

TELFORD HOMES SUSTAINABILITY OBJECTIVES



SUSTAINABILITY PERFORMANCE

N/A new objective not applicable for that reporting year. ● Achieved ● Partially achieved ● Not achieved

SUSTAINABLE DEVELOPMENT GOAL (SDG) ALIGNMENT

2021 KPI

FY
17/18

FY
18/19

FY
19/20

2020

2021

2021
COMMENTARY

2022 KPI

LIVING LEGACY

Creating thriving places that enable people to live sustainable lifestyles







	Continue to use Telford Homes' Living Legacy toolkit on the design of all new developments	N/A	●	●	●	●	Toolkit implemented on all schemes, revisions made in light of the biodiversity design guide workstream	Continue to use Telford Homes' Living Legacy toolkit on the design of all new developments
	Continue to ensure all new developments incorporate or are within a 1km of public green space	●	●	●	●	●	All new schemes are within 1km of public green space	Continue to ensure all new developments incorporate or are within a 1km of public green space
	Continue to ensure that 80% of units have secure cycle storage	●	●	●	●	●	We achieved 100% secure cycle storage across all our schemes	Continue to ensure that 80% of units have secure cycle storage
	Continue to provide initiatives to reduce car dependency on 25% of completed developments.	●	●	●	●	●	Average Public Transport Accessibility Level (PTAL) of 4.6 achieved.	Record the percentage of developments with initiatives to reduce personal car dependency and the environmental impacts of car travel such as car clubs
	Continue to Implement Green travel plans for customers on all new developments	N/A	●	●	●	●	We have implemented green travel plans on all our new schemes	Continue to Implement Green travel plans for customers on all new developments
	Engage with a wildlife trust or NGO to develop a biodiversity policy	N/A	N/A	●	●	●	We have liaised with the London Wildlife Trust who have developed a Biodiversity Design Guide for the business to use. This has been supported by a supplementary workshop with BLL leaders and Champions.	Target Completed
	Review wellbeing strategy (Roadmap 2021 commitment)	N/A	N/A	N/A	●	●	Wellbeing strategy has been reviewed by our internal wellbeing working group. This was supported by a staff wellbeing survey that took place this year with wellness action calendars.	Target Completed

SUSTAINABILITY PERFORMANCE



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SUSTAINABLE DEVELOPMENT GOAL (SDG) ALIGNMENT









	2021 KPI	FY 17/18	FY 18/19	FY 19/20	2020	2021	2021 COMMENTARY	2022 KPI
LIVING LEGACY								
	Biodiversity net positive schemes (Roadmap 2021 commitment)	N/A	●	●	●	●	All schemes are biodiversity net positive.	Target Completed
	Monitor BREEAM in use Excellent rating subject to client requirements	N/A	N/A	N/A	●	●	To achieve this standard will require an informed and committed project partner. In the short-term, this is not an immediate client requirement, although anecdotally we believe this will change leading up to 2025.	Continue to monitor BREEAM in use Excellent rating subject to client requirements
 	Consolidate 2016-21 SROI projects (Roadmap 2021 commitment) Create net positive SROI projects (Roadmap 2021 commitment)	N/A	N/A	N/A	N/A	●	5 year legacy social return on investment review completed by an independent consultant.	Target Completed
	Achieve BRE HQM 4 star or equivalent (Roadmap 2021 commitment)	N/A	N/A	N/A	N/A	●	We are targeting HQM level 4 on our International way scheme.	Achieve BRE HQM 4 star or equivalent
								One BREEAM In Use Excellent Project (Roadmap 2022 Commitment)
 								Publish 2016-2021 Social Value Report (Roadmap 2022 Commitment)

SUSTAINABILITY PERFORMANCE

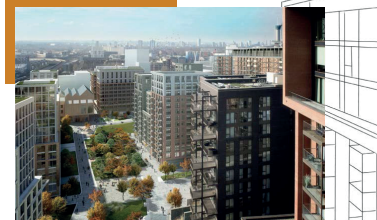


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SUSTAINABLE DEVELOPMENT GOAL (SDG) ALIGNMENT





GOAL (SDG) ALIGNMENT	2021 KPI	FY 17/18	FY 18/19	FY 19/20	2020	2021	2021 COMMENTARY	2022 KPI
BALANCED RESOURCES								
Making our money work harder through efficient use of resources across our business								
<div><div>13</div><div>CLIMATE ACTION</div><div></div></div>	Continue to reduce the carbon intensity of our site operations by 3% (CO2e/100m2)	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	Achieved our annual site intensity reduction target of 23.36%, and have achieved a reduction of 56.16% since FY17/18	Reduce the carbon intensity of our site operations by 3.8% (CO2e/100m2)
<div><div>12</div><div>RESPONSIBLE CONSUMPTION</div><div></div></div>	Continue to divert 90% of construction waste from landfill and aim to work towards 2024 zero waste to landfill target	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	Achieved 98.48% diversion of construction waste from landfill	Divert 98% of construction waste from landfill and aim to work towards 2024 zero waste to landfill target
<div><div>12</div><div>RESPONSIBLE CONSUMPTION</div><div></div></div>	Continue to divert 80% demolition and excavation waste from landfill	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	Achieved 100% for Excavation waste and 100% for demolition waste	Divert 95% demolition and excavation waste from landfill
<div><div>12</div><div>RESPONSIBLE CONSUMPTION</div><div></div></div>	Continue to reduce construction waste intensity by 3% (tonnes/100m2)	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	Achieved an annual reduction of 17% and have achieved a reduction of 39% since FY17/18.	Continue to reduce construction waste intensity by 3% (tonnes/100m2)
<div><div>12</div><div>RESPONSIBLE CONSUMPTION</div><div></div></div>	Continue to reduce site water consumption intensity by 3% (m3/100m2)	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	A 57% increase in our annual site water intensity. Have seen a reduction of 8% since FY17/18.	Continue to reduce site water consumption intensity by 3% (m3/100m2)
<div><div>6</div><div>CLEAN WATER AND SANITATION</div><div></div></div> <div><div>12</div><div>RESPONSIBLE CONSUMPTION</div><div></div></div>	Implement 16% (105 LPPPD) reduction in water usage compared to Part G of the National Building Regulations	N/A	<div></div>	<div></div>	<div></div>	<div></div>	105 LPPPD water consumption achieved.	Design our homes to achieve at least an average of 105 litres per person per day (LPPPD)
<div><div>12</div><div>RESPONSIBLE CONSUMPTION</div><div></div></div> <div><div>15</div><div>LIFE ON LAND</div><div></div></div>	Continue to ensure that 90% of the timber procured through group agreements is from FSC or PEFC	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	All timber is legally sourced with 97% of the timber procured from FSC or PEFC certified sources.	Continue to ensure that 90% of the timber procured through group agreements is from FSC or PEFC
<div><div>12</div><div>RESPONSIBLE CONSUMPTION</div><div></div></div>	Continue to implement Circular Economy statements with an aim to work towards 2024 zero waste to landfill target.	N/A	N/A	N/A	<div></div>	<div></div>	Implemented Circular Economy statements for all new schemes progressing through planning authorities	Continue to implement Circular Economy statements with an aim to work towards 2024 zero waste to landfill target.

SUSTAINABILITY PERFORMANCE






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SUSTAINABLE DEVELOPMENT GOAL (SDG) ALIGNMENT

DEVELOPMENT GOAL (SDG) ALIGNMENT	2021 KPI	FY 17/18	FY 18/19	FY 19/20	2020	2021	2021 COMMENTARY	2022 KPI
BALANCED RESOURCES								
	Continue to Benchmark project air quality standards to create air quality neutral projects from 2022	N/A	N/A	N/A	●	●	Benchmarked project air quality standards for new planning applications	Target Completed.
	Report TCFD strategy (Roadmap 2021 commitment) Disclose SBT targets and implement reduction strategy (Roadmap 2021 commitment)	N/A	N/A	N/A	●	●	We have undertaken an update to our inaugural TCFD statement and created an SBT roadmap to 2025	Target Completed.
	Continue to ensure the acquisition and development of 100% brownfield developments	N/A	N/A	●	●	●	Undertaken 100% of our schemes being delivered / planned are on brownfield sites	Continue to ensure the acquisition and development of 100% brownfield developments
	Continue to implement 40% reduction in CO2 in accordance with the London Plan Energy Policies	N/A	N/A	N/A	●	●	Our new planning applications are already targeting a circa 55 per cent reduction in regulated CO2, compared with the FHBS circa 75 per cent reduction requirement	Continue to implement 40% reduction in CO2 in accordance with the London Plan Energy Policies
 								Create Air Quality Neutral Projects (in-use) (Roadmap 2022 Commitment)

CREATIVE BUILDING SOLUTIONS

Collaborating with our partners to identify innovative building techniques and deliver homes of the future



























 7 AFFORDABLE AND CLEAN ENERGY	 13 CLIMATE ACTION	Continue to maintain an average EPC B rating	●	●	●	●	●	Achieved an EPC B with an average SAP score of 85.	Continue to maintain an average EPC B rating
 9 INNOVATION AND INFRASTRUCTURE		Continue to research and develop MMC techniques as part of an innovation strategy	N/A	N/A	N/A	●	●	MMC strategy considered within internal working group with future forecasting MMC work undertaken	Target Completed.

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SUSTAINABLE DEVELOPMENT GOAL (SDG) ALIGNMENT

GOAL (SDG) ALIGNMENT	2021 KPI	FY 17/18	FY 18/19	FY 19/20	2020	2021	2021 COMMENTARY	2022 KPI
CREATIVE BUILDING SOLUTIONS								
 	Continue to ensure 50% of completed units have access to onsite renewables or low carbon infrastructure						100% of schemes comply with this objective.	Continue to ensure 50% of completed units have access to onsite renewables or low carbon infrastructure
	Adopt Government's Modern Methods of Construction (MCC) definition framework (Roadmap 2021 commitment)	N/A					13% investment in MMC compared to (13% 2020). This number is forecasted to increase in future years.	Continue to adopt Government's Modern Methods of Construction (MCC) definition framework in preparation for 2023 20% spend target
 	Continue to carry out POE on performance of CHP plants						POE undertaken on all schemes by an independent third party.	Continue to carry out POE on performance of CHP plants.
 	Implement Whole Life Cost model (Roadmap 2021 commitment)	N/A	N/A	N/A			We are completing Whole Life Carbon assessments on all future schemes in addition to our shadow cost of carbon workstream. This work will inform our Whole Life Cost model and compliance with the future homes standard.	Develop Whole Life Cost model.
	Set-out a smart building strategy (Roadmap 2021 commitment)	N/A	N/A	N/A			A smart building strategy is being considered as part of our 2022 FHBS workstream.	Set-out a smart building strategy.

SMART BUSINESS

Investing in people and relationships to ensure lasting value for all our stakeholders

	Continue to attain an AFR better than the construction industry .	●	●	●	●	●	AFR of 0.09 compared with the construction industry average of 0.24. Telford Homes AIIR 196 (2021) HBF AIIR (291) 20/21	Continue to attain an AFR better than the construction industry
	Continue to ensure 95% of site operatives have a CSCS card	●	●	●	●	●	97% of site operatives have a CSCS card	Ensure site operatives to have a CSCS or Partners card

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SUSTAINABLE DEVELOPMENT GOAL (SDG) ALIGNMENT







DEVELOPMENT GOAL (SDG) ALIGNMENT		2021 KPI	FY 17/18	FY 18/19	FY 19/20	2020	2021	2021 COMMENTARY	2022 KPI
SMART BUSINESS									
	Continue to ensure at least 7% of workforce are trainees or apprentices							9% of workforce are trainees or apprentices	Continue to ensure at least 7% of workforce are trainees or apprentices
	Continue to strive for a staff turnover below 12%							We achieved an employee retention rate of 89%.	Continue to strive for a staff turnover below 12%
	Continue to pay all direct employees the London Living Wage.							We pay all direct employees the London Living Wage.	Continue to pay all direct employees the London Living Wage.
	Continue to ensure all new joiners receive BLL training induction module							All new joiners receive BLL induction training	Continue to ensure all new joiners receive BLL training induction module
	Maintain a NextGeneration Gold Level award							For the fourth consecutive year a Gold award was achieved	Maintain a NextGeneration Gold Level award
	Monitor customer satisfaction levels against the independent Homeviews platform over three-year period from handover.	N/A	N/A	N/A	N/A			We have adopted Homeviews as a formal benchmark following previous benchmarking and have commissioned them to conduct further survey work as part of our 5 year legacy review.	Achieve a HomeViews customer satisfaction rating of 90%
	Continue to monitor SME spend as a percentage of turnover							83% of our suppliers are SMEs accounting for 75% of our overall spend.	Continue to monitor SME spend as a percentage of turnover
	Participate in CDP submission	N/A	N/A	N/A				CDP submission made - achieved a grade C.	Continue to participate in CDP submission
	Review new modern slavery and human trafficking act	N/A	N/A	N/A				Published Modern Slavery and Human Trafficking statements in accordance with the relevant requirements. The expected amendments to the Act did not transpire in 2021.	Review new modern slavery and human trafficking act

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SUSTAINABLE DEVELOPMENT GOAL (SDG) ALIGNMENT

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SMART BUSINESS								
	Achieve ISO9001 certification (Roadmap 2021 commitment)	N/A	N/A	N/A	●	●	Achieved certification inaugural ISO9001 certification	Maintain ISO9001 certification
	Maintain ISO45001:2017 certification	N/A	N/A	N/A	●	●	Maintained certification as part of BSI audit	Maintain ISO45001:2017 certification
	ISO20400 gap analysis (Roadmap 2021 commitment)	N/A	N/A	N/A	N/A	●	Our focus during 2021 was to achieve ISO9001 (QMS) hence ISO20400 is delayed until 2022	ISO20400 gap analysis
	Review Diversity, Equity and Inclusion strategy (Roadmap 2021 commitment)	N/A	N/A	N/A	N/A	●	DEI strategy developed and circulated to the business with associated supporting sub-committees	Target completed
	Staff survey to include SBT & TCFD questions (Roadmap 2021 commitment)	N/A	N/A	N/A	N/A	●	Importance of energy and carbon emission were considered in the materiality review which was extended to all staff in addition to other stakeholders.	Target completed
	Review mental health & wellbeing strategy (Roadmap 2021 commitment)	N/A	N/A	N/A	N/A	●	Staff wellbeing survey carried out with recommendations incorporated into the strategy.	Target completed
								Tier 1 subcontractors to pay the London Living Wage (Roadmap 2022) commitment