

sustainable  
futures

2024-2025

# 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.”

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“

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



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.

Our Sustainability Strategy aligns with our wider responsible business strategy, Our Vision 2030, across the priority topic areas of Climate Action, Communities and Nature.

More information on Our Vision 2030 can be found on our website: [www.berkeleygroup.co.uk/our-vision](http://www.berkeleygroup.co.uk/our-vision)

This report details performance across the three areas of our Sustainability Strategy: Climate Action, Communities and Nature. It covers the period from 1 May 2024 to 30 April 2025 and supplements the information provided in our 2025 Annual Report, which is available on our website: [www.berkeleygroup.co.uk/investors/annual-report](http://www.berkeleygroup.co.uk/investors/annual-report). 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: [www.berkeleygroup.co.uk/about-us/sustainability](http://www.berkeleygroup.co.uk/about-us/sustainability)



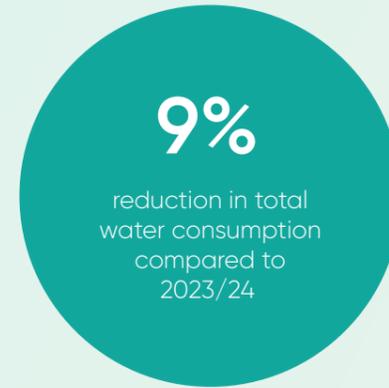
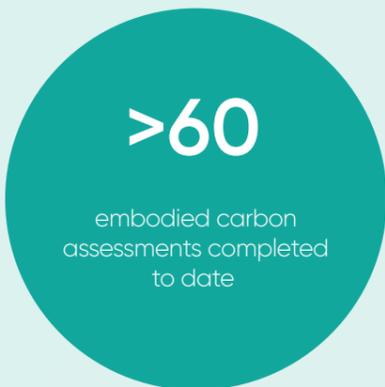
Climate Action

Communities

Nature

1.1

# 2024/25 Highlights



\* Industry average 13.4

1.2

# Awards and accreditations

Set out below is a selection of our sustainability-related awards and performance across benchmark ratings:



**Britain's most admired company 2024**

We were proud to be named Britain's Most Admired Company, topping the rankings among over 230 FTSE-listed firms across 27 industry sectors. Alongside the overall award, we were pleased to be recognised for coming top in key areas such as 'Clarity of Strategy', 'Long-term Value Potential' and 'Reducing Environmental Impact'.



**Better society awards 2024**

Celebrating the efforts made to help to create a better, more equal, ethical and sustainable world for us all.

**Environment award** for the positive impact we are delivering to the environment, including our work on embodied carbon.



**ESG Edge awards 2024** - recognising excellence in sustainable real estate.

**Excellence in habitat restoration award**

recognising our long history of working with stakeholders and communities to support biodiversity protection. We were praised for knowledge sharing and collaboration being key in Berkeley's approach to regeneration and supporting nature recovery.

**Excellence in community engagement award** for The Green Quarter, with judges impressed by significant efforts to create community cohesion and results in getting young people engaged in the process.

**Outstanding placemaking award** for Kidbrooke Village with judges noting that we have created a place for all.



**FTSE4Good**

**FTSE4Good index**  
Listed company since 2003



**S&P Global corporate sustainability assessment 2024**

Member of Dow Jones Best-In-Class World Index and Dow Jones Best-In-Class Europe Index.

**Sustainability yearbook member**  
- Top 10% S&P Global CSA Score and Industry Mover



**ISS ESG Corporate rating 2025**  
'Prime' status achieved for fulfilling sector requirements regarding sustainability performance



**Sustainalytics ESG risk rating 2025**

Low risk rating and Industry Top Rated Company



**MSCI ESG rating 2024**  
'AAA' rating held for the past 9 years

**Financial Times europe's climate leaders 2025**

recognised for progress in cutting greenhouse gas (GHG) emissions

1.3

# Memberships and partnerships

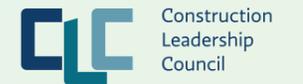
We believe it is important to collaborate with others in our industry to drive innovation and best practice and to identify common solutions for the defining challenges of our generation. We are therefore active members and supporters of a range of collaborative initiatives and membership bodies.



**Gold leaf member**



**Member**



**Green construction board member**  
**CO<sub>2</sub>nstructZero advisory group member**



**Partner**



**CIBSE Homes for the Future Group**



**Partner**

2.0

# Climate action





Our sites are designed to be resilient to climate change."



## 2.1

# Climate action overview

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

As a company we have an impact on climate change through the greenhouse gas (GHG) emissions produced by the energy we use, but more significantly via our supply chain through 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 responsible 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 supply chain engagement to help us identify opportunities to reduce the carbon within the materials that we use in our buildings. Recognising strong engagement with suppliers to address climate change, we have been named a CDP Supplier Engagement Leader for the last two years.

### 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 validated science-based targets for reductions across scopes 1, 2 and 3 to become net zero by 2045
- Undertake embodied carbon assessments and target reductions for each development
- Engage with manufacturers of the top five impact materials by 2026
- 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 2018/19

# >60

embodied carbon assessments completed to date

## Embodied Carbon

Launched updated embodied carbon limits and guidance for the business



# CDP

CDP Supplier Engagement Leader 2024

# 17

sites operated fossil diesel free

## 2.2

## Our route to Net Zero

Our transition plan is based on decarbonisation routes and actions across three main focus areas: embodied carbon, low carbon homes and low carbon operations. Our plan references the recommendations of the Transition Plan Taskforce (TPT) and of the Future Homes Hub (FHH) Homes sector Net Zero Transition Plan which was launched this year as a framework for the new homes sector.

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 and planned strategic actions. An overview of key elements within our focus areas that we seek to action on our route to net zero can be found on the next page.



# Our transition plan

## Net Zero

### Key actions to date

Procuring biodiesel HVO and implementing energy efficiency measures

Applying a fabric-first design approach, incorporating renewable technologies and delivering homes using electric-led heating and hot water systems

Undertaking design stage embodied carbon assessments to implement low carbon design measures and engaging with suppliers

### Key actions to reach net zero

- Improve energy efficiency with a focus on reducing out of hours usage
- Cease use of natural gas across our offices and sales suites
- Increase the use of electric plant and company vehicles
- Transition district heating to be net zero ready
- Improve energy demand management in homes
- Expand the use of low carbon heating technologies
- Design to lower embodied carbon
- Work in partnership with our supply chain to reduce emissions
- Ensure that all suppliers provide product-specific carbon data
- Explore nature-based solutions for carbon capture and storage

All completed homes 'zero carbon ready' (excluding homes connected to existing district heating systems) by 2030

Post completion embodied carbon assessments undertaken for all new homes by 2030

Carbon intensity of electricity reduces by 2030 in line with the UK Government's Clean Power target

Net zero operations across our sites, offices, sales suites and vehicle fleet by 2035

Decarbonised electricity grid by 2035 in line with Future Energy Scenarios (FES) 2024

Reduce emissions to less than 10% of our baseline year and offset residual emissions

Emissions (tCO<sub>2</sub>e)

2019 2025 2030 2035 2040 2045

Note: Emissions to date depicted on a linear basis.

#### Key to milestones:



Embodied carbon



Low carbon homes



Low carbon operations



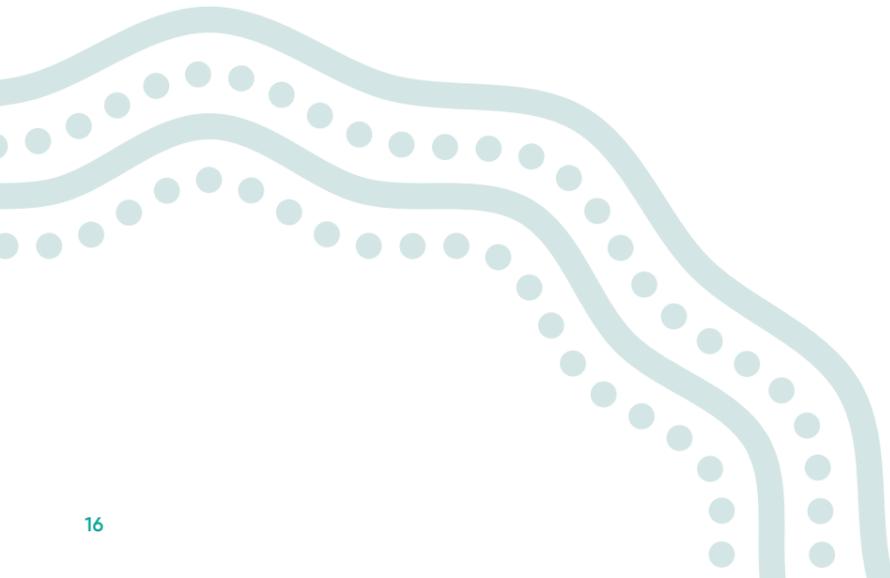
External dependency

2.3

# Science-based targets to reduce greenhouse gas emissions

Our first science-based targets (SBTs) were independently validated by the Science Based Targets initiative (SBTi) in December 2020 and targeted reductions to 2030. Having achieved our scopes 1 and 2 (market-based) emissions target seven years early, in 2025 new targets were submitted to the SBTi for validation including a commitment to reach net zero emissions across the value chain by 2045. Actions to meet our targets focus on emissions from our direct operations (scopes 1 and 2), the embodied carbon within the materials and services we procure (scope 3 - purchased goods and services) and the in-use emissions created by our homes (scope 3 - use of sold products).

More detail on our SBTs can be found on our website: [www.berkeleygroup.co.uk/our-vision/climate-action](http://www.berkeleygroup.co.uk/our-vision/climate-action)



2.4

# Low carbon operations

This year, having completed energy audits of our sites, sales suites, offices and vehicle fleet in compliance with the Energy Savings Opportunity Scheme (ESOS), we have produced an energy reduction action plan. A large focus in the year has been on reducing out-of-hours consumption, with several sites and offices adopting energy monitoring systems and consumption alarms to flag any unnecessary usage to prompt action by our teams. We are also working to decarbonise our company vehicle fleet with new or replaced vehicles to be hybrid or electric.

**Case study:**

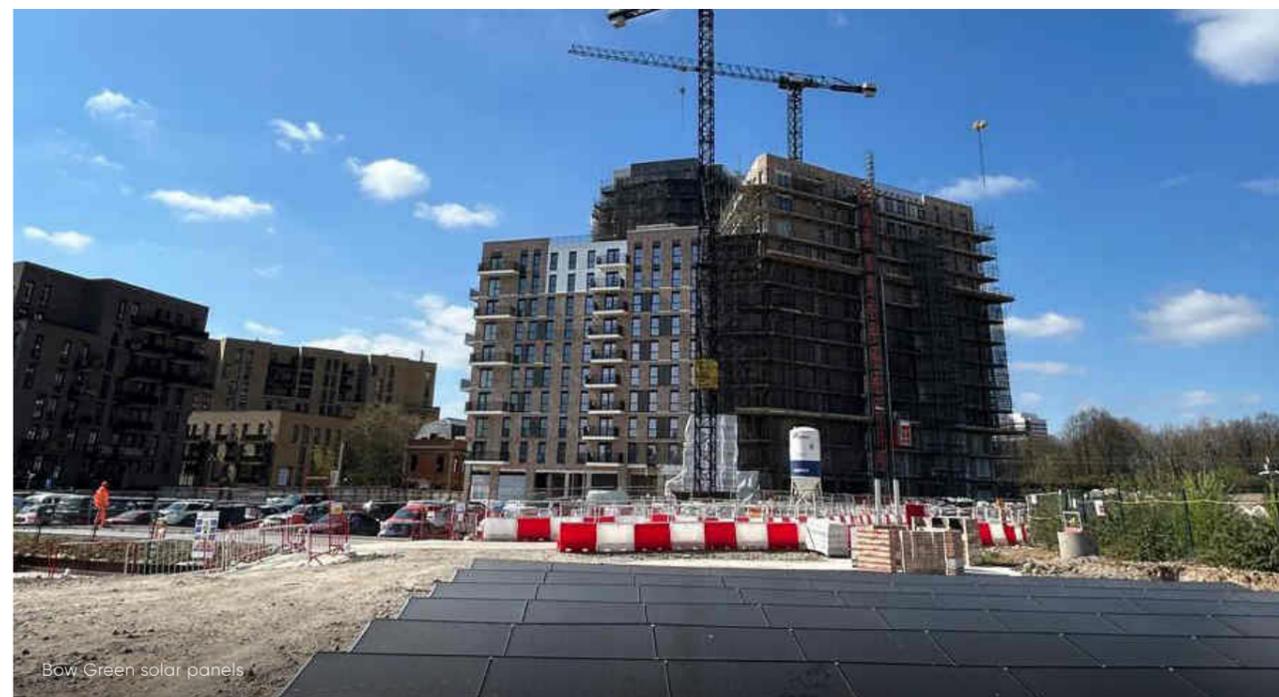
*The team at Regent's View are using Smart Hoist to improve the efficiency, safety and productivity of their hoists. The system uses AI software to determine the most efficient route for the hoist to travel, to minimise wait and idle times. The algorithm tells the operator where to go next, synchronises the hoists and predicts which floor is most likely to get the next call. The system is expected to improve the efficiency of the hoist operation by approximately 30%.*

We continue to procure responsibly sourced biodiesel HVO (Hydrotreated Vegetable Oil) to replace fossil diesel on our construction sites. We are pleased to say that 17 of our sites operated fossil diesel free this year, and that 83% of directly procured diesel fuel was biodiesel HVO, which resulted in a saving of 564 tCO<sub>2</sub>e under our scopes 1 and 2 emissions compared to an equivalent use of fossil diesel.

We also continue to invest in on-site energy generation, to increase the reliance on clean energy and to reduce the burden on the electricity grid. Finally, we are working with JCB to understand more about hydrogen powered plant and how this could work on our sites as a clean power alternative.

**Case study:**

*The team at Bow Green installed 160 solar panels in November 2024 to feed a four-storey site office. The panels are expected to generate approximately 57,000 kWh per year, which covers 35% of the site's anticipated energy consumption. The panels will be moved to other Berkeley sites when Bow Green reaches completion.*



Bow Green solar panels

2.5

# Embodied carbon

We have been taking action on unregulated embodied carbon emissions for several years. These emissions from the materials and services we use to build the homes are a significant impact for us, accounting for more than half of the carbon impact of the homes throughout their lifetime. We have now completed more than 60 embodied carbon assessments, equipping our teams with knowledge and experience in how to reduce emissions.

**Case study:**

*The team at Royal Arsenal Riverside has been reviewing the design of two blocks to reduce embodied carbon. They have identified that they can make savings by increasing the cement replacement in the frame, specifying the use of a brickslip façade and specifying high recycled content in the radiators and uPVC window frames. These changes could reduce carbon by around 200 kgCO<sub>2</sub>e/m<sup>2</sup>.*

Since we undertook our embodied carbon baselining exercise and set our original reduction targets in 2022, we have seen significant changes in the planning and legislative landscape including

updates to the Building Regulations (FLOS and B (fire safety)). These changes have led to an unintended consequence of increasing embodied carbon by as much as 30% depending on design mitigations employed. For example, many buildings now need to incorporate larger cores to accommodate secondary means of escape which requires more concrete and changes in ventilation requirements have resulted in higher ceilings and more mechanical ventilation. In addition, design standards within London require us to deliver dual aspect homes, with up to a 40% increase in wall area.

Over recent years there have been considerable steps forward in the industry's understanding of embodied carbon. This year the pilot version of the UK Net Zero Carbon Buildings Standard was released. We have chosen to align our internal targets for project teams with these industry-wide limits and to adopt the updated methodology for calculating embodied carbon set out by the Royal Institution of Chartered Surveyors (RICS) to ensure comparability in results.



Heron Wharf

## The most effective ways to reduce embodied carbon emissions

### STEP 1 - Efficient design

Our approach focuses on the design of the development from the outset, ensuring high standards of design which make efficient use of materials and minimise waste. Optimising the structural design is key to reducing embodied carbon, as demonstrated at our Trillium development, where changing to a lighter weight external façade system reduced the loads on primary structure, enabling a reduction in concrete volumes while maintaining the same high performance and safety standards.

### STEP 2 - Low carbon materials

We aim to specify and procure materials with increased recycled content and lower embodied carbon. We have focused on engaging with material manufacturers for some of the most impactful materials, such as aluminium and concrete.

For aluminium, our teams are now able to access low and ultralow carbon options for windows and façades, reducing embodied carbon by up to 75% at no or limited impact on costs and programme. The benefits of Group-wide agreements with manufacturers are now being realised. Through an improved understanding and early engagement with manufacturers and frame contractors to optimise specifications we are also successfully using lower carbon concrete, with around 75% of deliveries during 2025 using lower carbon concrete mixes.

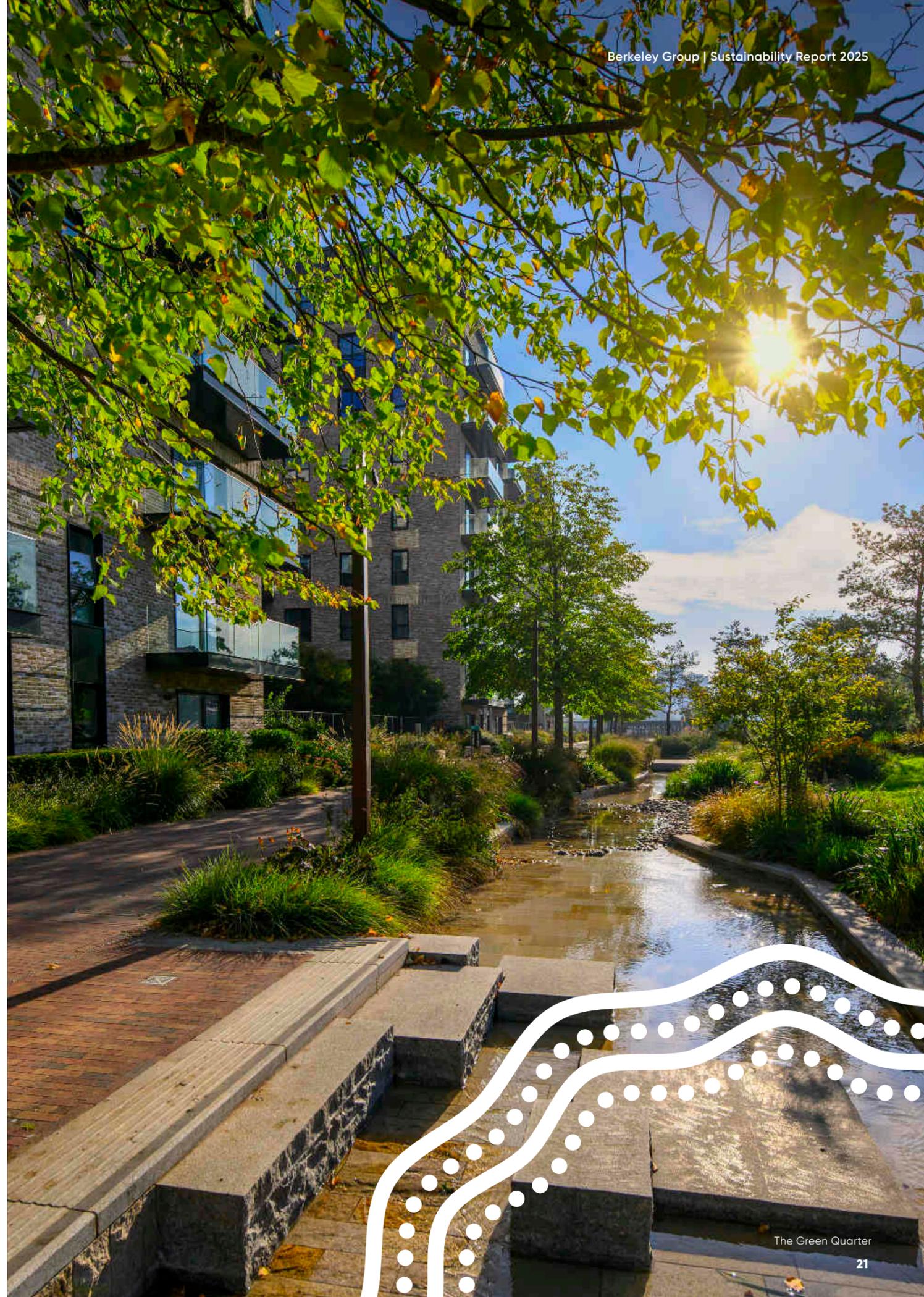
### STEP 3 - Low carbon site activities

Once on site, our Sustainability Standards and processes promote efficient site operations to minimise waste production and energy and water consumption, all of which help reduce the embodied carbon of a project.

Additionally, 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.

Having completed our work on aluminium, this year we engaged the key suppliers of concrete and frame contractors to better understand the opportunities at each stage of the development to realise carbon savings through efficient design and procurement. The outcomes of this exercise have been shared internally to help project teams make informed decisions. As part of this exercise, we have reviewed the ready-mix concrete delivered to our sites in this financial year, and we are pleased to announce that 75% of it was lower carbon.

Our approach to supply chain engagement has helped us achieve the status of CDP Supplier Engagement Leader for the second year running in 2024.



2.6

## 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 confirmed that the Future Homes and Buildings Standards will come into effect from Autumn 2025. In advance of the changes that will be introduced, we have been preparing our new developments for the move away from gas boilers towards electric-led heating solutions, coupled with photovoltaic panels where possible, to reduce bills for customers and burden on the electricity grid. We are pleased to confirm that over 25% of our completed homes this year have been supplied by electric-led heating systems.

We are also investigating the impacts of the energy transition on our long-term regeneration sites, whose gas-led energy strategies were

approved many years ago in line with local planning policies and whose heating infrastructure has already been put in place to meet the demand of future phases. Due to the complexity of the transition for these sites, the decarbonisation of their networks will be a continued focus for next year, and we await the launch of the Future Homes Standards to assess the implications for these projects.

**Case study:**

*We took part in the Mayor of London's Better Futures Net Zero Innovation Challenge, an initiative aimed at partnering established businesses with selected innovators to address climate-related challenges and realise opportunities. We partnered with Energy Carbon, a business specialised in energy efficient and low carbon heating, and we are in the process of testing their infrared heating solution in one of our sales and marketing suites.*



Abbey Barn Park

2.7

## 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.

Prior to acquisition, we assess land to identify key risks such as subsidence and flooding. During the planning process we undertake climate risk assessments; such as flooding and overheating assessments, with mitigation measures identified and 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% are incorporating sustainable drainage systems (SuDS), as required by Berkeley's Sustainability Standards.

**Case study:**

*This year Chelsea Creek won the CIRIA susdrain SuDS Large New Housing Development Award for the integration of canals, together with reed wetlands and green roofs. The design of the SuDS to manage surface water helps build resilience into the development and was also designed for recreational use so creates an aesthetically pleasing environment, providing intangible benefit to wildlife, residents and the wider community as well as encompassing and preserving local heritage.*

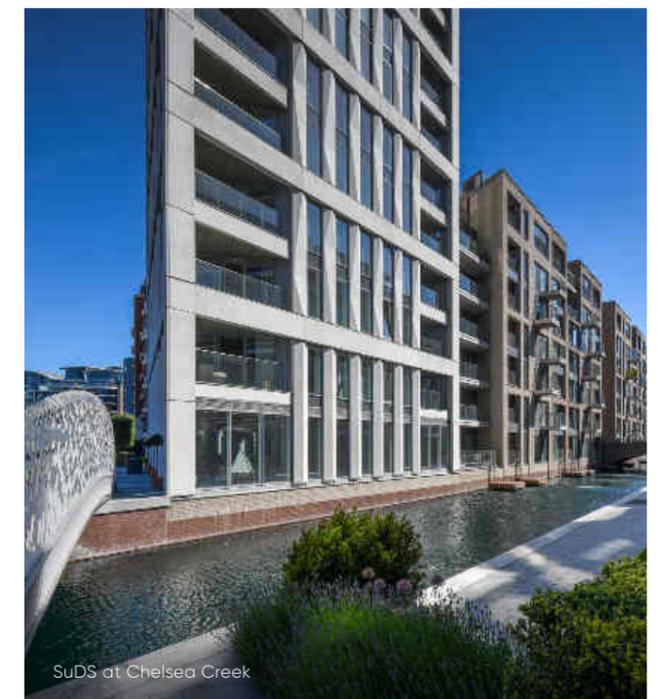
We are in support of the UK Green Building Council (UKGBC) Climate Change Resilience Roadmap and will be considering the recommendations as we continue to prepare our business for expected changes to climate and taking action to mitigate the risks by incorporating adaptation measures in the developments we build, to ensure more resilient places for our customers and future residents in the decades to come.

2.8

## Balancing our impact

As part of the development of our transition plan, Berkeley has been reviewing our future approach to carbon credits.

We currently support the UK-based Retrofit Credits project developed by HACT and PNZ Carbon. This pioneering and unique project uses funds to retrofit social housing through the installation of energy efficient measures, reducing emissions of existing housing stock whilst also delivering social value. Our support in 2025 has an associated co-benefit of over £140,000 worth of social value impact for residents living in the retrofitted homes.



SuDS at Chelsea Creek

2.9

# 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 2.1: Progress against our science-based targets (SBTs)\***

Target		Unit	2025	2024	2023	2022	2021
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 <sub>2</sub> e	896	917	963	2,211	2,549
	Change from base year	%	-77	-77	-76	-44	-36
Reduce scope 3 purchased goods and services and use of sold products GHG emissions 40% per 100 square metre of legally completed floor area by FY2030 from a FY2019 base year***	Absolute scope 3 emissions (categories 1 and 11)	tCO <sub>2</sub> e	501,825	519,040	574,709	638,017	548,962
	Scope 3 (categories 1 and 11) emissions intensity	tCO <sub>2</sub> e/100sqm	157	169	161	177	206
	Change from base year	%	-8	-1	-6	4	20

\* Progress against our validated SBTs that were active in FY2025. Revised SBTs submitted to the SBTi for validation in summer 2025.

\*\*FY2019 absolute scopes 1 and 2 emissions = 3,980 tCO<sub>2</sub>e

\*\*\*FY2019 absolute scope 3 emissions = 585,690 tCO<sub>2</sub>e; FY2019 scope 3 emissions intensity (categories 1 and 11) = 171 tCO<sub>2</sub>e/100 sqm

**Table 2.2: Scopes 1 and 2 greenhouse gas (GHG) emissions and energy consumption**

	Unit	2025	2024	2023	2022	2021
Scope 1 emissions	tCO <sub>2</sub> e	582	609	713	1,974	2,353
Scope 2 (location-based) emissions	tCO <sub>2</sub> e	4,445	4,636	4,510	5,858	6,385
Scope 2 (market-based) emissions	tCO <sub>2</sub> e	314	308	250	237	196
Scopes 1 and 2 (location-based) emissions	tCO <sub>2</sub> e	5,027	5,245	5,223	7,832	8,738
Scopes 1 and 2 (location-based) emissions intensity per 100 square metre of legally completed floor area	tCO <sub>2</sub> e/100 sqm	1.57	1.71	1.46	2.17	3.27
Scopes 1 and 2 (market-based) emissions	tCO <sub>2</sub> e	896	917	963	2,211	2,549
Scopes 1 and 2 (market-based) emissions intensity per 100 square metre of legally completed floor area	tCO <sub>2</sub> e/100 sqm	0.28	0.30	0.27	0.61	0.95
Energy consumption associated with scope 1 emissions	MWh	4,658	5,665	7,572	9,133	9,624
Energy consumption associated with scope 2 emissions	MWh	21,087	21,840	22,848	27,202	27,209
Energy consumption associated with scopes 1 and 2 emissions	MWh	25,745	27,505	30,420	36,335	36,833
<i>Sites</i>	MWh	19,177	20,962	23,892	27,964	29,444
<i>Offices</i>	MWh	2,683	2,672	2,898	3,428	3,364
<i>Sales Suites</i>	MWh	2,683	2,455	2,120	1,995	2,091
<i>Business Travel</i>	MWh	1,202	1,416	1,510	2,948	1,934
Energy consumption associated with scopes 1 and 2 emissions that is from renewable energy sources	MWh	22,282	24,281	27,048	27,656	26,806
	%	87	88	89	76	73
<i>Biodiesel HVO</i>	MWh	2,170	3,343	5,020	1,185	251
<i>Electricity, including on-site generated and purchased electricity backed by Renewable Energy Guarantees of Origin (REGOs)</i>	MWh	20,112	20,938	22,028	26,471	26,555
Purchased electricity backed by REGOs	%	98.2	98.3	98.7	99.0	99.2
Purchased electricity in the UK backed by REGOs	%	100	100	100	100	100

**Table 2.3: Operational energy consumption associated with scopes 1 and 2 emissions by fuel type**

	Unit	2025	2024	2023	2022	2021
Electricity (purchased and on-site generated)	%	80	77	73	74	73
Biodiesel HVO	%	8	12	17	3	1
Gas oil	%	0	0	0	11	14
Natural gas	%	3	3	3	6	6
Other fuel types (diesel, liquefied petroleum gas (LPG), petrol and purchased heat)	%	9	8	7	6	6

**Table 2.4: Low carbon homes\***

	Unit	2025	2024	2023	2022	2021
Completed homes with an Energy Performance Certificate (EPC) energy efficiency rating of B or above	%	95	93	93	89	96
Average EPC energy efficiency score of completed homes	#	84 (B)				
Average Dwelling Fabric Energy Efficiency (DFEE) of completed homes**	kWh/ m <sup>2</sup> / year	37.76	38.85	38.35	39.89	39.78
Average Dwelling Emission Rate (DER) of completed homes	kgCO <sub>2</sub> / m <sup>2</sup> / year	12.45	12.08	12.13	12.85	12.00
Average percentage improvement in DER over Target Emission Rate (TER) for completed homes	%	30	32	31	31	33
Live development sites installing photovoltaic (PV) panels	%	72	63	57	54	52
Live development sites installing heat pumps	%	42	33	29	18	16

\*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 2.5: Climate change resilience**

	Unit	2025	2024	2023	2022	2021
Live development sites incorporating sustainable drainage systems (SuDS)	%	100	100	100	92	91
Live development sites that have assessed overheating risk	%	90	82	76	68	-

3.0

# Nature





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

3.1

## Nature overview

**We understand that new developments can potentially have positive and negative impacts on the natural environment.**

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.

We are conscious of our impact during the construction process and have developed robust environmental management processes to identify, understand and manage the environmental risks and opportunities on and around our construction sites, as well as the legal requirements that we must adhere to.

Additionally, we collaborate with our teams and contractors to tackle waste production, reduce water consumption and to ensure sustainable procurement practices, including the use of certified timber.

Over the last year, we have updated our Sustainability Standards, which outline our approach to managing sustainability issues relating to all business activities. We have had no environmental prosecutions and continue to create a minimum 10% biodiversity net gain (BNG) for all our new sites, at the same time as developing an approach for environmental net gain (ENG). Alongside this work, we have reviewed the recommendations of the Taskforce for Nature-related Financial Disclosures (TNFD) to evolve our reporting in this area.

Finally, we have contributed to the development of the Future Homes Hub (FHH) metrics and supporting guidelines, aimed at standardising reporting across topics such as biodiversity, resource use and waste amongst housebuilders. We have also contributed to the development of the Supply Chain Sustainability School (SCSS) guidance on Measuring and Reporting Waste in the Built Environment.

### Our goal

To create a BNG 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 2026
- Assess the impact of nature within our supply chain in line with the TNFD and externally report on this by 2028.
- Reduce construction waste intensity by 50% from 2023 to 2030.
- 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
- 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

**57**

developments committed to creating a biodiversity net gain to date

**>1,200**

acres of new or measurably improved habitat set to be delivered, including over 380 acres of woodland

**Zero**

environmental prosecutions

**97%**

sustainably certified timber and wood-based products

**14.7/15**

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

**9%**

reduction in water consumption compared to 2023/24

**99%**

construction waste diverted from landfill



3.2

# Biodiversity

**Our landscape-led developments enhance the environment and provide beautiful, friendly and sustainable places where people can interact with nature.**

Having championed and pioneered the successful implementation of biodiversity net gain (BNG) on new developments since 2017, we welcomed the national milestone of mandatory BNG for new developments in February 2024. Recognising that the new requirements are still bedding in and that there are some challenges to overcome, we co-chair a BNG Implementation Board with the Department for Environment, Food & Rural Affairs (Defra) via the Future Homes Hub (FHH) to help bring together industry and collaborate on solutions for successfully delivering homes alongside nature.

Overall, 57 sites have committed to deliver BNG, which together are set to deliver more than 1,200 acres of new or measurably improved natural habitats, including 500 acres at our Eastbrook Village development in Milton Keynes. This includes 495 acres of nature-rich grassland, 389 acres of woodland and trees, and 62 acres of living roofs.

Our approach has been highlighted by the Government and others internationally as an example of successfully delivering BNG. This year, we won the Excellence in Habitat Restoration Award at the ESG Edge Awards for our demonstration of a long history working with stakeholders and communities to support biodiversity protection. The judges praised our approach to regeneration and supporting nature recovery which focuses on knowledge sharing and collaboration.



Kings Road Park

We undertake the following approach to ecology and biodiversity on each project, using specialist ecologists, to ensure each strategy is location-specific and fits within emerging local nature strategies and plans.

1. Initial scoping study (desktop study, site visit and initial consultation).
2. Surveys and Assessments (Preliminary Ecological Appraisal, Species Surveys, Habitat Surveys, BNG Baseline Assessment).
3. Consultation (design team meeting, statutory bodies, landscape architect engagement).
4. Mitigation and Enhancement (strategies for each development).
5. Reporting (BNG, Environmental Impact Assessment, Management Plans)

Our strategies include enhancement and mitigation measures such as creating areas of wildflower meadows and incorporating swift bricks and bat boxes. We also partner with local Wildlife Trusts to draw on their expertise to create natural parks that provide wonderful wildlife-rich areas for residents and the wider community to enjoy.

**Case study:**

*A new park has been delivered at King's Road Park this year, forming part of the six-acre network of open landscape being created at the development which is expected to create a BNG of more than 110%. The site is home to a Grade II Listed gasholder, thought to be the oldest surviving in the world. This is being carefully restored to become the historic centrepiece of a park featuring a series of interlinked green spaces including over 2,200m<sup>2</sup> of living roof, 140 newly planted trees, native planting and SuDS including rills and natural pools.*

We are now extending our existing approach to enhance nature, with the goal of achieving environmental net gain (ENG) across all our sites. This involves making measurable improvements across other environmental topics on our developments.

To develop our approach to ENG, we have reviewed 27 material environmental issues identified in external tools, policy and our own commitments. We then identified four priority areas where the pressures on the environment are greatest and where we can impact ecosystem services. We are now undertaking trials using external tools.

3.3

# Waste and resources

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

## Waste

This year we have been working to implement our Waste Strategy across sites to drive waste minimisation and increase reuse and recycling. To focus attention on waste minimisation, we have introduced project level waste budgets, which are estimated waste allowances based on anticipated production levels and activities on site in the year ahead.

### Case study:

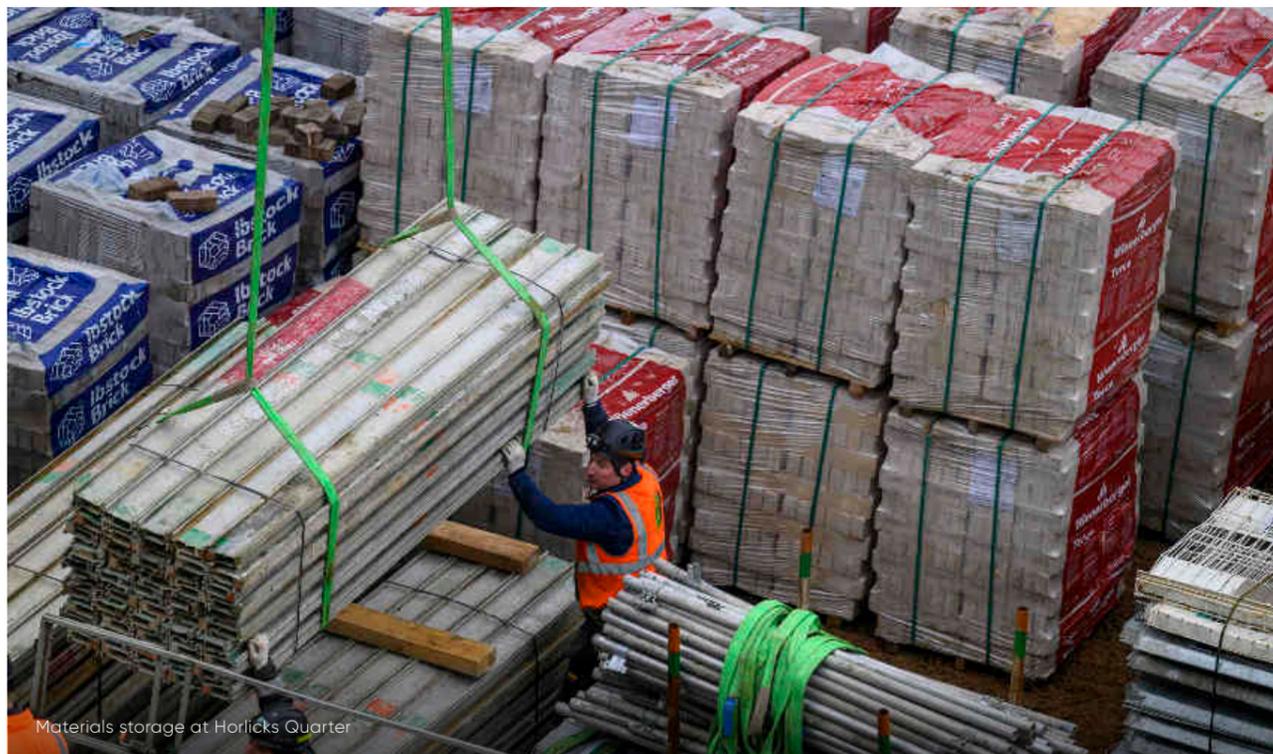
*The team at Hartland Village in Fleet has used dedicated skips to segregate and monitor the waste generated from two plots under construction. This helped them to gain greater insight into the amount and types of waste generated, which has then been used to create*

*benchmarks to inform waste budgets for future phases of the project and targets for the brickwork, carpentry and drylining packages.*

In addition to reducing waste, we have been focusing on increasing the accuracy of our waste data reporting by implementing a waste tracking and online data management software, and working with our waste partners to obtain more detailed waste reports. We have also reviewed our waste reporting scope to align with the FHH guidelines for reporting.

As a result of our teams' efforts to reduce waste, increased accuracy in reporting of weight data and the alignment of our data to the FHH definitions, we have halved our construction waste intensity compared to last year.

Finally, as partners of the SCSS and members of their Homes and Waste & Resource Use working groups, we have contributed to the SCSS guidance on Measuring and Reporting Waste in the Built Environment.



Materials storage at Horlicks Quarter

## Timber

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 that we achieve our target, including the review of specifications and tender packages, and checking that materials brought to sites meet our requirements.

This year, we implemented a delivery tracking and online data management software to monitor all materials and deliveries to all our sites.

This system automatically flags any non-compliance with our requirements. Non-compliant delivery notes are subsequently audited by the project teams in detail to ascertain the certification status of the items.

This year 97% of timber and wood-based products delivered to our sites were FSC or PEFC certified. It was not possible to ascertain the certification status and full chain of custody for the remaining 3% of timber and wood-based products. We will work with our commercial teams and supply chain to introduce checks earlier in the procurement process and to ensure that certified products are clearly identifiable via the delivery notes.



Tracking deliveries at the site gate

3.4

# Water

**We recognise that water is a key resource that needs to be preserved, especially in light of the locations in which we operate, climate change and a growing population.**

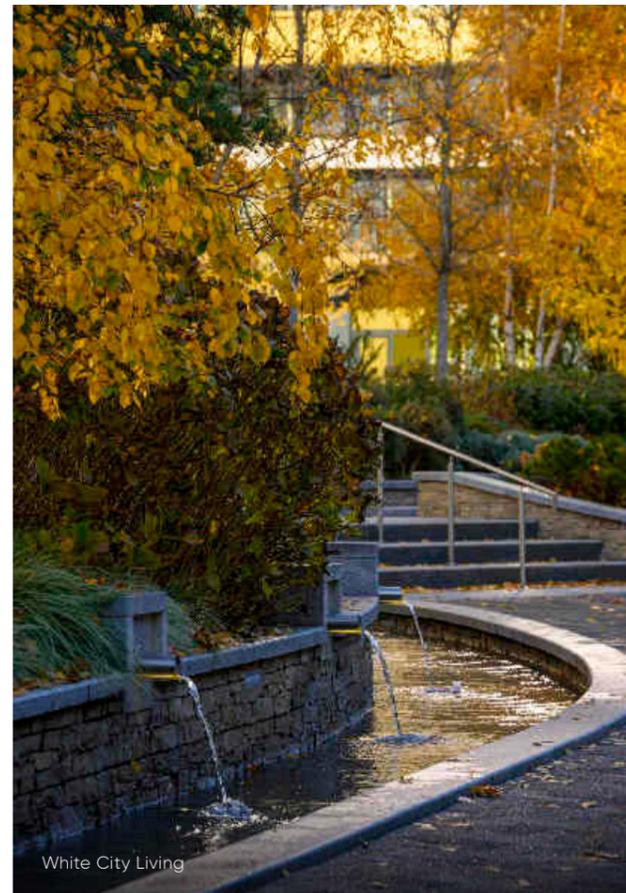
We design our homes to be water efficient in line with our Sustainability Standards. In 2024/25, our completed homes had an average internal water efficiency of 102 litres/person/day. To reduce pressure on water systems, 68% of our live development sites include rainwater harvesting for the irrigation of natural landscapes.

We are also committed to managing water and the risk of flooding on our developments; 100% of our live development sites have SuDS, reducing flooding and pollution risks.

**Case study:**

*At King's Road Park we have worked with our landscaping contractor, Elite, to take a new approach to SuDS management. Instead of having separate attenuation and rainwater harvesting tanks, the team are using the Aquality Aqua Storm Control (ASC) system which allows the attenuation tank to act as a rainwater harvesting system. This significantly increases the volume of rainwater that can be stored for irrigation and therefore reduces mains water demand for landscaping. The system has a weather sensitive valve which is controlled by rainfall predictions from various sources such as the Met Office. When rain is forecast, the valve will open to create tank capacity, and it will hold rainwater for longer when there is no rain expected. It is predicted to save over 2,000m<sup>3</sup> of mains water per year.*

In addition, 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.



White City Living

The water consumption of our sites is monitored against their allocated water budget, based on predicted activities and production levels on site. The comparison against their budget features in internal monthly reports, so that any excessive or anomalous water usage can be escalated and discussed with senior management.

This year, we have reduced total water consumption by 9% compared to a minimum target of a 2% reduction year-on-year. Our water consumption intensity (m<sup>3</sup> of water per 100 m<sup>2</sup> of completed floor area) has decreased by 12%.



3.5

# Environmental management

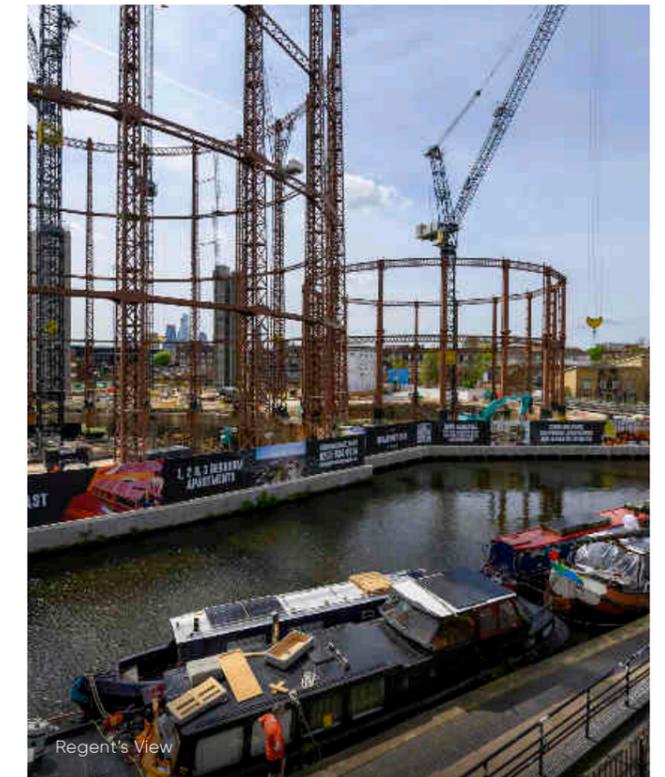
**Berkeley has a framework to identify, evaluate and manage the environmental risks and opportunities associated with each site. Environmental risks are assessed from the earliest stages, at the time of land acquisition, and logged onto the project environmental risk register. This is maintained throughout the development and construction stages, with key control measures defined based on the procedures in our Sustainability Management System.**

During construction, detailed site assessments are carried out to ensure key risks are managed appropriately, to monitor compliance with regulations and internal requirements, and to ensure the opportunities identified at planning and design stage are translated into benefits for the site and the local area. This approach supports us in our commitment of achieving zero significant or major environmental incidents each year.

Our proactive approach to environmental management has contributed to our sites achieving an average score of 14.7/15 in the 'Care for the Environment' section of the Considerate Constructors Scheme (CCS) independent audits, compared to an industry average of 13.4.

**Case study:**

*The team at Regent's View in Bethnal Green has partnered with Clean Air partners and graphics specialist, Iconic Display, to undertake a year-long trial of Resysten's 'Clean Air' anti-pollution coating, which can help remove greenhouse gases and reduce levels of harmful nitrogen oxides (NOx) in the atmosphere. The coating has been applied to a series of printed mesh banners and hoarding at the site entrance, and air quality measurement technology has been deployed to monitor the impact of the coating. In the first three months of the spray being installed, the air quality sensors have seen a 16% decrease in the average daily NO<sup>2</sup> level. This initiative was recognised as an 'Innovation' by the CCS.*



Regent's View

3.6

# 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. Reporting is in line with our operational reporting boundary, including our joint venture activities.

**Table 3.1: Biodiversity net gain**

	Unit	2025	2024	2023	2022	2021
Developments newly committed to deliver BNG	#	2	1	8	6	7
Cumulative number of developments committed to BNG	#	57	55	54	46	40
Cumulative area of newly created or enhanced habitat committed through achievement of BNG*	acres	1,245	1,179	1,178	1,117	953
Developments newly committed to deliver BNG on site	%	50**	100	100	100	100
Developments newly committed to deliver BNG off site	%	50**	0	0	0	0
Developments newly committed to deliver a BNG greater than 10%	%	50**	100	88	100	100
Developments newly committed to deliver a BNG greater than 20%	%	50	100	50	83	71

\* All figures have been updated to include the area of habitat creation or enhancement at Eastbrook Village, Milton Keynes.  
 \*\* Due to the complex nature and required remediation of one new brownfield site in 2024/25, it is currently planned that a biodiversity net gain will be delivered in line with local planning policy and primarily off site. It should be noted that this site was submitted for planning permission prior to biodiversity net gain legislation coming into force.

**Table 3.2: Water**

	Unit	2025	2024	2023	2022	2021
Average internal water efficiency of completed homes	litres per person per day (lpppd)	102.2	101.2	102.6	104.2	104.5
Live development sites including rainwater harvesting	%	68	69	82	76	70

**Table 3.3: Waste production\***

	Unit	2025	2024	2023	2022	2021
Total waste generated (construction, demolition and excavation)	tonnes	274,747	388,765	596,921	734,320	382,824
<i>Total waste classified as hazardous</i>	tonnes	<i>23,385</i>	<i>4,082</i>	<i>4,799</i>	<i>5,669</i>	<i>2,602</i>
Total waste diverted from landfill	%	96	96	97	90	95
Construction waste generated**	tonnes	45,797	104,897	100,289	87,375	101,766
<i>Construction waste classified as hazardous</i>	tonnes	<i>181</i>	<i>220</i>	<i>197</i>	<i>306</i>	<i>169</i>
Change in construction waste generated from prior year	%	-56	+5	+15	-14	+6
Construction waste diverted from landfill	%	99.2	95.1	95.4	94.7	95.4
Construction waste intensity per 100 square metre of legally completed floor area	tonnes/100 sqm	14	34	28	24	38
Change in construction waste intensity from prior year	%	-59	+21	+17	-37	+6%

\* Waste data includes both Berkeley and contractor wastes from 100% of our sites. The Berkeley Group introduced an online waste data management system (Qflow) for its 2024/25 reporting. This has led to the below data improvements which should be noted when reviewing present and historical figures:  
 • Waste weight: in all instances prior to 2024/25, conversion factors were used to translate waste container volumes extracted from waste transfer notes to mass figures. From 2024/25, the online data management system has enabled accurate reporting of mass data based on weighbridge information where available from our contractors. Where unavailable, volume to mass conversion factors continue to be used.  
 • Waste destination: prior to 2024/25, waste destination reporting was based on the facility type of the initial waste destination. For material recovery facilities (MRFs), a consistent recycling / recovery rate was applied based on the average rate from a sample of MRFs used across the Berkeley Group, with remaining wastes presumed to be taken to landfill. Due to the high variability of recycling / recovery rates for hazardous waste treatment facilities, all waste taken to such facilities was presumed to be taken to landfill. From 2024/25, the online data management system enables more accurate reporting of waste destinations, with facility specific reuse, recycling, recovery and disposal rates applied to each waste transfer based on the facility's waste returns submitted to the Environment Agency (EA).

\*\* Reporting from 2024/25 is in line with the Future Homes Hub definition of construction waste including all wastes generated from home building above lowest floor slab level. Prior years' figures have been updated to reflect this definition for consistency where possible.

**Table 3.4: Water usage\***

	Unit	2025	2024	2023	2022	2021
Total water consumption	m <sup>3</sup>	166,773	182,285	201,979	236,234	240,232
<i>Sites</i>	<i>m<sup>3</sup></i>	<i>146,778</i>	<i>165,948</i>	<i>185,025</i>	<i>221,997</i>	<i>221,037</i>
<i>Offices</i>	<i>m<sup>3</sup></i>	<i>6,223</i>	<i>6,500</i>	<i>7,734</i>	<i>7,472</i>	<i>8,743</i>
<i>Sales suites (including show homes)</i>	<i>m<sup>3</sup></i>	<i>13,772</i>	<i>9,837</i>	<i>9,220</i>	<i>6,765</i>	<i>10,452</i>
Live development sites including rainwater harvesting	%	-9	-10	-15	-2	+12
Water consumption intensity per 100 square metre of legally completed floor area	m <sup>3</sup> /100 sqm	52	59	57	66	90
Change in water consumption intensity from prior year	%	-12	+4	-14	-27	+14

\* Water data coverage is 100% for sites, offices and sales suites (including show homes).

**Table 3.5: Responsible sourcing\***

	Unit	2025	2024	2023	2022	2021
Products sourced from FSC or PEFC certified suppliers	%	-	98	90	90	-
Percentage (by weight) of FSC or PEFC certified timber and wood-based products	%	97	-	-	-	-

\* This year, we have changed our methodology for reporting certified timber and wood-based products, with performance based on the information held on the online deliveries data management system (Qflow) used across all Berkeley sites. Certification rate calculated as total weight of certified timber products divided by total weight of timber products.

**Table 3.6: Environmental incidents and near misses**

	Unit	2025	2024	2023	2022	2021
Number of environmental prosecutions	#	0	0	0	0	0
Number of environmental incidents classified as significant and major (Berkeley internal rating)	#	0	11*	13*	3*	5*

\* All significant incidents. An incident is considered significant if it results in harm extending beyond a small, localised area of the site, causes minor environmental impacts outside the site boundary, or leads to notable nuisance effects beyond the site. A major incident involves more severe consequences, such as substantial environmental damage that cannot be immediately contained or remedied, material harm beyond the site boundary, or any event likely to trigger enforcement actions and require the involvement of external emergency services. It is noted that incidents not classified as significant or major may have happened in the reporting year; however, these are not considered in this metric.

**Table 3.7: Sustainability assessment process**

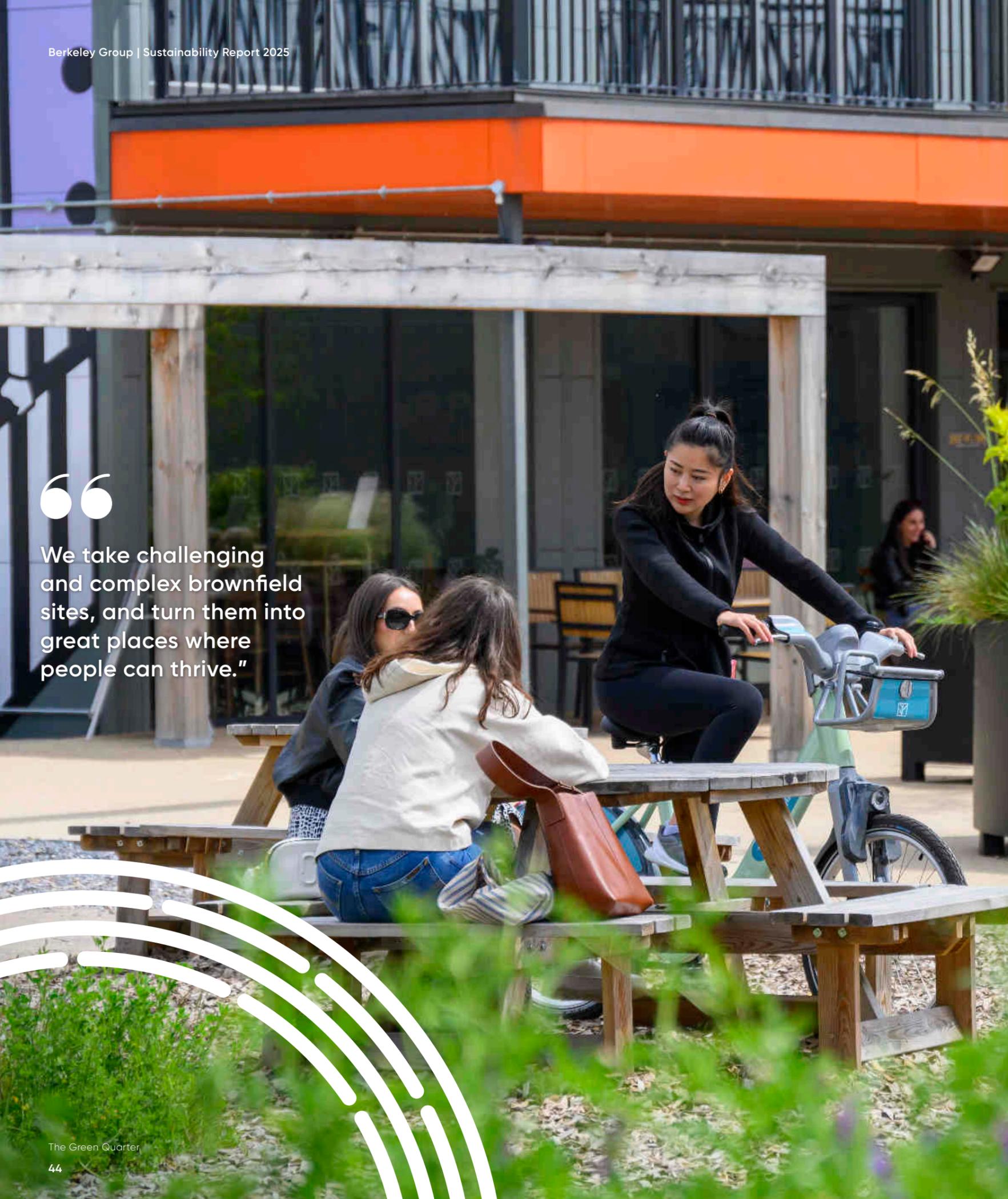
	Unit	2025	2024	2023	2022	2021
Sites subject to sustainability assessments at least every three months	%	100	99	97	97	-

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



# 4.0 Communities





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

## 4.1

# Communities overview

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.

Over the last year we have continued to ensure that all our large regeneration sites with residents have a Community Plan and are working towards all developments having an embedded Community Plan by 2026. This year we have launched our new Communities Framework which ensures a structured approach to building strong communities right from the start. Our approach considers both the physical and social fabric of a place and is an important integrated part of our wider placemaking and design process.

### Our goal

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

### Our targets

- Target 90% of our homes to be built on brownfield land
- Embed a Community Plan on all developments by 2026
- Generate social value through each development.
- Work with external experts to assess people's quality of life on developments
- Encourage sustainable lifestyles through the design of our homes and places

### This year's highlights

**92%**

completed homes constructed on brownfield land

**31**

regeneration sites with residents have Community Plans in place

**43,000**

people reached through engagement activities

# Communities Framework

Launched our new Communities Framework

4.2

# Communities 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 Communities Framework to help structure our approach.**

The steps of the framework must be recorded in each development's Community Plan which is started pre-planning and is bespoke to each development. Each plan is built on community engagement and tailored by research into community priorities and needs. These plans outline actions, opportunities and partnerships to foster thriving neighbourhoods, and are shared with our stakeholders and the local communities. We use them to demonstrate our commitment to the communities in which we work.

The principles that underpin our framework:

**OPEN:** we listen carefully to the people and communities around our sites to understand their differing concerns and priorities.

**INCLUSIVE:** our core intent is to create communities where a broad spread of society feels included and where existing stakeholders feel welcomed to contribute.

**LONG-TERM:** communities are hugely complex, and it takes time, expertise and sustained capital investment to make a positive difference.

**PROPORTIONATE:** our approach must reflect the scale and potential of our plans. We must not promise more impact than we can deliver.

**COLLABORATIVE:** our approach is highly collaborative, and we look to develop lasting relationships with a network of local people and organisations.

**Building trust is fundamental to successful placemaking. We earn local trust through applying these principles and through listening to local views to deliver on our promises.**



Community engagement at Bromley-by-Bow

## Our framework in action:

### 1 Establish relevant local needs and aspirations

Our approach: Understanding the interests, aspirations and vision of our local stakeholders and the communities in which we work is fundamental. This is why meaningful community engagement is the vital first step for every project which then continues throughout the development stages.

#### Case study:

*The vision and plans for Bromley-by-Bow Gasworks were shaped through a far-reaching community engagement programme, which has seen more than 270 people and community groups visit the site during a series of tours. The engagement programme included engaging with more than 300 young people living locally through a mix of careers events and workshops. Their priorities included more eateries and retail, public spaces, outdoor gym equipment and spaces for sports. This proactive approach has helped meet a wider range of local people and gain a deeper understanding of local needs and aspirations.*

#### Case study:

*St Joseph was announced as the development partner for the regeneration of the Ladywood Estate in Birmingham in April 2025. St Joseph are helping to safeguard the future of the local charity group, Ladywood Community Project, which has been supporting the community for almost 40 years, and supports thousands of local people with financial advice, advocacy and vital provisions. The Project was housed in the Ladywood Health and Community Centre, which closed in July 2025 due to local budget constraints. St Joseph explored several options to support the centre and have leased the vacant Ladywood Neighbourhood Office for a minimum of five years, and are now investing in upgrading the office within the heart of the site. The new Community Hub will provide 5,000 sqft flexible community space and other facilities that can be used for events and activities and will also be the on-site home of the St Joseph project team and a regular base for consultation and engagement with the community. A new permanent Community Centre will be built as part of the development's regeneration works.*



## 2 Deliver social value

Our approach: Once the needs and aspirations of the community, both physical and social, have been established we develop a plan for delivering social value. This will come from four areas: working with partners; delivering community events and activities; creating an action plan to address specific local needs; and communicating the benefits that the overall development will bring.

### Case study:

*The vision for the community at The Green Quarter in Ealing and surrounding neighbourhoods is to establish meaningful relationships and instil a sense of pride in the area. Through our partnership with OPEN Southall, we have delivered a popular community and creative hub called Parkside Yards. It includes a gastro pub, café, florist, gallery, tree nursery, Padel Courts and affordable work and community event spaces. We engage with local people through an annual programme of community and career events. We have also delivered major upgrades to the local road network and created new parks.*

### Case study:

*We worked with 20 civil engineering and fine art students from the City of Westminster College and staff from the Proud*

*Places Programme, Heritage of London Trust, to deliver a curriculum project based on the landscape design at our Trillium development in Marylebone. In July 2024, students presented their ideas for the re-use of the original pre-cast panels which could potentially contribute to the final landscape design incorporating history and stories of the site heritage.*

### Case study:

*In September 2024, we completed the construction of Mulberry Academy – the UK’s first Passivhaus certified secondary school – within our London Dock development in Wapping. This 1,150-place school sets a new standard for building performance, comfort, and carbon reduction. In February 2025, Her Majesty the Queen officially opened the school, formally recognising its significance and celebrating the successful partnership between St George and the Mulberry Schools Trust. This new Academy school in central London forms part of a long-term commitment by St George to the creation of London Dock, a vibrant and growing 15-acre community. Embodying our passion to make lasting and positive differences for generations to come, London Dock is a cosmopolitan development which is creating new places to live, eat and socialise within minutes of The City and River Thames.*



Opening of the Mulberry Academy at London Dock

## 3 Ensure governance and stewardship

Our approach: We look to establish the most appropriate form of long-term governance for each site, which gives local residents clear ownership and agency over the way their neighbourhood is managed and looked after long into the future, including social committees, community liaison groups and community funds to support the wider community. We also recognise that the ultimate test of each place is through the lived experiences of our customers and residents which we can then feed back into the process.

### Case study:

*Established in 2014, we have recently celebrated 10 years of the London Dock Community Fund in partnership with the East End Community Foundation, which allocates £18,000 annually to support community projects and charities in the local area. Its goal is to enhance the local area providing long-term stewardship and governance. Over the last 10 years, the fund has awarded more than £208,000 in grants to 99 community projects and more than 8,000 local residents have benefited from projects such as drama and gardening clubs, and health and wellbeing initiatives.*

### Case study:

*We host an annual Winter Festival event at Royal Arsenal Riverside that this year attracted approximately 2,000 members of the local community. This is a collaborative event working with Greenwich Co-operative Development Agency (GCDA), Woolwich Works, local Berkeley contractors and schools. The festive market consisted of 47 local traders, a free raffle and entertainment from Protein Dance and Fusion Orchestra. The Deputy Mayor, Linda Bird, turned on the Christmas tree lights.*



Winter Festival at Royal Arsenal Riverside



The Green Quarter



### 4.3

## 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 4.1: Transforming underused land**

	Unit	2025	2024	2023	2022	2021
Completed homes constructed on regenerated brownfield land	%	92	87	86	86	87
Live development sites regenerating brownfield land	%	72	75	76	80	77

**Table 4.2: Community approach**

	Unit	2025	2024	2023	2022	2021
Development schemes that have a Community Plan in place	#	31	25	20	19	-
Long-term regeneration schemes with residents that have a Community Plan in place	%	100	100	100	-	-
Number of community amenities (including grocery stores, play spaces, doctors' surgeries, schools etc.) being delivered on live development sites*	#	535	516	517	393	-
Number of community spaces being delivered on live development sites*	#	21	20	22	23	-

\* Figures do not represent what has been delivered in the reporting year, but what will be delivered by development sites that have been live in the year.

**Table 4.3: Delivering transport infrastructure and access**

	Unit	2025	2024	2023	2022	2021
Live development sites providing electric vehicle (EV) charging infrastructure	%	98	98	98	93	84
<i>EV charging points that are active</i>	#	10,951	6,115	6,278	5,872	3,933
	%	61	45	48	47	53
<i>EV charging points that are passive</i>	#	7,108	7,532	6,710	6,741	3,507
	%	39	55	52	53	47
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	%	52	59	57	42	-
Live development sites within 500m of a public transport node	%	76	75	75	-	-
Live development sites within 1,000m of a public transport node	%	96	96	94	-	-

5.0

# Sustainability governance



## 5.1

## 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.**

Ultimate responsibility for sustainability lies with the Berkeley Group plc Board, with involvement of our CEO and other senior management with responsibility for sustainability across all aspects of the business key to our success. Our Group sustainability team is responsible for setting the strategy for sustainability, ensuring compliance with legislation, and providing a framework for the operating companies to follow. They also provide support and guidance to the divisions, enabling them to meet the Group requirements. The team is led by the Group Head of Sustainability who reports directly to the Executive Committee, and the Main Board, through the Group Executive for Responsible Business.

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, 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. Over the last year we have undertaken a robust exercise to update the Standards. Each project has to demonstrate compliance with these when it goes into planning. We then set standards for our construction sites and our contractors. 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 Sustainability Management System 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. Over the last year we have also been reviewing the SMS to update the content.

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 module outlining our approach to sustainability, our targets and goals.

Environmental management training for production team members is provided through the delivery of a bespoke CITB Site Environmental Awareness Training Scheme (SEATS) by our internal training team. 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.

This year we have updated our sustainability training for departments. This training is delivered within our divisions by our sustainability team to ensure each department is aware of our sustainability requirements under each of our focus areas and any processes they need to complete, specific to their role. Further specific training is undertaken at a Group level on key topics such as embodied carbon and community engagement.



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