






# Brilliant Buildings

## 2030 AMBITION

## 2030 TARGET

## 2021 PROGRESS

|   |   |   |
|---|---|---|
| <p>All our new buildings and major refurbishments will achieve net zero operational carbon</p>                           | <p>100% of all non-domestic new build/ major refurbishments will have no energy performance gap and we will be offering guaranteed energy performance outcomes.</p> <p>90% of new homes we build will be actively monitored to ensure they perform as designed.</p> <p>100% of projects entering preconstruction will achieve net zero operational carbon.</p>  | <ul style="list-style-type: none"> <li>▶ All new non-residential projects required to implement the Energy Synergy™ process. Collida products incorporate the Energy Synergy™ process. Energy Synergy™ web portal to go live in 2022.</li> <li>▶ Residential performance monitoring completed at Ashton Rise, Bristol. Wider programme of new home/heat pump performance monitoring in place.</li> <li>▶ Developed a net zero operational carbon design option process guidance document for all new early-stage projects. Net zero operational carbon project options are being offered to an increasing number of customers.</li> </ul>   |
| <p>All our new buildings and major refurbishments will be future-climate ready and optimise user health and wellbeing</p>   | <p>All our projects will be designed to meet future climate scenarios including protecting them against overheating and flooding.</p> <p>All our projects will have a positive impact on people's health and wellbeing.</p>   | <ul style="list-style-type: none"> <li>▶ Willmott Dixon Residential design standard in development.</li> </ul>  |
| <p>By the end of 2040, all our buildings and major refurbishments will be delivered with net zero embodied carbon</p>  | <p>All our projects and standard products/platforms will be designed for deconstruction and generate zero avoidable waste at the end of their life.</p> <p>All projects will achieve a net reduction in embodied carbon of 55% compared to business as usual in 2020.</p> <p>All projects will be designed to optimise lifecycle value.</p> <p>We will have full transparency of all our construction materials and will have reduced our reliance on virgin/ non-renewable materials by at least 50% compared to 2020.</p> | <ul style="list-style-type: none"> <li>▶ The provenance, plastic and recycled content of all newly developed standard products and platform components will be recorded and measured.</li> <li>▶ Collida products reduce embodied carbon by at least 20%. Increasing number of projects measuring lifecycle cost and carbon and taking steps to reduce it.</li> <li>▶ Created a set of standards and introductory training to help our people conduct basic carbon and cost assessments in-house.</li> <li>▶ All materials and supply chain partners on our projects to comply with our Sustainable Procurement Policy.</li> </ul>  |
| <p>By the end of 2040, our supply chain will achieve net zero operational carbon</p>                                   | <p>All our Category A+ and at least the top 30% of our Category A supply chain partners (by spend) will be net zero carbon in their own operations.</p> <p>All other Category A partners will have a plan for net zero carbon in their own operations within 5 years.</p>   | <ul style="list-style-type: none"> <li>▶ All active Cat A/A+ groundworkers are developing plans to reduce diesel use by 2025 and eliminate it by 2030. Became the first contractor and third company globally to be certified to Level 3 of the Carbon Trust's Supply Chain Standard. Supported development and launch of the Supply Chain Sustainability School's carbon emissions reporting portal, encouraging our top 150 partners to baseline their footprints. We are measuring the emissions from purchased goods and services from our category A suppliers. In 2021, our scope 3 from purchased goods and services fell 9% from our 2018 baseline. We are working with Microsoft to determine the carbon footprint of our IT Cloud Storage and reduce it.</li> </ul> |

### Progress Key

- ▶ Not started/severely behind
- ▶ In progress but behind plan
- ▶ Progress as planned
- ▶ Complete

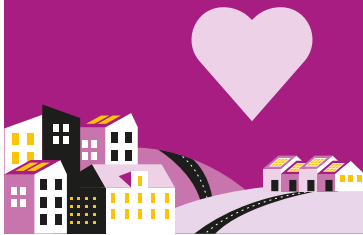




# Building Lives

## 2030 AMBITION

We will deliver high-impact social value which we can demonstrate meets the needs of local communities



## 2030 TARGET

100% of social value delivery will be focused on community need in an area and we will be able to demonstrate high impact.

We will deliver a social return on investment equivalent to at least 5% (added social value) of Willmott Dixon's turnover.

We will develop and share a suite of high impact activities with partner organisations to share learning.

We will assess the success of 100% of our social value activities.

We will collaborate with other partners to deliver greater social value impact.

## 2021 PROGRESS

▶ An increasing number of projects have social value plans that were co-created with the customer. We are trialling a Community Insight Data tool.

▶ £13.4m social return on investment in addition to the amount we spent on goods and services in local communities.

▶ Developed a suite of social value activities using the expertise and knowledge of our people.

▶ 81% of beneficiaries said our community activities had a high impact on them. We received impact forms from 57% of our beneficiaries.

▶ Collaborated with industry partners on our Virtual Work Experience. Active member of Scape Community Legacy Programme Board.

How we do business will set the standard for social value in our sector



Social Enterprises and business with a social purpose will benefit from our support and be embedded in both our goods and services supply chain.

We will ensure that all our sites are free from modern slavery.

We and all our supply chain partners will pay the Real Living Wage.

We will share our approach to 'local' spend and employment with the industry.

The stories we publish will showcase all our 2030 added social value achievements specific to a customer or area.

We will audit all our internal policies and procedures so that we can understand the added social value they give to our people.

▶ Increased the number of socially focused businesses we work with by 177% since 2020.

▶ Joined The Ethical Labour Working Group, created by SCAPE in partnership with seven UK contractors, to eradicate slavery in our industry.

▶ Signed up to the Real Living Wage accreditation and are supporting our supply chain to pay the Living Wage by end-2023.

▶ Programme to start in 2022.

▶ 30 case studies published externally.

▶ Group functions collaborated to deliver two Virtual Work Experience programmes.

We will support people who face significant barriers to be in, or on the path to, good careers



We will have made connections with 500,000 people.

We will have improved the lives of 100,000 people.

1,000 people facing significant barriers to the workplace will have new careers.

100 young people who faced significant barriers to the workplace will have careers with Willmott Dixon.

▶ We connected with over 50,000 people - 127% of connections achieved against annual target.

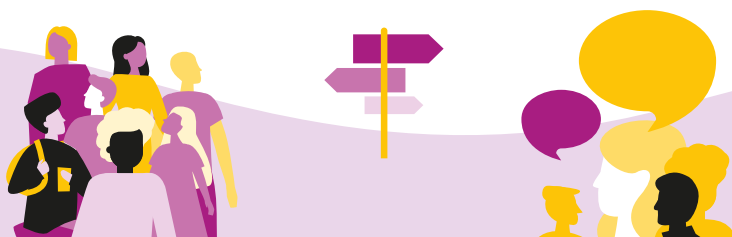
▶ 39% of improvements achieved against annual target.

▶ 19% enabled careers achieved against annual target.

▶ 22% Willmott Dixon careers achieved against annual target.

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# Better Planet

## 2030 AMBITION

## 2030 TARGET

## 2021 PROGRESS

|  |  |   |
|--|--|---|
| <p><b>We will be a zero-carbon company without any offsetting</b></p>      | <p>All our sites will be fossil fuel free.</p> <hr/> <p>We will reduce site cabin electricity use by 65%.</p> <hr/> <p>We will reduce absolute mileage by 65% and have a 100% electric fleet.</p> <hr/> <p>We will demonstrate our leadership position with transparent carbon emissions reporting externally supported by clear internal actions and performance reporting.</p> <hr/> <p>All our offices will be zero-carbon in operation.</p> <hr/> <p>We will generate green electricity for our own use.</p>   | <p>▶ Mandated HVO on sites &amp; only buy natural renewable electricity.</p> <hr/> <p>▶ Established a new standard set up for our site cabins.</p> <hr/> <p>▶ Reduced mileage from business travel and commuting by 45% since 2018. Launched approach to agile working, homeworking and sustainable transport.</p> <hr/> <p>▶ Carbon neutral for the ninth year running. The SBTi approved our target which aligns to 1.5°C. Reduced absolute CO<sub>2</sub> emissions by 33% since our baseline year (2018). Developed PowerBI dashboard to enable transparent performance reports. Published 2020 Carbon Reduction Plan in line with PPN 06/21. Recertified to The Carbon Trust Standard.</p> <hr/> <p>▶ Green lease agreements used for our new offices in Weybridge and Farringdon. We only buy natural renewable electricity.</p> <hr/> <p>▶ Signed up to the UKGBC commitment to only occupy assets that are net zero carbon in operation by 2030. Developing a proposal to generate our own green electricity.</p> |
| <p><b>We will generate zero avoidable waste</b></p>                       | <p>We will eliminate all avoidable waste during the construction of our projects and any non-hazardous unavoidable waste will be diverted from landfill.</p> <hr/> <p>We will reuse 100% of non-hazardous excavation arisings from our sites as a material where technically and practicably possible (either onsite or offsite).</p> <hr/> <p>100% of our non-hazardous demolition waste will be recovered at the highest possible level of the waste hierarchy.</p> <hr/> <p>We will eliminate all avoidable waste in our offices and central services purchasing. We will have no single use plastic waste on our sites, in our workplaces or at our events.</p> <hr/> <p>We will demonstrate our leadership position with transparent waste reporting externally and clear internal actions and performance reporting.</p> | <p>▶ All new projects developed a construction waste elimination plan and associated targets. Reduced absolute construction waste intensity (relative to turnover) by 14% since the 2018 baseline.</p> <p>▶ Diverted 98.7% of our construction waste from landfill.</p> <p>▶ All our strategic goods partners are required to have a waste reduction strategy in place.</p> <hr/> <p>▶ Diverted 80% of excavation waste from landfill.</p> <hr/> <p>▶ Diverted 92.1% of demolition waste from landfill.</p> <hr/> <p>▶ Developed a standard for eliminating avoidable single-use plastics in our offices and identified 19 single-use plastic items that will be eliminated.</p> <hr/> <p>▶ Plan in place to encourage our top waste supply chain partners to achieve PAS402.</p>   |
| <p><b>We will 1/2 the volume of water we use on projects</b></p>   | <p>We will achieve a 50% absolute reduction in water use on site.</p>  | <p>▶ Our water intensity increased by 16% to 6.58m<sup>3</sup> per £100k.</p>   |
| <p><b>We will deliver environmental net gain on all our projects</b></p>  | <p>All our projects will deliver a net improvement in environmental benefits.</p> <hr/> <p>We will plant 100,000 trees.</p>  | <p>▶ 19 of our projects have a Biodiversity Net Gain assessment in place.</p> <hr/> <p>▶ Developed partnerships with a range of local charities, social enterprises, community groups and conservationists to secure planting of nearly 9,000 trees.</p>  |

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