




Brilliant Buildings



2030 AMBITION	2030 TARGET	2022 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>▶ New non-residential projects implementing the Energy Synergy™ process. ▶ Energy Synergy™ monitoring software partner procured and dashboards live on initial projects.</p>
	<p>90% of new homes we build will be actively monitored to ensure they perform as designed.</p>	<p>▶ Residential performance monitoring live on Caerphilly and Collida Living projects. Programme of heat pump performance monitoring underway on three other projects.</p>
	<p>100% of projects entering preconstruction will achieve net zero operational carbon*.</p>	<p>▶ Net zero operational carbon design option offers, using standard guidance document, now issued on new early-stage projects. New net zero/passivhaus projects secured in five regions.</p>
	<p>100% of projects will have maximum feasible renewable energy generation built in*.</p>	<p>▶ First community solar energy scheme underway at Bristol Beacon.</p>
<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>	<p>▶ Willmott Dixon Brand Standard for homes developed, implementation plan underway.</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>▶ The recycled content of our Collida products has been measured and recorded. All have been designed to reduce waste at the end of their life or be re-purposed.</p> <p>▶ Collida products reduce embodied carbon by at least 20%. ▶ Carried out life cycle carbon assessments on 28 projects. Low carbon concrete viability assessments completed across the business with solutions identified and implemented on some projects.</p> <p>▶ Created a set of standards and introductory training to help our people conduct basic carbon and cost assessments in-house.</p>
<p>By the end of 2040, all our buildings and major refurbishments will be delivered with net zero embodied carbon</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>	<p>▶ All materials and supply chain partners on our projects to comply with our Sustainable Procurement Policy. Sustainable Procurement Policy revised in 2022 and issued out to the business. Integration of requirements with other business systems is underway</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>	<p>▶ All active Cat A/A+ groundworkers developing plans to reduce diesel use by 2025 and eliminate it by 2030.</p> <p>Supported the Supply Chain Sustainability School's carbon emissions reporting portal. We are the first partner to have 100 supply chain businesses reporting their footprints.</p> <p>Group IT collaborated with Microsoft to establish the potential carbon savings achievable by migrating to cloud storage.</p>
<p>By the end of 2040, our supply chain will achieve net zero operational carbon</p> 		

*Where Willmott Dixon has design responsibility at RIBA Stage 2 or before



Progress Key




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

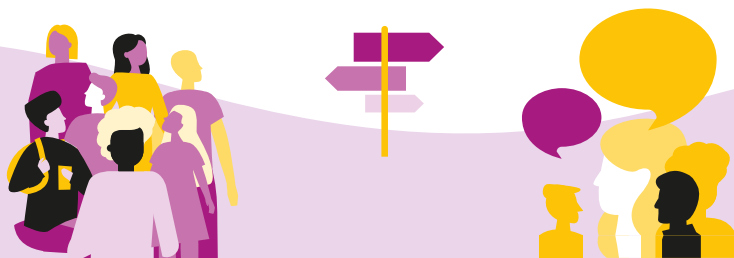
Building Lives

2030 AMBITION

2030 TARGET

2022 PROGRESS

<p>We will deliver high-impact social value which we can demonstrate meets the needs of local communities</p> 	<p>100% of social value delivery will be focused on community need in an area and we will be able to demonstrate high impact.</p> <p>We will deliver a social return on investment equivalent to at least 5% (added social value) of Willmott Dixon's turnover.</p> <p>We will develop and share a suite of high impact activities with partner organisations to share learning.</p> <p>We will assess the success of 100% of our social value activities.</p> <p>We will collaborate with other partners to deliver greater social value impact.</p>	<p>▶ An increasing number of projects have social value plans that were co-created with the customer.</p> <p>▶ £668m social return on investment recorded for live projects.</p> <p>▶ Developed a suite of social value activities using the expertise and knowledge of our people.</p> <p>▶ 87% of beneficiaries said our community activities had a high impact on them. We received impact forms from 62% of our beneficiaries.</p> <p>▶ Collaborated with industry partners on our Virtual Work Experience. Active member of Scape Community Legacy Programme Board.</p>
<p>How we do business will set the standard for social value in our sector</p> 	<p>Social Enterprises and business with a social purpose will benefit from our support and be embedded in both our goods and services supply chain.</p> <p>We will ensure that all our sites are free from modern slavery.</p> <p>We and all our supply chain partners will pay the Real Living Wage.</p> <p>We will share our approach to 'local' spend and employment with the industry.</p> <p>The stories we publish will showcase all our 2030 added social value achievements specific to a customer or area.</p> <p>We will audit all our internal policies and procedures so that we can understand the added social value they give to our people.</p>	<p>▶ Spent £2.6 million with social businesses in 2022.</p> <p>▶ Completed an Organisational Progress Assessment of our systems, processes, and governance. Carried out Ethical Labour Audits on six of our high-risk supply chain partners. Recommendations used to develop a Modern Slavery Action Plan. Continued collaboration within SCAPE's Ethical Labour Working Group and Stronger Together's Steering Group.</p> <p>▶ In 2020, we became a Real Living Wage employer and were certified by the Living Wage Foundation. We voluntarily pay the rate to all directly employed Willmott Dixon people, excluding apprentices and first- and second-year management trainees as they are still in training.</p> <p>▶ Programme due to start in 2023.</p> <p>▶ Produced more than 30 case studies to highlight social value outcomes, published to our website, social media channels and featured in local press.</p> <p>▶ As part of ongoing operational improvement to our policy and procedures, we review and update on a regular basis including safeguarding, home working, annual leave, increased fuel payments. And we continued to apply this across our SCP, including our modern slavery policy.</p>
<p>We will support people who face significant barriers to be in, or on the path to, good careers</p> 	<p>We will have made connections with 500,000 people.</p> <p>We will have improved the lives of 100,000 people.</p> <p>1,000 people facing significant barriers to the workplace will have new careers.</p> <p>100 young people who faced significant barriers to the workplace will have careers with Willmott Dixon.</p>	<p>▶ We connected with over 70,000 people - 189% of connections achieved against annual target.</p> <p>▶ We supported over 8,000 people with careers programmes, 48% of improvements achieved against annual target.</p> <p>▶ We supported 144 people into good careers, 80% enabled careers achieved against annual target.</p> <p>▶ We supported 20 people into new careers with Willmott Dixon, 115% achieved against annual target.</p>



Progress Key



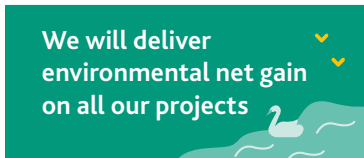
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Better Planet

2030 AMBITION

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2022 PROGRESS

<p>We will be a zero-carbon company without any offsetting</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>▶ Piloted fossil fuel free sites. Mandated Hydrogenated Vegetable Oil (HVO), now 64% of total fuel compared to diesel. Ensured all our directly procured electricity supplies are 100% natural renewable electricity. Focused on early electricity connections for sites.</p> <hr/> <p>▶ Established a new standard set up for our site cabins. Launched a new cabin efficiency metric (kWh/m²/yr) to drive changes in behaviour helping reduce energy usage. Trialled remote monitoring solutions for cabins.</p> <hr/> <p>▶ Reduced mileage from business travel and commuting by 37% since 2018. Continued agile working, homeworking and sustainable transport policies. 90% of car lease scheme electric or plug-in-hybrid.</p> <hr/> <p>▶ Carbon neutral for a decade, see our PAS2060 statement.</p> <p>Reduced absolute CO₂ emissions by 48% since 2018, 23% since 2021, and CO₂ emissions intensity down 80% since 2010. Published 2021 Carbon Reduction Plan in line with PPN 06/21 and full carbon footprint data as part of our Now or Never review.</p> <hr/> <p>▶ Continued as signatory to the UKGBC commitment to occupy assets that are net zero carbon in operation by 2030. Commenced working with landlords to measure energy efficiency for all our offices. All offices where we directly procure electricity use 100% natural renewable electricity.</p> <hr/> <p>▶ No progress has been made on this during 2022, but options will be developed during 2023.</p>
<p>We will generate zero avoidable waste</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 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 targets. Reduced absolute construction waste by 58% and construction waste intensity (relative to turnover) by 66% since 2012. Diverted 98.4% of our construction waste from landfill. Diverted 91% of demolition waste from landfill. Diverted 77% of excavation waste from landfill.</p> <p>Implemented a requirement for our strategic goods partners to have a waste reduction strategy in place. Supported the launch of Pallet Loop and returned over 22,000 pallets to the scheme to be reused.</p> <hr/> <p>▶ Continued to operate a standard to eliminate 19 single-use plastic items. Now identifying key single use plastics on site for elimination.</p> <hr/> <p>▶ Audited our construction, demolition and excavation waste performance and reported this on our website. Investigated improvements to our waste data systems to improve transparency.</p>
<p>We will 1/2 the volume of water we use on projects</p>	<p>We will achieve a 50% absolute reduction in water use on site.</p>	<p>▶ Reduced water intensity by 2% compared to 2021.</p>
<p>We will deliver environmental net gain on all our projects</p> 	<p>All our projects will deliver a net improvement in environmental benefits.</p> <hr/> <p>We will plant 100,000 trees.</p>	<p>▶ 20 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 over 30,000 trees in total with 15,000+ already planted.</p>

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