

Bersted Park

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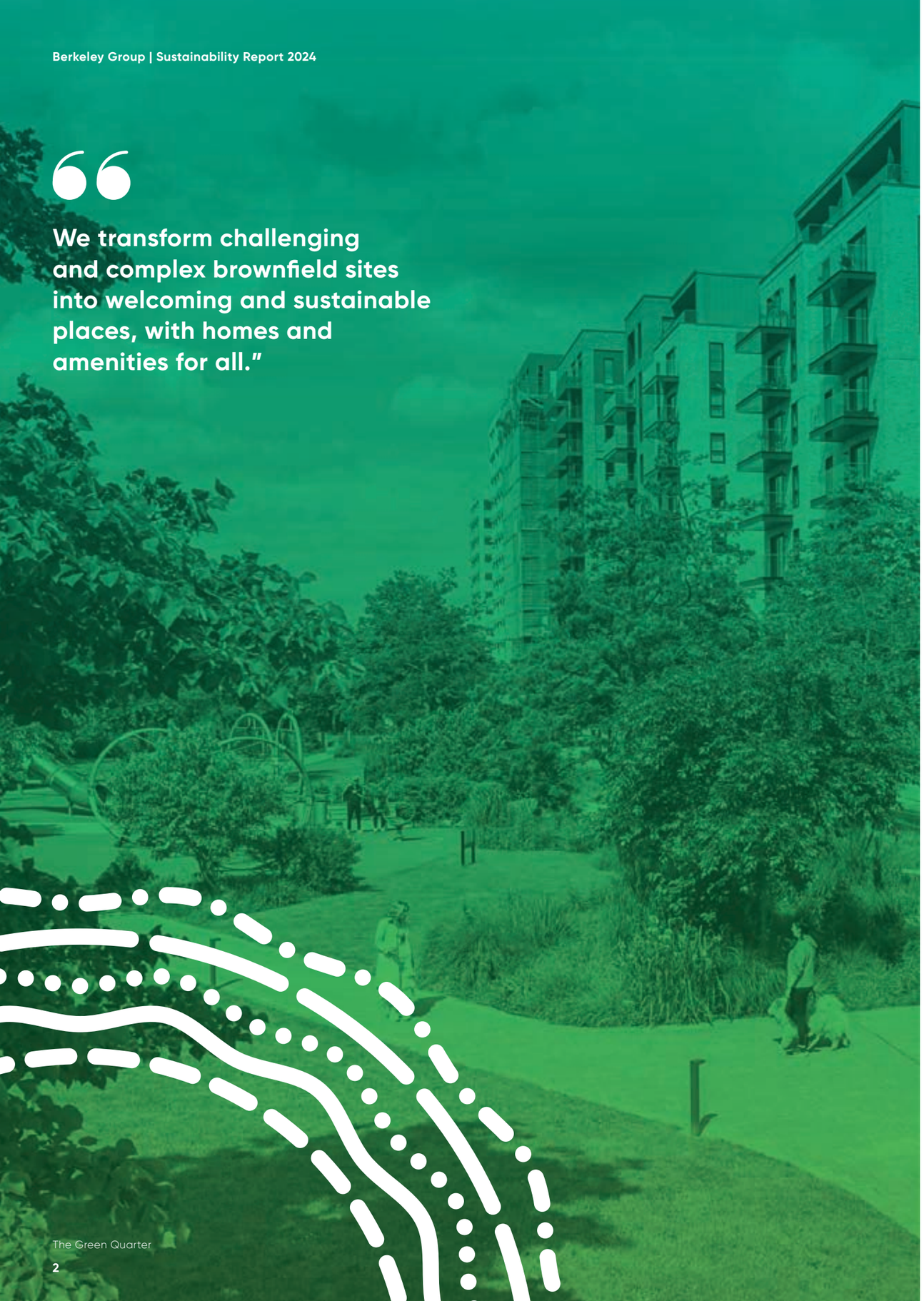


“We transform challenging and complex brownfield sites into welcoming and sustainable places, with homes and amenities for all.”

The Green Quarter

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.

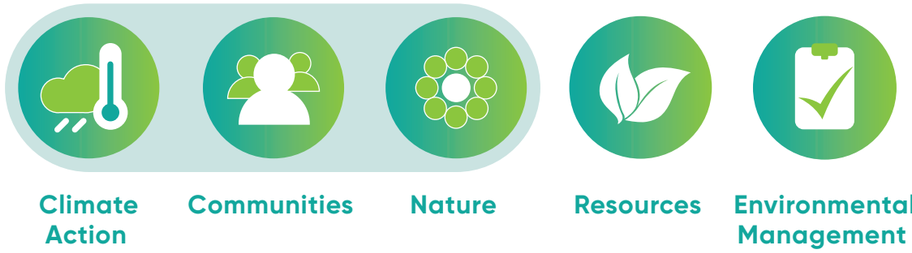
More information on Our Vision 2030 can be found on our website: **Find out more**

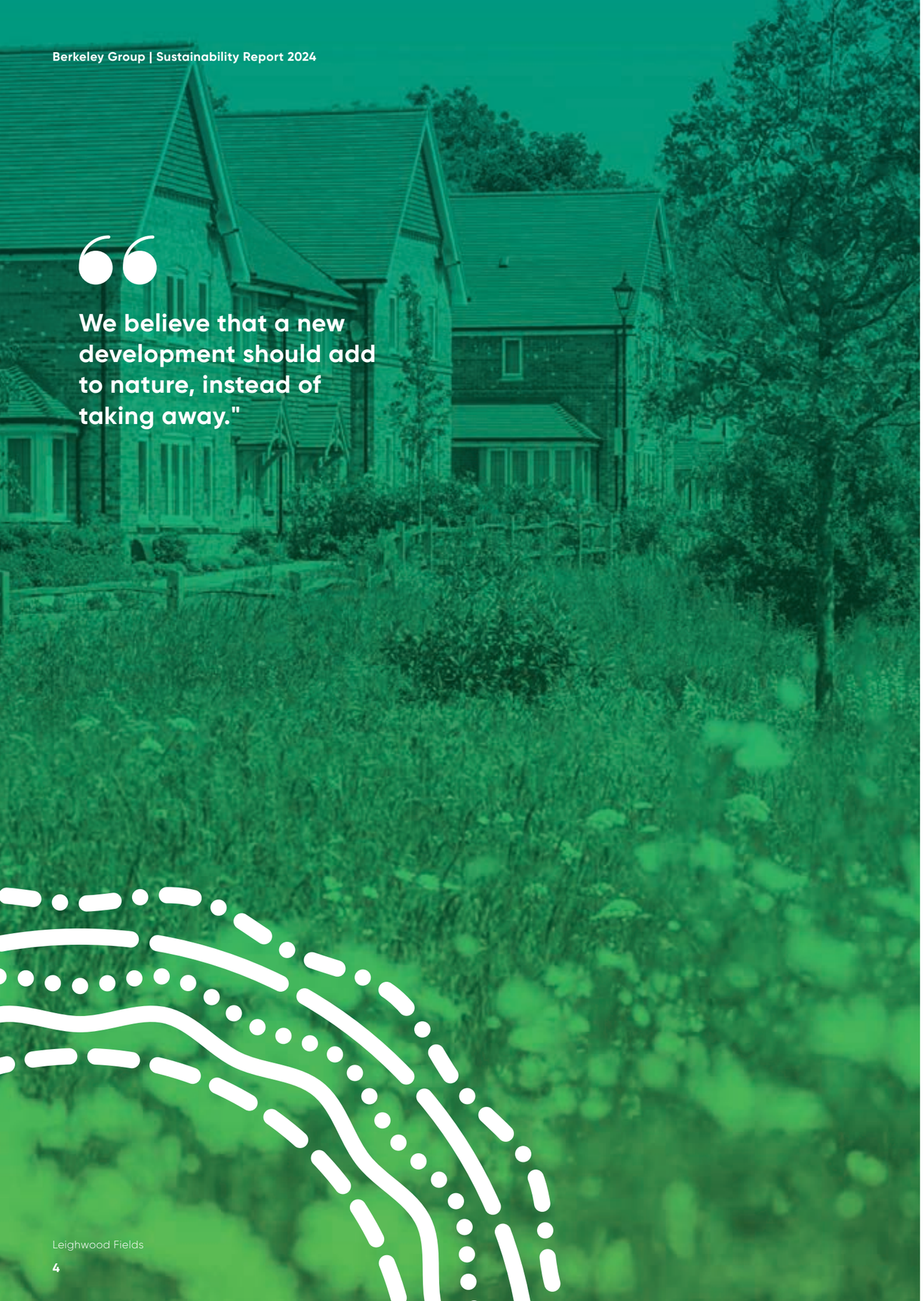
This report details our performance across our five focus areas of our Sustainability Strategy: Climate Action, Communities, Nature, Resources and Environmental Management. It covers the period from 1 May 2023 to 30 April 2024 and supplements the information provided in our 2024 Annual Report, which 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."

Leighwood Fields

1.1

Sustainable Futures

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

Climate Action

We are reducing our greenhouse gas (GHG) 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, creating 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 overall 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.

1.2

2023/24 highlights

77%
reduction in our scopes 1 and 2 (market-based) emissions since our 2019 baseline year

17
sites operated fossil diesel free

48
embodied carbon assessments completed to date

87%
completed homes were constructed on brownfield land

A
rating achieved for CDP's 2023 Climate Change questionnaire

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>500
public amenities such as shops and play areas being delivered across live developments

56
sites committed to creating an on-site biodiversity net gain to date

>580
acres of new or measurably improved habitat set to be delivered including 246 acres of woodland

>245
acres of woodland committed or delivered

101 lpppd
average internal water efficiency of completed homes compared to our 105 litres/person/day target

96%
waste (excluding hazardous) reused or recycled

10%
reduction in water consumption compared to 2022/23

100%
regeneration sites with residents have a Community Plan in place

98%
sustainably certified timber and wood-based products

Zero
environmental prosecutions in 2023/24

14.6
average score for the 'Care for the Environment' section of the Considerate Constructors Scheme*

89%
average score for our internal Site Sustainability Assessments

*Industry average 13.2

1.3

Awards and Accreditations

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

CDP Climate Change 2023 – rated 'A' by CDP for climate action and transparency
As a result of our progress against our carbon targets, together with our planned journey to net zero and extensive investigation and collaboration on embodied carbon.

CDP Supplier Engagement Leader in 2023
As a result of the continuous engagement of our supply chain over several years.

Better Society Awards
We were incredibly proud to receive the **Environment Award** at the Better Society Awards in May 2024.

The Better Society Awards celebrate the efforts that commercial organisations make to help to create a better, more equal, ethical and sustainable world for us all. The Environment Award celebrates organisations that have made significant voluntary progress in helping protect the environment, with clear evidence of success and long-term vision.

National Sustainability Awards
We were pleased to be awarded the **Conservation Award** at the National Sustainability Awards in October 2023.

The cross-sector awards of the Better Society network celebrate 'the pioneers of sustainability' across the UK. The Conservation Award recognised the Berkeley Group's work in partnership with Thames Water to undertake the first large-scale water neutrality trial of its kind at Royal Exchange, Kingston upon Thames; with approximately 45,000 litres use per day by our new residents offset through the upgrade and retrofit of water fittings in local homes, schools and businesses.

ENDS Report Environmental Power List
Louise Clarke, Berkeley Group Head of Sustainability, was named as one of the top 100 UK professionals by the ENDS Report. The Environmental Power List celebrates environmental professionals who have made the greatest impact in the past two years. Louise has been recognised for her pioneering work on nature recovery, playing a central role in developing our approach to biodiversity net gain.

Green Apple Environment Awards
Our exemplar approach to sustainability at Woodberry Down in Hackney was awarded two Green Apple Environment Awards in November 2023 in the Regeneration category: Gold for Environmental Best Practice, and Silver for Sustainable Development.

FTSE4Good Index
Listed company since 2003

ISS ESG Corporate Rating 2024
'Prime' status achieved.

MSCI ESG Rating 2023
'AAA' rating held for the past 7 years

S&P Global Corporate Sustainability Assessment 2023
Sustainability Yearbook Member and Industry Mover

Sustainalytics ESG Risk Rating 2024
Low risk rating

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

Partner

CIBSE Homes for the Future Group

Partner

Member

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2.0

Climate Action

Leighwood Fields

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

Hollyfields, Hawkenbury

2.1

Climate Action

Tackling climate change has been a priority for Berkeley since 2007 and we are proud to have set science-based targets (SBT) that help us play our part in limiting global warming.

As a company we have an impact on climate change through the GHG emissions produced by the energy we use, but more significantly through our supply chain (including the carbon emissions associated with the products and services we procure) and through the use of the homes we build over 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 SBT, with particular emphasis on measuring embodied carbon and identifying opportunities to reduce it.

As a result of our progress against our targets, together with our planned journey to net zero and engagement on embodied carbon, we are delighted to have achieved a place on CDP's prestigious Climate 'A List' for transparency and performance, and to have achieved CDP's Supplier Engagement Award.

Our Goal

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

Our Targets

- Undertake embodied carbon assessments and target reductions for each development
- Engage with manufacturers of the top five impact materials by 2026
- Re-baseline and achieve validation on our science-based targets and Net Zero target
- Achieve a 15% reduction in energy consumption from 2023 to 2030
- Ensure our business and developments are resilient to future climate change

This year's highlights

77%
reduction in our scopes 1 and 2 (market-based) emissions since our 2019 baseline year

A
rating achieved for CDP's 2023 Climate Change questionnaire

17
sites operated fossil diesel free

48
embodied carbon assessments completed to date

2.2

Science-based Targets to Reduce Greenhouse Gas Emissions

We have set science-based targets (SBTs) which commit us to reducing our GHG emissions by 2030. Our targets cover emissions from our direct operations (scopes 1 and 2), the embodied carbon within the materials and services we procure (scope 3) and the in-use emissions created by our homes (scope 3).

Our targets were independently validated by the Science Based Targets initiative (SBTi) in December 2020. 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 2045.

Last year, we were pleased to announce that we had surpassed our original SBT for a 50% reduction in absolute scopes 1 and 2 (market-based) GHG emissions as validated by the 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 the next financial year.

More detail on our SBTs can be found here.

Validated Targets

50%↓ Achieved in 2023

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

New science-based targets being submitted for validation

82%↓

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

Net-Zero

By 2045

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Prince of Wales Drive

2.4

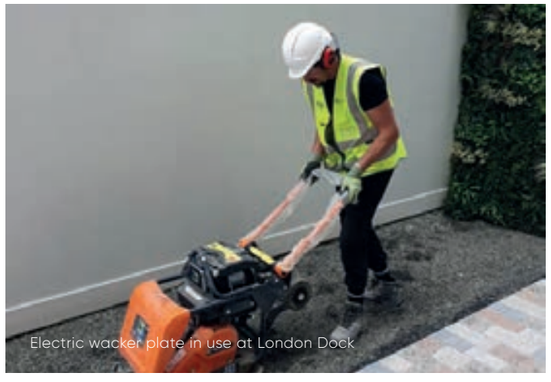
Progress against our action plan

Low carbon construction sites

This year, we have kept up the momentum that brought us to achieve and surpass our scopes 1 and 2 (market-based) SBT seven years early. We have continued to focus on eliminating fossil diesel from our sites, driving energy efficiency and generating renewable energy on site.

We are pleased to say that 17 of our sites operated fossil diesel free this year, and that 96% of directly procured diesel fuel was biodiesel HVO (Hydrotreated Vegetable Oil), which resulted in a saving of 869 tCO_2e under our Scopes 1 and 2 emissions compared to an equivalent use of fossil diesel. We have also been working with our contractors to replace traditional diesel-powered machinery with electric alternatives or with biodiesel HVO, where we cannot eliminate diesel powered plant completely.

As we are aware that the manufacturing and supply of biodiesel HVO may have adverse effects of land use change, this year we conducted an audit of the sustainability credentials of the biodiesel HVO used on site, directly and by our contractors. The exercise confirmed that the fuel was certified by recognised schemes, such as the International Sustainability and Carbon Certification (ISCC), and that only certified feedstock produced from waste or by-products was used in the manufacturing process.



Electric wacker plate in use at London Dock

Case Study:

Our landscaping contractor at London Dock have replaced traditional wacker plates with an electric alternative, which offers significant sustainability benefits over the traditional fuel-powered models. Electric wacker plates are quieter than fuel-powered models and produce zero emissions on site, improving air quality and reducing the carbon footprint of construction activities.

Additionally, the Carbon Trust carried out audits of our sites and offices as part of the Energy Savings Opportunity Scheme (ESOS). We will use their recommendations to strengthen our energy efficiency standards for our sites, offices and sales suites. This will help reduce our emissions further, and work towards our new near-term SBT to reduce our absolute scopes 1 and 2 (market-based) emissions.

Case Study:

The team at Woodberry Down has installed a new energy management system in their welfare area. The system uses sensors to automatically switch off devices and circuits when they are not in use or required, thus reducing energy consumption. Since its installation, the system has delivered a saving of approximately 2,000 kWh per month, which equates to 550 $kgCO_2e$ per month.

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Embodied carbon

The embodied carbon of our projects represents a significant portion of our emissions impact. This year, we have analysed in detail the outcomes of 48 embodied carbon assessments that we have carried out to date. Our aim is to enhance our knowledge and understanding of how design choices, specifications and procurement decisions influence the carbon footprint of our projects.

Since we set our SBTs and stringent internal targets for embodied carbon, the Building Safety Act and new Building Regulations F, L, O and S have been implemented. These have a combined effect of more heavily articulated façades and frames within buildings due to core design, secondary staircases and lifts, all factors which increase embodied carbon and build costs. We are currently reviewing the impact of these changes as well as the new Royal Institution of Chartered Surveyors (RICS) guidance on whole life carbon assessments, and updating our internal guidance to our teams.

We are actively engaging our supply chain in our decarbonisation journey. Whilst we can make design choices, the embodied carbon of materials is outside of our direct control, so it is essential that we – and others – engage with product manufacturers and send strong signals of our decarbonisation aims. We have developed a strategy to engage the manufacturers and suppliers of our key impact materials, such as concrete, steel, bricks, aluminium and glazing.

This year, we have engaged the key manufacturers of aluminium profiles. This exercise confirmed the manufacturers are taking steps to reduce both their operational emissions and the carbon intensity of their products, and they can all offer low carbon products. The review also showed that we will need to change our procurement and specification approach to maximise the carbon savings at project level. Finally, we were pleased to put in place agreements for the supply of low carbon products with the key manufacturers. Relevant information and guidance have been shared internally with our project teams to ensure that the findings are considered in the design of future developments.

Our approach to supply chain engagement has helped us achieve the status of CDP Supplier Engagement Leader in 2023.

Case study:

At Paddington Green, wind tunnel analysis has been undertaken which has reduced the planned concrete volume by 35%. Other initiatives include the re-use of pile foundations and substructure, the use of ground granulated blast-furnace slag (GGBS) as a cement replacement and sourcing of lower carbon aluminium.

Low carbon homes

Our approach to delivering low carbon homes continues to be structured around high performing fabric, followed by the most appropriate renewable and low carbon technologies for each site.

Carbon emissions of homes are heavily regulated, and this year the Government has consulted on the Future Homes and Buildings Standards. An internal working group, with representatives from the Technical and Sustainability teams, reviewed the implications of the proposed Standards on our business, and responded to the consultation.

In advance of the changes that will be introduced by the Standards, we have been preparing our new developments for the move away from gas boilers towards all-electric heating solutions, coupled with photovoltaic panels where possible, to reduce bills for customers and burden on the electricity grid.

We are also investigating the impacts of the energy transition on our long-term regeneration sites. In most cases, gas-led energy strategies for such projects have been approved many years ago in line with local planning policies, and the infrastructure has already been put in place, with the aim of meeting the demand of future phases of the development as well. As such, adding new electric-based heating systems may not be in line with the approved strategy, and may result in lower energy efficiency of the heating network and potential cost increase for existing customers. The decarbonisation of our district heating networks will be an area of focus for next year.

Air Source Heat Pumps at Woodberry Down

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.

Prior to land acquisition, we assess the land to identify key risks such as subsidence and flood risk, with mitigation measures implemented as necessary. These assessments are site specific accounting for the unique characteristics of each development.

We recognise the intrinsic link between nature and climate, and we implement nature-based solutions at each of our sites to ensure developments are resilient to future climate impacts. In addition to our biodiversity net gain (BNG) work, an integrated water management approach is applied at each site, whereby rainwater is stored and gradually released into natural features to help manage surface water, also reducing the urban heat island effect. Of our live development sites undergoing works this year 100% incorporated sustainable drainage systems (SuDs), as required by the Berkeley's Sustainability Standards.

Balancing our impact

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 predominantly 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.

"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 CO_2 and £145,000 of facilitated social value."

Antoine Pellet – Head of Retrofit Credits, HACT

SuDs at Hareshill, Fleet

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Engagement with industry

We are proud to be founding partners of the UK Green Building Council's (UKGBC) 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. This year, we have contributed to the development and publication of two new UKGBC guidance documents, which will help the industry to accurately model and report on embodied carbon within construction projects, and to create a coherent link between the carbon footprint of projects and organisational scope 3 emissions.

During the reporting year we have supported the development of the Net Zero Carbon Building Standard by co-chairing the housing sector group, and we have been active participants of the Future Homes Hub, working with industry to understand and shape the future for new homes.

In November 2023 we held our first Group-wide Supply Chain Conference, bringing together more than 170 trade contractors, suppliers and manufacturers to listen, work collaboratively and strengthen relationships. This was an opportunity to reinforce our priorities on topics such as climate action and to communicate the aims of our new strategy to target zero avoidable waste. This year we have also developed a new supply chain engagement strategy to work with our supply chain to understand and drive down embodied carbon on high impact materials. See page 13 for further information on this.

Similarly, as a proud member of the Supply Chain Sustainability School, we helped deliver their conference on 'Building a Greener Supply Chain', where we presented a united message from developers to the supply chain to work together to decarbonise the industry, towards achieving the Government's net zero target. The conference was attended by more than 400 representatives from contractors, suppliers, manufacturers and housebuilders.

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.


Berkeley Supply Chain Conference

Our route to Net Zero

This year, we have been engaging with 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. Our transition plan is based on decarbonisation routes and actions that we currently understand to be the direction our industry is moving in. 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. As the construction industry and supply chain capabilities are constantly evolving, we will regularly review the plan and update our projections. An overview of key elements within our focus areas that we seek to action on our route to net zero can be found overleaf.

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Our transition plan

Taking action in the **near-term** to meet our SBTs

Embodied carbon

Engage with manufacturers of high impact materials

Design to lower embodied carbon

Identify key manufacturers to support innovation

Low carbon homes

Increase use of heat pumps and renewables

Transition district heating to be net zero ready

Continue to research new technologies

Low carbon operations

Continue to purchase 100% renewable electricity in the UK

Transition away from natural gas use in our offices and sales suites

Focus on energy efficiency, particularly out of hours usage

Our **long-term** aims to reach net zero

Embodied carbon

Encourage and support suppliers in setting SBTs

Work in partnership with our supply chain to reduce emissions

Ensure that all suppliers provide product specific EPDs

Low carbon homes

Focus on as-built performance, rather than as-designed

Improve energy demand management in homes

Focus on renewable generation on our developments

Low carbon operations

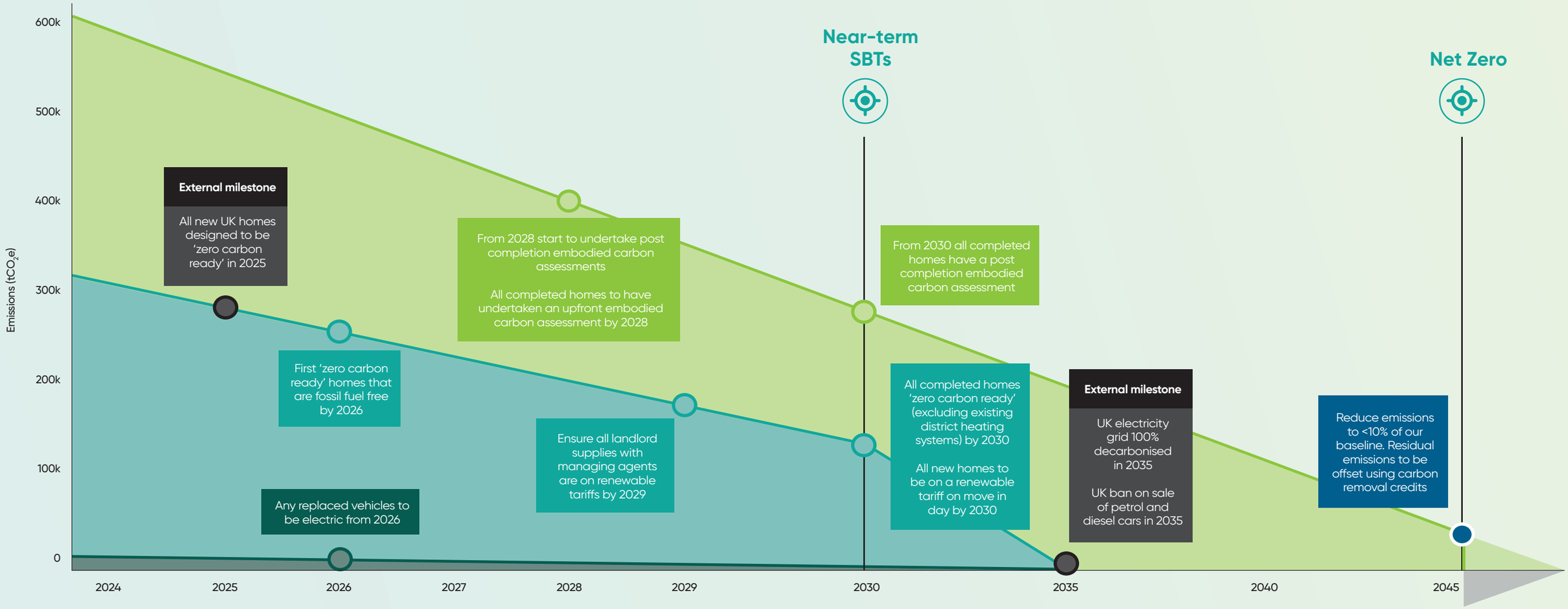
Operate net zero construction sites

Install and use renewable technology on our larger construction sites

Increase the use of electric plant

Nature-based solutions

Explore nature-based solutions for carbon capture and storage



2.6

Performance tables

Emissions and energy consumption are reported in line with the operational boundary of the Berkeley Group. Home-related disclosures include all legally completed homes in the year. Where reference is made to live development sites, this covers all developments that have an implementable planning consent and that are in production. Figures include our joint venture activities.
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			2024	2023	2022	2021	2020
Reduce absolute scopes 1 and 2 GHG emissions 82% by FY2030 from a FY2019 base year*	Absolute scopes 1 and 2 (market-based) emissions	tCO_2e	917	963	2,211	2,549	3,375
	Change from base year	%	-77	-76	-44	-36	-15
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	519,040	574,709	638,017	548,962	519,289
	Scope 3 (categories 1 and 11) emissions intensity	tCO_2e/ 100sqm	169	161	177	206	191
	Change from base year	%	-1	-6	4	20	12

*FY2019 absolute scopes 1 and 2 emissions = 3,980tCO_2e
**FY2019 absolute scope 3 emissions = 585,690 tCO_2e; FY2019 scope 3 emissions intensity (categories 1 and 11) = 171 tCO_2e/100 sqm

Table 1.2: Scopes 1 and 2 greenhouse gas (GHG) emissions and energy consumption

		2024	2023	2022	2021	2020
Scope 1 emissions	tCO_2e	609	713	1,974	2,353	3,215
Scope 2 (location-based) emissions	tCO_2e	4,636	4,510	5,858	6,385	5,967
Scope 2 (market-based) emissions	tCO_2e	308	250	237	196	160
Scopes 1 and 2 (location-based) emissions	tCO_2e	5,245	5,223	7,832	8,738	9,182
Scopes 1 and 2 (location-based) emissions intensity per 100 square metre of legally completed floor area	tCO_2e/ 100 sqm	1.71	1.46	2.17	3.27	3.38
Scopes 1 and 2 (market-based) emissions	tCO_2e	917	963	2,211	2,549	3,375
Scopes 1 and 2 (market-based) emissions intensity per 100 square metre of legally completed floor area	tCO_2e/ 100 sqm	0.30	0.27	0.61	0.95	1.24
Energy consumption associated with scope 1 emissions	MWh	5,665	7,572	9,133	9,624	12,812
Energy consumption associated with scope 2 emissions	MWh	21,840	22,848	27,202	27,209	23,174
Energy consumption associated with scopes 1 and 2 emissions	MWh	27,505	30,420	36,335	36,833	35,986
Energy consumption associated with scopes 1 and 2 emissions – Sites	MWh	20,962	23,892	27,964	29,444	27,572
Energy consumption associated with scopes 1 and 2 emissions – Offices	MWh	2,672	2,898	3,428	3,364	4,027
Energy consumption associated with scopes 1 and 2 emissions – Sales Suites	MWh	2,455	2,120	1,995	2,091	2,149
Energy consumption associated with scopes 1 and 2 emissions – Business Travel	MWh	1,416	1,510	2,948	1,934	2,238
Energy consumption associated with scopes 1 and 2 emissions that is from renewable energy sources	MWh	24,281	27,048	27,656	26,806	22,988
	%	88	89	76	73	64
Energy from biodiesel HVO	MWh	3,343	5,020	1,185	251	247
Energy from renewable electricity	MWh	20,938	22,028	26,471	26,555	22,741
Purchased electricity backed by Renewable Energy Guarantees of Origin (REGOs)	%	98.3	98.7	99.0	99.2	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

		2024	2023	2022	2021	2020
Biodiesel HVO	%	12	17	3	1	1
Electricity (purchased and on-site generated)	%	77	73	74	73	64
Gas oil	%	0	0	11	14	22
Natural gas	%	3	3	6	6	7
Other fuel types (diesel, liquefied petroleum gas (LPG), petrol and purchased heat)	%	8	7	6	6	6

Table 1.4: Low carbon homes*

		2024	2023	2022	2021	2020
Completed homes with an Energy Performance Certificate (EPC) energy efficiency rating of B or above	%	93	93	89	96	95
Average EPC energy efficiency score of completed homes	#	84	84	83	84	84
Average Dwelling Fabric Energy Efficiency (DFEE) of completed homes**	kWh/ m^2/ year	38.85	38.35	39.89	39.78	39.48
Average Dwelling Emission Rate (DER) of completed homes	$kgCO_2$/ m^2/ year	12.08	12.13	12.85	12.00	12.44
Average percentage improvement in DER over Target Emission Rate (TER) for completed homes	%	32	31	31	33	30
Live development sites installing photovoltaic (PV) panels	%	63	57	54	52	49
Live development sites installing air source or ground source heat pumps	%	33	29	18	16	8

*EPC, DER and DFEE information is derived from Standard Assessment Procedure (SAP) calculations
**This data is only known for homes built to Part L 2013 Building Regulations)

Table 1.5: Climate change resilience

		2024	2023	2022	2021	2020
Live development sites incorporating sustainable drainage systems (SuDS)	%	100	100	92	91	94
Live development sites that have assessed overheating risk	%	82	76	68	-	59

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3.0

Communities and Sustainable Living

Prince of Wales Drive

3.1

Communities and Sustainable Living

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

The Green Quarter

People are at the heart of the places we create. We focus on challenging urban regeneration sites, working closely with local communities and councils to stitch neglected places back into their local fabric. This means we directly invest into disadvantaged communities and help tackle the inequalities and challenges facing these places.

From the start, we support the formation of strong communities on our developments, connecting residents and neighbours and partnering with local people and councils. The places we design are unique, with community amenities and infrastructure weaving them into 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 that all our large regeneration sites have a Community Plan and are working towards all developments having an embedded community plan by 2026. We have also evolved our approach to Communities to bring together social value indicators, community needs analysis and best practice community engagement (see page 28).

Our Goal

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

Our Targets

- Target 90% of our homes to be built on brownfield land
- All developments to have an embedded Community Plan by 2026
- Maximise the value to society that each development brings by addressing local needs.
- Work with external experts to assess people’s quality of life on new developments
- Encourage sustainable lifestyles through the design of our homes and places

This year’s highlights

87%
completed homes constructed on brownfield land

100%
regeneration sites with residents have Community Plans in place

>500
public amenities such as shops and play areas being delivered across live developments

3.2

Community Plan Framework

We recognise that each community is unique, evolving in different ways, and at different paces over time. In light of this and to capture the needs of the community and the actions we can take to support them, we have developed a Community Plan framework to help structure our approach. Each plan is bespoke, built on community engagement and tailored by research into community priorities and needs. These plans outline actions, opportunities and partnerships to foster thriving neighbourhoods.

1 Community Engagement

Meaningful community engagement is the vital first step on every project. We are committed to understanding local communities and our key stakeholders and involving them in shaping our proposed developments from the outset. This year we have updated best practice guidance for our teams and are supporting the Quality of Life Foundation by beta testing their community engagement charter.

2 Community Needs Analysis

We use the community engagement learnings to understand the interests, aspirations and needs of our local stakeholders. We then look to address the local needs, both physical and social, by putting actions and outcomes to each one. For example, the need for people to feel safer could be helped by improving lighting, setting up safety partnership groups or hosting Ward Panel meetings on site.

3 Vision

We use the information gathered to set an initial vision for the development, considering the specific site attributes, needs of the area and the desired outcomes. This is updated as we continue to engage and develop the proposals.

4 Partnerships

The issues within the areas we are set to redevelop are complex and require the application of many minds to address them, so partnerships are the most effective form of decision-making for us. Partnerships allow for the development of long-lasting projects where resources are shared, participation levels increase, and communications are broadened.

5 Schedule of Engagement

With our partners and stakeholders, we create a program of community events and engagement activities based on identified needs to support residents and the local community. Through programmes of community-oriented events, we help to create environments where locals can meet with their neighbours, interact intergenerationally and give back through volunteering within the community.

6 Living at the development

We recognise that the ultimate test of each development is through the lived experiences of our customers and residents. Resident surveys can help to evaluate the successes, and feed in any learnings into future phases and developments.

7 Long Term Governance and Stewardship

We aim to provide clarity about the kind of governance arrangements we are seeking to put in place for the long-term for the community; and how we, as the developer, will exit the site.

Case Study: Community Engagement

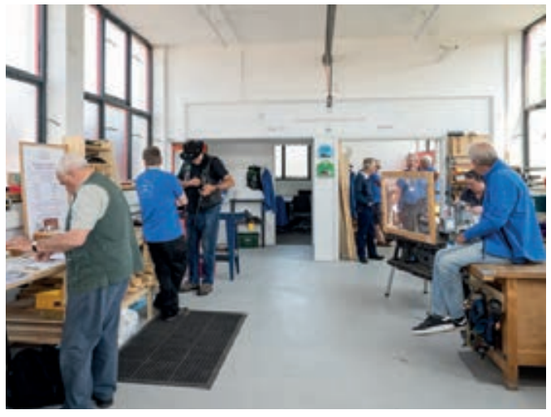
At Bromley-by-Bow we started our community engagement as early as possible. Plans to redevelop the Grade II Listed gasholders have been shaped not only through public exhibitions, meetings and consultations, but through more than 270 people attending art and heritage site tours and engaging with more than 300 local young people through a mix of careers events and workshops including one to understand how young people use the area.

Case Study: Community Needs Analysis

At Oval Village, we've assessed the community's needs and identified key areas where we can make a significant impact. These include creating additional commercial space in the local area. To achieve this, we're currently constructing a BREEAM 'Excellent' and WELL-certified office space that can accommodate over 750 people. Additionally, we've partnered with the local charity 'Your Story' to provide them with a monthly meeting space and collaborate on various community-related projects.

Case Study: Partnerships

We continued our partnership with Bow Arts Trust at London Dock which started with a meanwhile use of 90 affordable art studios in 2015. In December 2023, Bow Arts took residence at Unit 4 Pennington Street Warehouse, which is now home to over 70 local artists. The charity connects artists with local communities to give children and young people greater access to, and interaction with arts.



Case Study: Schedule of Engagement

At Hartland Village we run and support a range of community events from World Mental Health Day to summer barbecues, photography competitions and cultural celebrations. We have also connected local businesses, organisations and residents which has led to a number of positive initiatives such as the Men's Sheds Association, encouraging people to come together to support projects in their local communities.

3.3

Delivering amenities and infrastructure

We provide the physical infrastructure to keep our neighbourhoods connected, including delivering or contributing to new roads, bridges and train stations where needed. We prioritise the early delivery of public amenities and natural spaces to ensure local communities feel the benefits of regeneration as soon as possible.

We have standards which require all our developments to install secure cycle storage and electric vehicle (EV) charging. 100% of our live development sites are committed to provide secure cycle storage and 98% will provide EV charging. We also have 59% of our developments which will provide car clubs.

Our homes and communities are also digitally-connected from move-in day to serve our customers' needs. We also provide home demonstrations to outline sustainability features of the home and development.

Case Study:

Reading Green Park Station opened this year; the first station to open in Reading for more than 100 years, providing a sustainable travel option for new residents and businesses in the Green Park area. The launch of a new railway station on the site of our Bankside Gardens development at Green Park Village is testimony to our close collaboration with our partners and stakeholders in Reading, and to delivering infrastructure to the wider community as well as for our residents.

Case Study:

This year we opened a range of new facilities including Parkside Yards at The Green Quarter, with an outdoor piazza and opportunities to eat, meet, drink, work, play, and shop in green surroundings. The new neighbourhood also brings a wide range of public amenities to Southall, including a health centre, primary school, community centre and office space. We also became the first major developer to deliver padel courts on a residential scheme in the UK at this development.

Case Study:

In August, the memorial square and residents' facilities were opened at Horlicks Quarter, where plans are also underway for a café, a day nursery and a central piazza.

Memorial Square, Horlicks

Royal Arsenal Riverside

3.4

Performance tables

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

This data represents our live development sites under construction. The numbers in these tables do not represent what has been delivered in the reporting year.

Table 2.1: Transforming underused land

		2024	2023	2022	2021	2020
Completed homes constructed on regenerated brownfield land	%	87	86	86	87	89
Developments currently in construction on regenerated brownfield land	%	75	76	80	77	67

Table 2.2: Community approach

		2024	2023	2022	2021	2020
Schemes that have Community Plans in place	#	25	20	19	-	-
Long-term regeneration schemes with residents that have Community Plans in place	%	100	100	-	-	-
Number of community amenities (including grocery stores, play spaces, doctors' surgeries, schools etc.) being delivered on live development sites	#	516	517	393	-	-
Number of community spaces being delivered on live development sites	#	20	22	23	-	-

Table 2.3: Delivering transport infrastructure and access

		2024	2023	2022	2021	2020
Live development sites providing electric vehicle (EV) charging infrastructure	%	98	98	93	84	76
EV charging points that are active	%	45	48	47	53	62
EV charging points that are passive	%	55	52	53	47	38
EV charging points that are active	#	6,115	6,278	5,872	3,933	3,694
EV charging points that are passive	#	7,532	6,710	6,741	3,507	2,266
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	%	59	57	42	-	-
Live development sites within 500m of a public transport node	%	75	75	-	-	-
Live development sites within 1000m of a public transport node	%	96	94	-	-	-

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4.0

Nature

Sunningdale Park

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

Leighwood Fields

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. The benefit of greening new developments and our towns and cities is vast, not only for the natural environment and resilience to climate change, but also for customers and communities.

Our landscape-led developments enhance the environment and provide beautiful, friendly and sustainable places where people can interact with nature. We obtain specialist, external support from a qualified ecologist using local knowledge and emerging nature recovery strategies to understand the priorities specific to each site. We then incorporate the recommendations in a bespoke and locally appropriate way. We typically work with local Wildlife Trusts to engage communities in landscape design, nature recovery and the long-term stewardship of the biodiverse places we create.

Over the last year we have continued to create a minimum 10% biodiversity net gain (BNG) on all our new sites and shared our experience and knowledge (see page 38). We are developing our approach to environmental net gain (ENG) (see page 40), and we are continuing to share our knowledge and experience with the wider industry.

Alongside this work, we have reviewed the recommendations of the Taskforce for Nature-related Financial Disclosures (TNFD) to ensure we are prepared for future reporting requirements in this area.

Our Goal

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

Our Targets

- Develop an overall approach for Environmental Net Gain and trial it by 2025
- Assess the impact of nature within our supply chain in line with the Taskforce on Nature-related Financial Disclosures (TNFD)

This year's highlights

56
committed to creating an on-site biodiversity net gain to date

>580
acres of new or measurably improved habitat set to be delivered including 238 acres of woodland

246
acres of woodland committed or delivered

101 lpppd
average internal water efficiency of completed homes compared to our 105 litres/person/day target

4.2

Biodiversity Net Gain

Having pioneered the successful implementation of BNG on new developments since 2017 and committing to a deliver a minimum 10% net gain for our new developments since 2021, we welcomed the national milestone of mandatory BNG for new developments in February 2024. We were delighted to have been cited as a best practice case study for the launch of mandatory BNG by government and public bodies.

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

Overall, 56 sites have committed to an on-site BNG, which together are set to deliver more than 580* acres of new or measurably improved natural habitats. This includes 160 acres of nature-rich grassland, 246 acres of woodland and 56 acres of living roofs.

*Our Milton Keynes development site will have a significant area of habitat creation/ enhancement that has been excluded from this figure due to the size of the site in comparison to our others.

Case Study:

At The Green Quarter we have partnered with the London Wildlife Trust with the vision of transforming the site into a nature-rich neighbourhood with a BNG of 93%, characterised by 50% of green open space including 13 acres of beautiful parks, meadows and wetlands. An on-site tree nursery has been created at Parkside Yards, one of the first at a UK development. It currently has 600 air-potted trees, with species native to the British Isles including Hornbeam, Black Alder and Crab Apple.

The Green Quarter

Horlicks

4.3

Collaboration with industry

Building on our collaboration with Natural England and the Local Government Association to run the Biodiversity Conference for the industry in February 2023, this year we partnered with Natural England to run a number of smaller local sessions aimed at upskilling local authorities, SME housebuilders and local offsite habitat banks.

"Berkeley brought real insight to the sessions, providing inspiring examples of how they have successfully delivered BNG on their schemes with tips and ideas that could be transferable to and implemented by SME developers"

Nick White – Principal Advisor at Natural England

Our Group Head of Sustainability chaired the Construction Leadership Council's Biodiversity and Environmental Net Gain Group which published a Biodiversity Roadmap for industry in February 2024.

This year we also sponsored Create Streets to produce its Greening Up report for local authorities, focusing on how trees and other habitats can be incorporated within existing streets, to showcase the vast benefits to towns and cities.

Case Study:

One of the sessions we held with Natural England was at Sunningdale Park, a development that will achieve a 280% biodiversity net gain, reconnecting the previously inaccessible 47 acres of Grade II Listed historic parkland to the community for the first time in centuries.

Sunningdale Park

4.4

Environmental Net Gain

Having championed and pioneered the successful implementation of BNG on all new developments since 2017, we've shown that delivering homes and nature recovery can go hand in hand – to the benefit of residents and local people, all while making places more resilient to the challenges of climate change.

We are now extending our existing approach to enhance nature, with the goal of achieving ENG across all our sites. This involves making measurable improvements across other environmental topics on our developments. An initial step was to trial water neutrality in a first pilot of its scale at Royal Exchange in Kingston upon Thames, an award-winning project with Thames Water.

To develop our approach to ENG, we have reviewed 27 material environmental issues identified in external tools, policy and our own commitments.

This year we worked with environmental and ecology specialists at Arcadis to develop metrics and targets against each priority area and ecosystem service. The metrics were developed using the consultants' expert knowledge, desk-based research into metrics and a literature review of best practice guidance. They also reviewed the Environmental Impact Assessments and technical reports for five of our developments, in order to develop an evidence-and metric-based approach to ENG. We then identified four priority areas where the pressures on the environment are greatest and where we can impact ecosystem services.

Our next steps will be to undertake trials on several of our developments to test the metrics using real data. We will then review the metrics to ensure they are measurable, achievable and implementable. In addition to this, we will improve our understanding of the nature-based solutions required to achieve the metrics such as carbon storage capacity of habitats and the impact of natural barriers on air quality and noise reduction.

Climate	Pollution	Water	Ecological
Carbon sequestration	Air quality	Water supply	Access to nature
Cooling and shading	Noise reduction	Water quality	Soil health
	Light reduction	Flooding	Pollination
			Habitats
			Species

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Hareshill

The Green Quarter

4.6

Performance tables

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

Table 3.1: Biodiversity net gain

		2024	2023	2022	2021	2020
Developments committed to a BNG to date (cumulative)	#	56	54	46	40	33
Area of habitat committed for creation or enhancement to date (cumulative)	acres	585*	582*	522*	358*	338
Developments submitted to planning which have newly committed to deliver a BNG	#	2	8	6	7	9
Area of habitat creation or enhancement newly committed to BNG	acres	3	60	164	20*	37
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	100	89
Developments newly committed to deliver a BNG greater than 20%	%	50	50	83	71	78

* 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

		2024	2023	2022	2021	2020
Average internal water efficiency of completed homes	litres per person per day (lpppd)	101.2	102.6	104.2	104.5	102.7
Live development sites including rainwater harvesting	%	69	82	76	70	72

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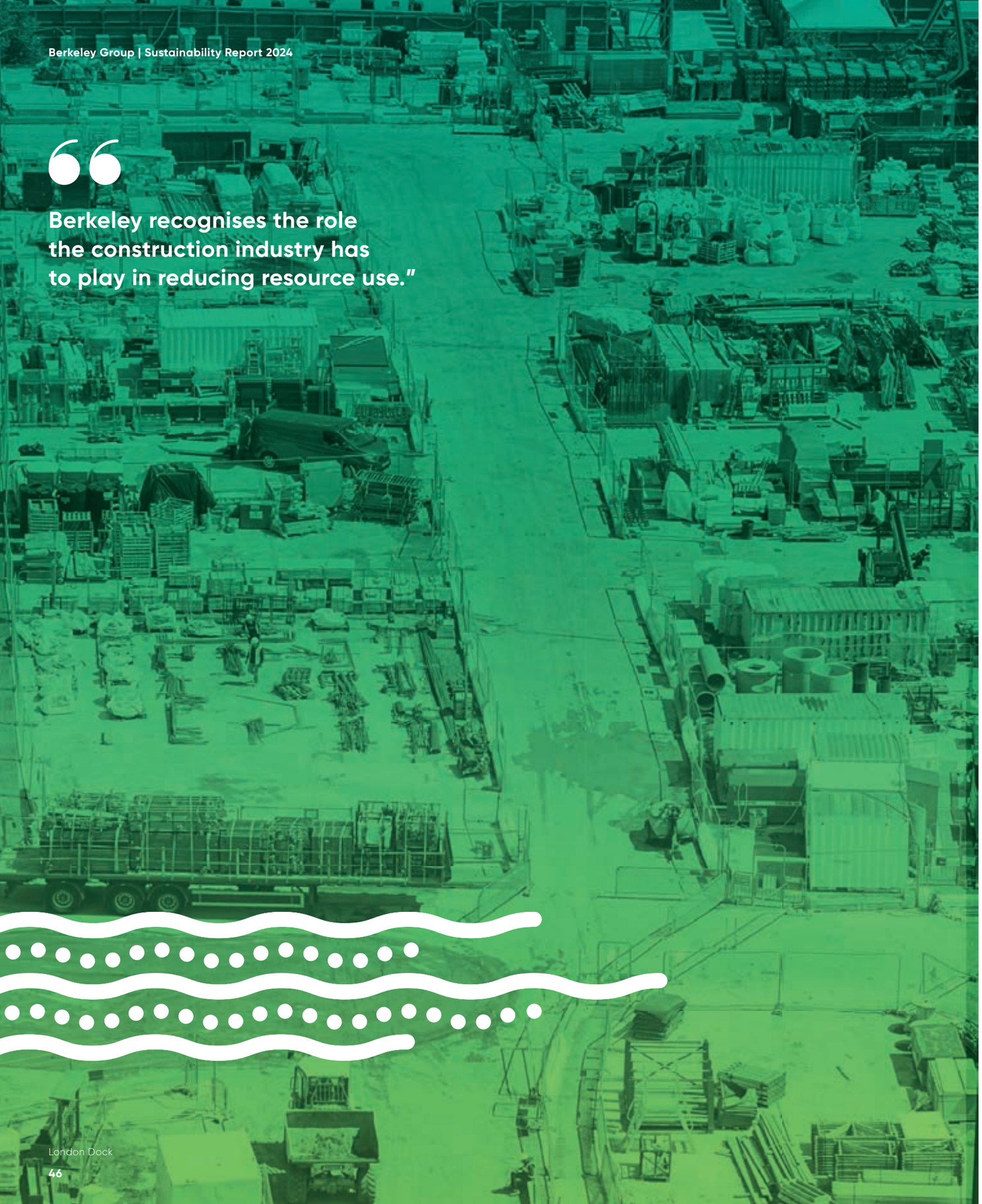
5.0

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.

This year, we have launched our new Waste Strategy, and we have rolled out a new software to track waste collections and materials deliveries across all live projects.

Additionally, we keep working with our teams and contractors to reduce water consumption and to ensure we only use sustainably certified timber in our developments.

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 total waste from our sites (excluding hazardous waste) by 2025
- All sites to measure and report on 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

96%

total waste (excluding hazardous) reused or recycled

10%

reduction in water consumption compared to 2022/23

98%

sustainably certified timber and wood-based products

5.2

Waste management

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

A focus this year has been the launch of our new Waste Strategy, which details key steps towards achieving our target of zero avoidable waste on every site by 2030. Additionally, the action plan provides guidance on maximising the reuse and recyclability of waste arising from our construction sites. Lastly, the action plan focuses on raising customers' awareness of resource efficiency and waste minimisation, and how this can deliver savings in the current context of the cost of living crisis.

The action plan makes 'Designing out Waste' workshops mandatory as part of the design process, to highlight areas where waste can be prevented, for example by reusing the materials that are already available on site or sharing materials across sites through our internal Material Exchange Board.

This year, all our live sites have started to use a new software which enables the live tracking of material deliveries and waste collections, thus allowing us to have access to more complete and accurate data sets. This will help us take further action to minimise waste, and will also support us in recording the data required for as-built embodied carbon assessments and reporting of our Scope 3 emissions.

Case Study: Royal Warwick Squares

Whilst preparing to leave our completed development, Royal Warwick Square, the team has arranged to transport all perfect condition fire points to another Berkeley site, Syon Lane. This has prevented unused products from being disposed of as waste, and has also delivered an estimated cost saving of approximately £44,000.

Case Study: Bow Green

The team at Bow Green cleaned and reused old cobble stones that were present on site to pave the sales suite entrance. This delivered a saving of approximately £4,000 compared to installing new paving.

Re-used cobble stones at Bow Green

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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.

This year, we have introduced water budgets for our sites and offices. The budgets are an allowance for water consumption that our operating businesses should not exceed. The budgets are calculated at the start of each financial year, and are determined applying a percentage reduction to the previous year's water consumption. This approach prompts teams to look for opportunities for continuous improvement and increased water efficiency.

This year, our total water consumption has decreased by 10% compared to a minimum target of 2% reduction year-to-year.

Case Study: Lombard Square

The team at Lombard Square has installed a water leak detection device to identify and fix any leaks as quickly as possible, and prevent avoidable water consumption. Coupled with a water awareness campaign, this delivered a 47% reduction in consumption from January to May 2024.

White City Living

5.4

Timber certification

Berkeley requires all timber and wood-based products to be certified to either the Forest Stewardship Council (FSC) or Programme for the Endorsement of Forest Certification (PEFC) scheme. This applies to both the products we procure directly and those that are procured by our contractors.

We implement measures and processes to ensure we achieve our target, including the review of specifications and tender packages, and checking that materials brought to sites meet our requirements. We also carry out yearly audits to assess performance against our target.

The outcomes of the timber audits carried out in previous years showed that further work was required to increase compliance levels for wood-based products, such as furniture, and for landscaping products. The teams have been working to address this, and this year we have achieved a 98% FSC or PEFC certification rate, compared to 90% in the last two years.

With the introduction of the new material deliveries tracking software across our sites, we will be able to capture data on all deliveries to site as they take place, and monitor compliance against our requirement in near real-time. By flagging up non-compliances automatically, the software will allow us to take corrective actions promptly.

Live tracking of a delivery at the gate

5.5

Supply chain engagement

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

At the early stages, 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. This process has now become a requirement, not only to increase resource efficiency and reduce waste, but also as an effective way to reduce the embodied carbon of our projects.

Resource efficiency and waste management are also discussed with contractors before they commence on site, to identify how they can support us in achieving our waste targets.

Finally, we are 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: The Green Quarter

The team at The Green Quarter arranged a Waste Management Day in collaboration with the Waste and Logistics contractor, Madigan Gill. The event was attended by the site apprentices and aimed at raising their awareness of the importance of waste management and minimisation for Berkeley. The day also focused on environmental management on site in general, and on the practical actions that can be taken. The feedback from the apprentices was positive and they are now implementing the learning within their role.


Waste management day at The Green Quarter

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. Water consumption data for all offices, sites and sales suites (including show homes) is provided.

Table 4.1: Waste production

		2024	2023	2022	2021	2020
Total waste generated (construction, demolition and excavation)	tonnes	388,765	596,921	734,320	382,824	637,509
Total waste classified as hazardous	tonnes	4,082	4,799	5,669	2,602	13,689
Total waste (including hazardous) reused or recycled	tonnes	370,102	578,501	659,658	362,227	573,724
Total waste (including hazardous) reused or recycled	%	95	97	90	95	90
Total waste (excluding hazardous) reused or recycled	%	96	98	90	95	91
Total waste sent directly to landfill	tonnes	4,890	2,921	56,469	9,666	46,882
Total waste sent directly to incineration with energy recovery	tonnes	132	131	0	111	82
Total waste sent to other disposal routes*	tonnes	13,641	15,368	18,193	10,820	16,821
Construction waste generated**	tonnes	111,957	106,466	126,765	154,409	177,572
Change in construction waste generated from prior year	%	+5	-16	-18	-13	+24
Construction waste classified as hazardous	tonnes	224	225	606	397	1,210
Construction waste (including hazardous) reused or recycled	%	94	95	95	96	95
Construction waste intensity per 100 square metre of legally completed floor area	tonnes/ 100 sqm	36	30	35	58	65
Change in construction waste intensity from prior year	%	+20	-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.

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Broadway East

Table 4.2: Waste usage

		2024	2023	2022	2021	2020
Total water consumption across sites, offices and sales suites	m^3	182,285	201,979	236,234	240,232	214,517
Change in water consumption from prior year	%	-10	-15	-2	+12	-4
Site water consumption*	m^3	165,948	185,025	221,997	221,037	195,444
Office water consumption	m^3	6,500	7,734	7,472	8,743	11,826
Sales suite water consumption	m^3	9,837	9,220	6,765	10,452	7,247
Water consumption intensity per 100 square metre of legally completed floor area	m^3/ 100 sqm	59	57	66	90	79
Change in water consumption intensity from prior year	%	+4	-14	-27	+14	+20

* Including water consumption at Berkeley Modular's factory

Table 4.3: Responsible sourcing

		2024	2023	2022	2021	2020
Products sourced from FSC or PEFC certified suppliers	%	98	90	90	-	-

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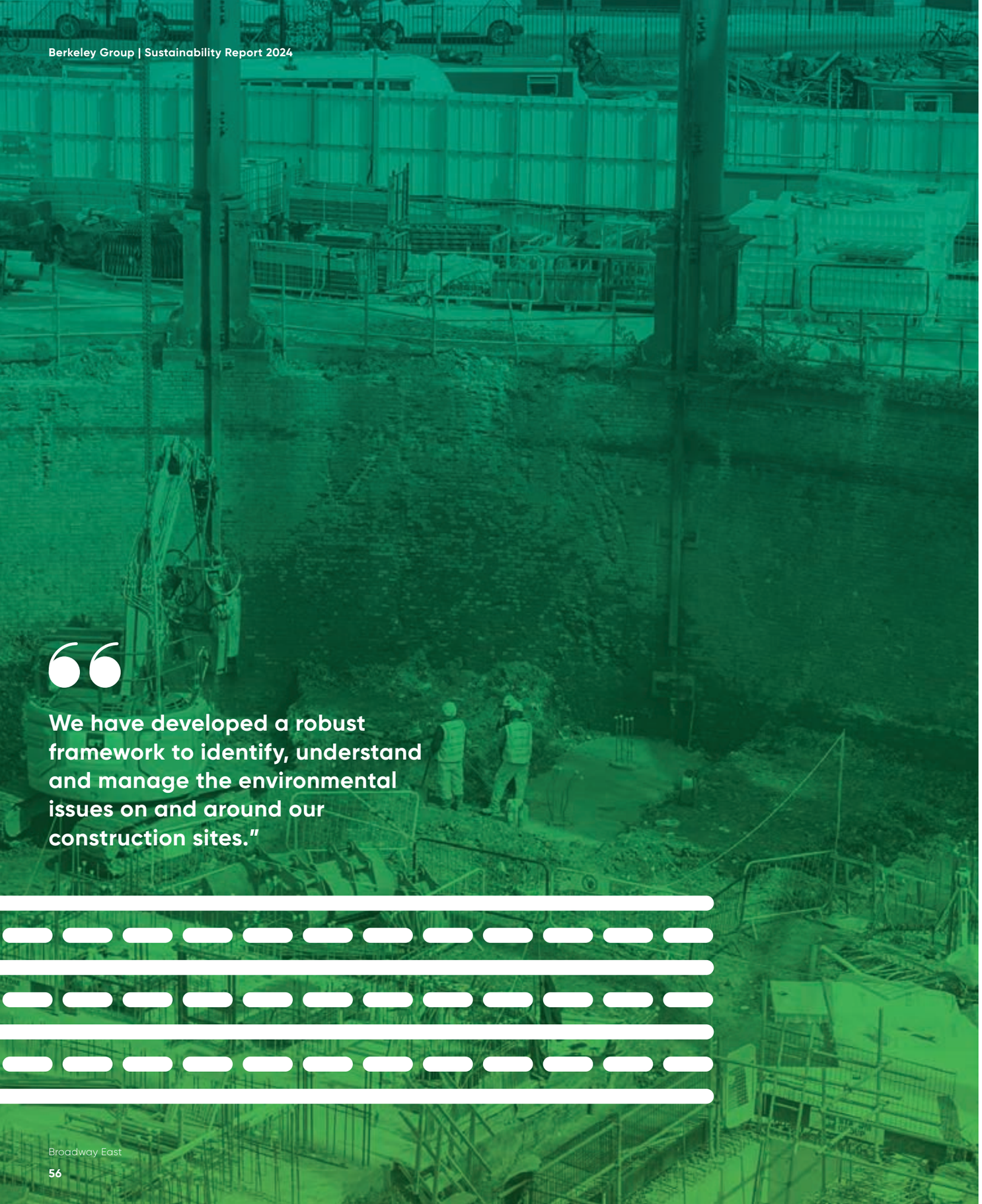
6.0

Environmental Management



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

Broadway East

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 updated process for site sustainability assessments, 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 to 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

89%
average score for our internal Site Sustainability Assessments

14.6
average score for the ‘Care for the Environment’ section of the Considerate Constructors Scheme (industry average 13.2)

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 SMS aims to ensure we understand and mitigate risks and disruptions to the environment and community caused by construction activities, including nuisance and pollution.

Further to the update of the Standards last year, this year we have been working to update the accompanying procedures to ensure they reflect the lessons learnt and latest best practices.

Updated procedures and an updated SMS provide the basis for a systematic and consistent approach to environmental management, to be delivered in conjunction with our contractors.

Contractors are required to sign up to our Sustainability Standard for Contractors and support Berkeley in ensuring we meet compliance with regulatory requirements and we achieve continuous improvement on site.

This approach and our focus on environmental management on site has contributed to our sites achieving an average score of 14.6 in the 'Care for the Environment' section of the Considerate Constructors Scheme (CCS), compared to an industry average of 13.2.

Our Eden Grove development was also awarded a Gold award along with the prestigious Most Considerate Site award at the CCS Awards.

Environmental Agency visiting Bow Green

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.

Last year, we developed an updated scoring system to allow us to more readily compare sites across Group on various performance indicators. This year, we have used that information to foster a climate of positive competition between sites, and drive the implementation of best practices and innovations.

This new process is helping to share best practice and improve consistency across sites. We expect a minimum score of 85%, with an average score across Group of 89% achieved this year.

Case Study: King's Road Park

As part of their risk assessment, the team at King's Road Park, Fulham identified the need to go above and beyond standard practice to reduce noise levels due to proximity to sensitive receptors. Hence, the team decided to replace the traditional sheet piling rig with a Silent Piler, which pushes the sheets into the ground rather than driving them, thus reducing noise by up to 22% and vibrations.

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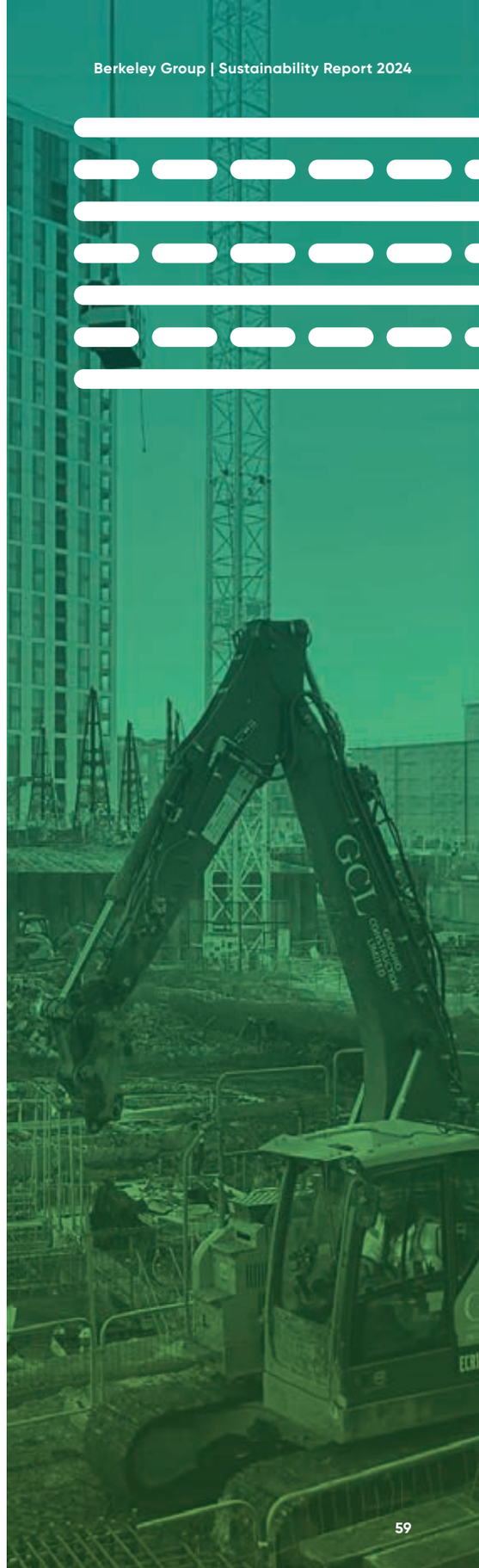


6.4

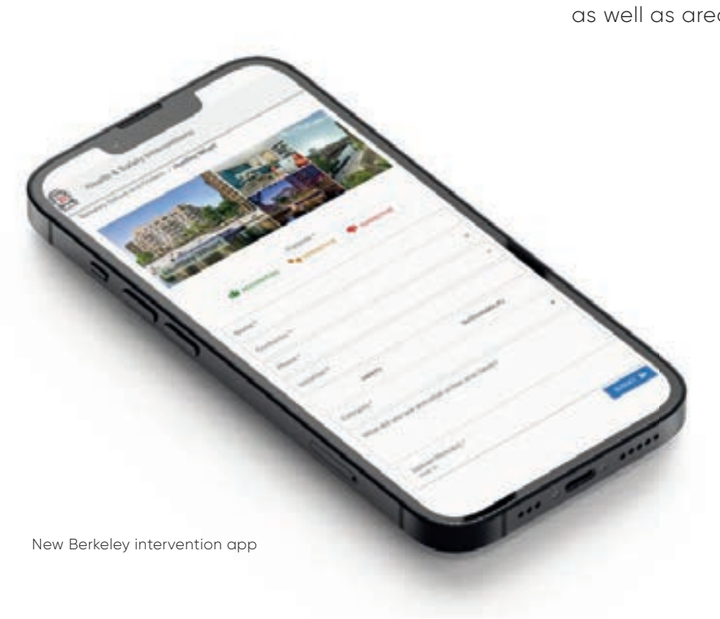
Environmental incidents and near misses

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

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 would be classified as significant, while a major incident would include 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 the involvement of external emergency services.

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. If an incident occurs, this is reported internally and lessons learned shared with all the project teams so we can consistently raise environmental standards across Group.

This year, we have launched a new intervention app to provide an easy way for our teams to report any potential issues. Berkeley staff can anonymously log an issue using a phone or tablet by scanning a QR code on posters around the site. The app allows the team to record positive recognition interventions or corrective ones, which can help identify trends in both Health & Safety and Environmental Management practices on site as well as areas that require upskilling and focus.



New Berkeley intervention app

Kidbrooke Village

6.5

Performance tables

Table 5.1: Environmental incidents and near misses

		2024	2023	2022	2021	2020
Number of environmental prosecutions	#	0	0	0	0	0
Number of environmental incidents – Berkeley internal rating (significant and major)	#	11*	13*	3*	0	2

*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

		2024	2023	2022	2021	2020
Sites subject to sustainability assessments at least every three months	%	99	97	97	-	94
Average site sustainability assessment score	%	89	86	82	-	-

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

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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.

Grand Union

The Green Quarter

7.1

Governance

Ultimate responsibility for sustainability lies with the Main Board of the Berkeley Group. Rob Perrins, Chief Executive, has specific responsibility for sustainability at Board level. Executive Committee member, Karl Whiteman, is the executive lead and a monthly meeting is held with the senior leadership team for sustainability to discuss priorities and progress. This is attended by the Chief Executive, Chief Financial Officer, Executive Committee member responsible for sustainability, Responsible Business Executive and Group 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 during the course of their roles 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 minimum sustainability requirements for our homes and places that go beyond building regulations. Each project has to demonstrate compliance with these when it goes into planning. We then set standards for our construction sites and our contractors across our five key areas for topics including energy efficiency, waste reduction, risk mitigation and reporting. Project Sustainability Strategies are used at a site level to monitor performance and ensure that the Standards are met at all stages of the development process.

Our 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. This year we have updated this training and are additionally producing learning modules for each of our five key priority areas. Further subject specific training is undertaken at a Group level on key topics such as embodied carbon. For example, this year we have been updating the technical and land and planning teams on embodied carbon and proposed changes to the building regulations in relation to energy.

Within our divisions the sustainability team undertake training for each department to ensure they are aware of our approach on topics such as climate change, nature, communities, sustainable procurement etc. On our sites the 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 measures and awareness of protected species.

More information on our governance and management can be found here

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