



Our sustainability performance: a review

Our Sustainability Framework is structured around Five Capitals that are the key opportunity areas for the business to potentially make a positive difference on society. The Capitals were developed following deep analysis of our core business values, objectives and risks, our engagement with key stakeholders and our approach to community engagement. The Capitals model promotes a holistic and interdisciplinary approach to sustainability by the business and our supply chain.

Each Capital sets a headline objective relevant and critical to U&C and which steers us in our strategic approach to sustainability. This is explained opposite. Beneath each objective sits three specific Action Areas which represent both opportunities and challenges for us and are supported by detailed performance targets and metrics to enable ongoing measurement, reporting and validation which in turn leads to lessons learned and continuous improvement. Headline performance against the targets is reported here with further analysis and commentary on our website.



Read more on our approach to sustainability and environmental outcomes via our website: www.urbanandcivic.com/sustainability

Physical

Objective



The Physical Capital relates to the community and commercial buildings as well as green, grey and blue infrastructure that we retain and manage.

Action areas

- Carbon footprint
- Resilience
- Connectivity

Why it matters

'Net zero' is reached when the amount of greenhouse gas released into the atmosphere is no more than the amount removed. In response we have put a strong emphasis on reducing the whole life carbon footprint of our Strategic Sites in line with a Net Zero approach by 2040. This will be achieved through the minimisation of embodied carbon in the design and construction of infrastructure and buildings, a flexible energy strategy prioritising highly efficient sources to reduce operational carbon and the deployment of renewable energy to future-proof our sites. Our visionary design guides for the physical works we obtain planning consents for support this objective by focusing on increased sustainable transport and water resilience through our master planning design activities.

Key highlights

5%

2025 target 35% -7% per annum

reduction in absolute Scope 1 and 2 emissions as per SECR reporting compared to 2020/2021 data

134

2025 target 90

litres of water consumed per person per day in all new properties constructed from October 2021

99%

2025 target 100% – reducing to 95% in 2022/23 to reflect absolute nature of target difficult to achieve in practice

of all occupied buildings constructed within 200m of a high-quality cycle way as specified by SUSTRANS

Social

Objective



The Social Capital relates to the networks of relationships amongst people and the role of placemaking in the integration of our communities.

Action areas

- Placemaking
- Engagement and consultation
- Community investment

Why it matters

We believe communities at home or at work are the building blocks of a lively, interconnected network of services and relationships that enable places to thrive. As Master Developers, our ability to create self-sustaining communities and to nurture a culture of community citizenship is an indicator of success which we believe is as important as reducing our environmental footprint.

Our vision for creating vibrant communities begins with the master planning and the embedding of social space within the built form and delivering health and wellbeing opportunities from the outset. This is continued through the building phase by baking in a set of measurable goals that we expect all our contractors to respond to and then validating our effort with those who pick up the baton of the community from the time of occupation.

Key highlights

85%

2025 target 100% – reducing to 95% in 2022/23 to reflect absolute nature of target difficult to achieve in practice

of homes are within 300m linear distance (five minutes' walk) of a publicly accessible green and blue space which is at least 2 hectares in size

42

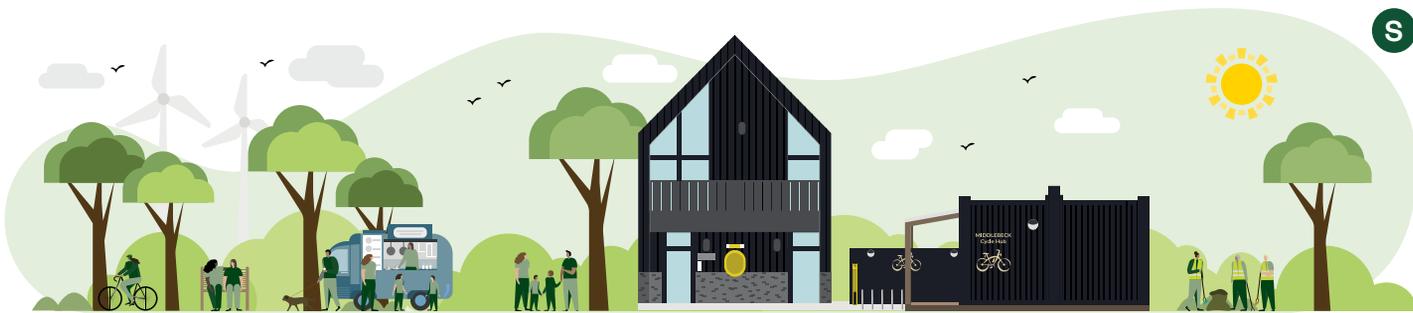
2025 target 39

average scored by contractors employed by Urban&Civic under the Considerate Constructors Scheme (CCS) scheme, representing "excellent"

100%

2025 target 100%

of sites have a live post-planning written consultation and engagement strategy informed by local socio-demographics and agreed with key local stakeholders



Economic

Objective



The Economic Capital relates to the long-term viability of our organisation and the Strategic Sites we retain and operate.

Action areas

- Good quality employment
- Economic inclusion
- Promotion of local economic growth

Why it matters

We believe that a successful project seeks to create economic value not just for Urban&Civic, its partners and customers but also for wider society. As such, a fundamental element of our approach is to leverage our investment, skills and engagement to enable a demonstrable return for all stakeholders, while ensuring a “just transition” that improves lives and livelihoods and avoids deepening any existing inequalities.

Within our metrics, we have chosen to focus on key areas including the generation of good-quality employment, contracting with local and regional contractors, collaboration with local small and medium-sized businesses and promotion of agile innovation.

Key highlights

100%

2025 target 100%

of contractors directly employed by Urban&Civic and housebuilders employed under licence paid the Real Living Wage

47%

2025 target 80%

of the total value of direct contracts was placed with principal contractors whose offices are within 25 miles of the site – increasing to 40 miles in 2022/23 to reflect more realistic one hour travel time

97%

2025 target 100%

of Strategic Land Sites in delivery have implemented Urban&Civic’s six initiatives to actively promote local businesses and start-ups

Natural

Objective



The Natural Capital relates to the protection and enhancement of the environment, both within the local context and through contributing to wider climate and biodiversity challenges.

Action areas

- Enhanced landscaping
- Enhanced biodiversity
- Resource efficiency

Why it matters

We invest not only in quantity but in quality of the green and blue infrastructure we provide. We seek to incorporate nature at the core of all our development sites, preserving existing features of value and capturing every opportunity to enhance the environment, enabling people and nature to flourish collectively. The re-use and re-purposing of the land we develop seeks at all times to provide environmental net gain for the communities we create.

This includes early tree planting to maximise sequestration potential and improve health and wellbeing attributes within our sites, creating usable and sustainable green landscape, effective surface water management and the responsible use of natural resources.

Key highlights

32

2025 target 25

average trees planted for each house occupied to date

9.2%

2025 target 12% – increasing to 25% in 2022/23 using Defa 3.1 metrics

average biodiversity net gain score across all our sites

100%

2025 target 92% – increasing to 95% in 2022/23 to be more stretching

average construction and demolition waste diverted from landfill

Human

Objective



The Human capital relates to the application of a people-centric approach considering the diversity of human experiences to create a culture of inclusivity and balance.

Action areas

- Wellbeing
- Health & Safety
- Commitment to lifelong learning

Why it matters

Our aim is to create distinctive spaces that enhance physical and mental health, improve quality of life and cultivate successful communities. Starting with land acquisition and consolidation through planning and delivery we always operate with human needs in mind.

This translates into key areas of action including the delivery of opportunities for leading an active lifestyle and supporting healthy eating habits, whilst continuously monitoring and seeking to improve the manner in which we deliver health and safety on our sites, both through our direct and indirect contracts. We also invest in learning and training opportunities for our employees to ensure they feel empowered, supported and proud to be working for Urban&Civic in the long-term, strengthening our business longevity and resilience.

Key highlights

75%

2025 target 100%

of sites with over 200 homes occupied have a robust biannual survey in place which records residents’ sense of quality of life and health and wellbeing

4.2

2025 target 2.0 – assessment method to change to be a more realistic measure of performance

average safety logs per dwelling recorded for housebuilders across all our sites

75%

2025 target 100% – reducing to 95% in 2022/23 to reflect absolute nature of target difficult to achieve in practice

of employees undertaking non-mandatory company provided or sponsored learning, training or professional study