

According to the World Benchmarking Alliance, sustainable development can only be achieved by striking the right balance between economic, environmental, and social components, including supply chains and communities, and this is known as a Just Transition. At Hill we are developing this balance through our 2030 Roadmap* and our three ESG-pillars. Each pillar has defined objectives to reduce our environmental impacts, maximise our social value outreach and improve our governance. The majority of these commitments are set within our current business plan, however, through our Double-Materiality Review, we have defined, and are beginning to set, more detailed commitments across our pillars to the end of this decade. In summary, we have structured this inaugural response in accordance with the Paris Agreement, and it also aligns with our Principal ESG Risk and Opportunities Risk Register*. Harnessing the UN Sustainable Development Goals as a means of providing a global connection to our ESG commitments is important in embedding sustainability into our 2030 Roadmap*, but we do have far more detail to develop and disclose in the medium and long terms.

EMPLOYMENT AND MOBILITY

Since our inception in 2000, we have maintained our privately owned structure, registered within the UK. We have significant outreach in employing more than 765 people directly, and in excess of 4,000 people indirectly across 60 sites on any day through indirect employment terms within the UK, and more people offshore. Our equal, diversity and inclusion (EDI) and sustainable procurement policies* set out how we endeavour to be a responsible employer and partner of choice.

HUMAN RIGHTS AND SUPPLY CHAIN

As a responsible developer we aim to treat our supply chain fairly and with respect. We ensuring our environmental footprint is continuously reduced through the application of our certified ISO14001 & 50001 management systems. No environmental prosecutions have occurred and we have none pending. To aid and improve on industry standards, we are collaborating with the Future Homes Hub (FHH) and the Supply Chain Sustainability School (SCSS) to raise awareness and to leverage the value of collective collaboration with SMEs and social enterprises. In total, these organisations represent some 83% of our supply chain. Each year we publish our Modern Slavery and Human Trafficking statement* and we endeavour to mitigate human rights risks within our supply chain. To guarantee our social value is optimised we embed our Social Value strategy 2022-2025* and Health, Safety & Environment Five-Year Strategy and Vision strategies across all developments and offices.

SKILLS

We are fully committed to providing new skills and opportunities for our people and wider supply chain. Some 25% of our people have grown through our trainee schemes and more than 24% of our supply chain comes from local labour opportunity areas to enable the next generation of talent to join our industry. Thorough our memberships of the SCSS and the HBF Training Skills Partnership, we aim to broaden opportunities for all and to engage and become part of an inclusive and diverse build environment for the 21st century.

INNOVATION

We have a long history of innovation, including building the highest number of homes to achieve the Code for Sustainable Homes level 5 and Passivhaus homes at scale in the UK. To improve our readiness for the FHS from 2025, we have also invested in manufacturing facilities in the UK to deliver low to zero carbon components and homes, and to create local jobs.

CUSTOMERS

For six years we have been a 5-star housebuilder providing high levels of customer satisfaction. Our homes are delivered across multiple tenures, but primarily 46.2% are for affordable homes to support the Just Transition. We aim to: increase the turnover of our business to £1.2bn by 2025, an increase of 68%; provide more sustainable homes; positively support our supply chain; respond to the chronic shortage of new homes and the energy and climate crises; and support people in dealing with the cost of living crisis.

*For further reading please go to www.esg.hill.co.uk