

Our vision is to be the UK's leading, most trusted housebuilder, creating exceptional homes and sustainable communities. To achieve this, we have developed an Environmental, Social and Governance (ESG) strategy that is central to business planning and underpins company culture and values.

We have reset our Sustainability Leadership Group (SLG) and its focus groups to operationalise our first Double-Materiality Review findings, and the resulting Principal ESG Risks and Uncertainties. These outcomes have informed our ESG pillars and the integrated 2030 net-zero pathways Roadmap (2030 Roadmap), and in the short-term compliance with the emerging 2025 Future Homes Standard (FHS). This policy also informs our just transition statement and annual improvement plans.

This policy is to be read in conjunction with the 2030 Roadmap that sets out milestones to become a net zero company by 2030. Our 2030 Roadmap and associated objectives are steered by the FHS Framework, which requires places and developments to be low carbon, nature-rich, healthy, well designed, and beautiful. Our objectives are also informed through other external advocacy and sectorial requirements including the National Model Design Code, policies and the NextGeneration sustainable housebuilder benchmark.

This policy is to be read in conjunction with the Biodiversity Gain, Climate Change, Community Engagement, Sustainable Procurement, Social Value, and Waste and Resource Management Policies, that set out incremental targets supporting the below ESG pillars to 2030, and our annual TCFD and Just Transition statements.

Environmental

- **Creating net zero carbon homes:** We believe that placemaking positively benefits the physical, social, emotional, and ecological wellbeing of people and their locations.
- **Taking care of our natural resources:** Through landscape led placemaking, we aim to create a sense of place, to foster community, to improve wellbeing and promote better quality of life.
- **Reducing our environmental impacts:** We are committed to our net zero pathways and achieving net zero carbon in our business operations and in the homes, we build, in advance of Government trajectories.

Social

- **People come first:** We are committed to increase diversity in the business and have launched the Hill Academy, support the Future of London's Emerging Talent programme and continuing our partnership with Women Into Construction.
- **Communities and customers:** We have progressively reshaped our resident engagement offering and evolved our social value strategy to 2025 focusing on 4 key themes; Education to Employment, Business Support & Mentoring, Community Belonging & Connectivity and Safe & Healthy lives.
- **Tackling homelessness:** Committed to respond to the homelessness crisis and provide affordable stepping stone accommodation to people facing homelessness. We will continue to deliver 200 homes to ensure we play our part in addressing the ongoing crisis, and work with key partners to provide employment support and opportunities.

Governance

- **Strategy and responsible business:** Health, safety and the environment are our primary concerns in everything we do, this is reinforced in our 2025 strategy.
- **Reporting and assurance:** Continue to publish an annual ESG Report, gain independent assurance of our work and disclosure of our climate change risk management through TCFD and related reporting.
- **Future proofing:** We are committed to putting our customers' needs first, drive innovation, employ Modern Methods of Construction, undertake the NextGeneration sustainability benchmark and utilise our Sustainability Linked Loan facility.

To reflect priorities of Hill and our stakeholders, this policy will be periodically reviewed annually by the SLG Focus Groups and amended or revised where appropriate. This policy is shared and communicated to stakeholders and is available on our website.