

The Berkeley Group's business is about placemaking; it is about creating strong communities where people enjoy a great quality of life. Our goal is to be a modern, world-class business generating long-term value by creating successful, sustainable places where people aspire to live.

We are a responsible business which thinks about the long-term and takes our environmental and social responsibilities seriously. We are committed to not only complying with relevant legislation and regulation, but to strive to minimise any adverse impacts of our business activities and move towards having a net positive impact. We endeavour to:

1. Procure and consume in a responsible and efficient manner

- Apply the energy hierarchy to our day-to-day operations and work towards having a net positive impact in terms of carbon.
- Set up and operate our sites, divisional offices and sales suites in a manner which improves resource efficiency, particularly in the use of energy, water, building materials and paper.
- Procure sustainable goods and services in line with our Sustainable Specification and Procurement Policy.

2. Minimise waste, pollution and contamination

- Reduce the amount of waste produced from our activities and aim to send zero waste to landfill.
- Manage fuels, hazardous materials and wastes to minimise the risk of pollution and contamination.
- Implement measures on our sites to prevent dust, noise and vibration.

3. Promote the health, wellbeing and development of our workforce

- Follow our Health and Safety Policy Statement to provide safe and healthy working environments and encourage wellbeing.
- Promote skills and training in line with our Apprenticeships and Skills Development Policy.
- Pay direct employees the Living Wage Foundation's Living Wage as a minimum and encourage our contractors to do the same.

4. Operate with consideration of the local community and wider society

- Maintain good relations with the communities within which we build and keep the community informed about development works.
- Register all sites with the Considerate Constructors Scheme (CCS), comply with the Code of Considerate Practice and target a high level of performance in all site audits completed by CCS monitors.
- Support charitable endeavours through the Berkeley Foundation and encourage employees to get involved in local community groups and activities.

5. Increase awareness of sustainability and encourage sustainable behaviours across our workforce

- Raise awareness of sustainability and provide guidance and training to our employees and contractor workforce.
- Bring good and best practice into day-to-day activities throughout the development process, from land acquisition to customer services.
- Utilise a network of dedicated sustainability practitioners together with sustainability champions to promote sustainable working practices.
- Encourage the use of sustainable transport measures for business travel and put in place Green Travel Plans for all divisional offices.

6. Strive for continual improvement and be innovative in our approach

- Monitor performance in key areas such as energy and water use and waste production and identify areas for improvement.
- Complete regular assessments of all sites and divisional offices to identify areas of focus and promote good and best practice.
- Take reference from recognised standards and existing good practice in sustainability, both within the sector and across all industries.
- Continue to set stretching commitments and targets.
- Engage with government and policy makers to share our experiences and shape future policy direction.

All employees are responsible for adopting sustainable working practices in their day-to-day activities. Ultimate responsibility for all matters related to sustainability rests with the Main Board of Directors. This policy will be reviewed at least annually and amended where appropriate.

This policy is in support of the Group's Sustainability Policy and sits alongside the following policies: Sustainable Places Policy; Sustainable Specification and Procurement Policy; Climate Change Policy; and Apprenticeships and Skills Development Policy.



Signed:

K Whiteman, Main Board Director

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