



Built with Passion, Delivered with Pride.



Victoria Central, Southend-on-Sea

Foreword

This brochure provides a detailed insight into the world of Weston Homes.

The company was formed in 1987 by Bob Weston and the first development was a four bedroomed detached house in Essex. Weston Homes has grown rapidly and is now one of the leading developers of homes in the South East of England.

For over three decades, Weston Homes has continually striven to produce innovative, high quality homes to appeal to purchasers from all walks of life. Weston Homes' aims have remained constant; to combine traditional skills with the very latest technologies in an on-going desire to produce homes to the best specification and standards possible, in developments which improve the areas in which they are located.

Equally important to Weston Homes is the standard of customer service it offers. Weston Homes strives to provide its purchasers with an experience that is enjoyable and stress-free.



Bob Weston

Chairman and Managing Director
Weston Group



Gun Hill Park, Aldershot

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Langley Square, Dartford



Victoria Central, Southend-on-Sea



Fletton Quays, Peterborough



The Denham Film Studios, Denham



The Laundry Works, Watford



Executive Summary & Overview

Weston Homes Executive Summary

- Weston Homes, a subsidiary of Weston Group Plc, is a multi-award winning housebuilder
- Operating since 1987 and now one of the leading developers of quality homes in the South East of England
- Founded by Chairman and Managing Director Bob Weston, alongside the late Dick Taylor
- Weston Group Plc has five subsidiaries: Weston Homes, Weston Logistics, British Offsite, Weston Business Centres and Stansted Environmental Services
- Weston Homes is a major employer with 458 employees across the group
- 77% of staff have worked for the group for over two years or more, 37% for over five years, and 10% for ten years or more
- 50% of the group board directors in the business are women
- Over the last five years (2017-2021) Weston Homes has purchased land sites that will deliver £2.13 billion (Gross Completed Value) worth of residential and mixed use development comprising 7,226 new homes
- The company has taken a revolutionary approach to property development with many of the properties' components now pre-manufactured and tested in the group's own carefully controlled British Offsite factory, rather than on site
- In January 2019 Weston Group opened a new 75,000 sqft (6,970 sqm) distribution and build-off-site complex in Braintree, Essex, designed to introduce automotive-industry style logistics, assembly and quality-control to the homebuilding sector
- Opened on 24th September 2020, The Weston Innovation Centre in Takeley is designed to help attract employees of the highest calibre and retain and grow them within the business
- Weston Homes has established a development partnership with Tesco, working together on three current projects to deliver 1,500 new homes, commercial and retail facilities, making Weston Homes one of Tesco's largest real estate development partners
- In the last financial year the business built 861 units with homes ranging in price from £159,995 to £1,500,000
- As well as new-build projects, the company has extensive experience of refurbishment and restoration work, including buildings of national historic importance
- Sustainability is at the core of everything that Weston Homes design and build, with the company adopting a comprehensive 'fabric first' approach to all building design and development
- The Planning and Design Department at Weston Homes has the in-house skills of a qualified professional architectural practice. The team have either Diplomas or Masters in Architecture and are all RIBA qualified, and includes a fully qualified town planner
- Weston Homes has excellent on site quality control procedures with all plots receiving 3-4 quality control inspections by the Weston Homes in-house Quality Assurance Team, in addition to the statutory inspections by governing bodies and warranty providers
- Weston Homes commission local artists to assist with the design or features of key developments
- Inspired by the luxury retail boutiques of Bond Street and Sloane Street, Weston Homes has created on all of the company's major developments spectacular double-height sales and marketing suites up to 6,000 sq ft in size
- Weston Homes is working with award-winning newspaper editor Janice Morley, and a team of highly respected journalists to produce *Westonlifeandstyle.com*, a monthly online magazine, the first of its kind in the industry
- A sister print magazine, *The Weston* has also been created, and has Janice Morley as the editor with articles written by various well known journalists providing customers with a specially curated publication which is far more than just another lifestyle magazine
- During the last 24 months, of the 563 customers surveyed by In-House Research Ltd, 88.5% of those customers would recommend Weston Homes to a friend or a relative
- In-House Research Ltd provided Weston Homes with a Gold Award for Customer Service in the last major review undertaken prior to the COVID-19 pandemic

Overview of Weston Homes

Weston Homes, a subsidiary of Weston Group Plc, is a multi-award-winning housebuilder operating since 1987 and now one of the leading developers of quality homes in the South East of England.

Founded by Chairman and Managing Director Bob Weston, alongside the late Dick Taylor, Weston Homes has constructed high quality houses for over three decades, led by their motto 'Built with Passion, Delivered with Pride'.

Weston Homes has established a reputation for high quality design and build standards, delivered with a passionate desire to make a genuine difference to the lives of customers and to leave a legacy of which the company is justly proud.

Weston Homes focuses on new build, restoration, conversion and mixed-use projects on sites in London and the Home Counties around the capital. Over the last five years (2017-2021) Weston Homes has purchased land sites that will deliver £2.13 billion (Gross Completed Value) worth of residential and mixed use development comprising 7,226 new homes.

Continually re-assessing the marketplace, Weston Homes has combined the traditional skills of house-building with the ever-expanding opportunities created by new technology.

The company has taken a revolutionary approach to property development with many of the properties' components now pre-manufactured and tested in the group's own carefully controlled British Offsite factory, rather than on site.

Weston Group Plc has five subsidiaries:

- **Weston Homes**
Building high quality new homes, from apartments to executive residences, as well as undertaking restoration projects and large urban regeneration schemes
- **Weston Logistics**
Provides supply chain management, warehousing, distribution, plant hire and support for construction
- **British Offsite**
A highly advanced quality manufacturing and construction company specialising in the design and production of superstructure and interior fitout modular construction solutions
- **Weston Business Centres**
Offering office accommodation and conference suites in both Stansted and Colchester
- **Stansted Environmental Services**
Providing environmental services, testing, sustainability analysis and health & safety consultancy for Weston Homes and external clients



Victoria Central, Southend-on-Sea



Abbey Quay, Barking



Gun Hill Park, Aldershot



Abbey Quay, Barking

British Offsite manufacture precision light gauge steel panelised exterior and internal wall systems which Weston Homes is using in the build of 5 developments to date - Victoria Central, Southend; Edinburgh Way, Harlow; Abbey Quay, Barking; The Venue, Hayes; and The Laundry Works, Watford.

British Offsite also enables the efficient fitting at a late stage of construction of fixtures such as kitchen worktops, wardrobes and bathroom vanity units which incorporate bespoke basins, storage cabinets and associated plumbing. Each component is quality controlled tested in the factory to help ensure against leaks or other issues, a process which minimises wasted materials whilst maximising the quality of the new homes that the business builds.

Weston Homes has established a development partnership with Tesco, the stock exchange listed multinational retailer, who are one of the largest landowning retail chains in the UK. At major Tesco supermarket sites in Goodmayes, Feltham and Romford, Weston Homes and Tesco are working together to deliver 1,500 new homes, commercial and retail facilities, making Weston Homes one of Tesco's largest real estate development partners.

Weston Homes designs and builds properties to exceed the expectations of purchasers, both in terms of quality and value for money. In the last financial year the business built 861 units with homes ranging in price from £159,995 to £1,500,000.

Weston Homes builds the full spectrum of residential properties including apartments, penthouses, family houses and executive houses. Apartments range in size and price from a 560 sq ft one bedroom apartment at Fletton Quays in Peterborough priced at £159,995 up to a large three bedroom 2,088 sq ft luxury apartment at Gun Hill Park in Aldershot priced at £850,000.

Houses range from a two bedroom 840 sq ft two

bedroom house at Tayfields in Bury St Edmunds priced at £290,000 up to a five bedroom 3,260 sq ft executive house with a separate studio annex priced at £1,500,000 at The Denham Film Studios in Denham.

The company's projects are hugely varied, ranging from select housing developments to large-scale place-making urban regeneration schemes that deliver city apartment buildings and towers providing many hundreds of homes and complete with extensive landscaping, leisure, retail and other amenities.

As well as new-build projects, the company has extensive experience of refurbishment and restoration work, including buildings of national historic importance, thereby breathing new life into historic and Listed buildings to give new purpose to Britain's architectural heritage.

Weston Homes has beautifully designed sites across the south east of England, including; Gun Hill Park in Aldershot, the restoration of the Grade II Listed Cambridge Military Hospital; Victoria Central, bringing 217 modern apartments to popular Southend-on-Sea; and the recently launched landmark village Abbey Quay, a large-scale regeneration of Barking's riverside set to deliver over 1,000 new homes, extensive public and communal amenities, commercial spaces and landscaped public realm along the River Roding in the London Borough of Barking & Dagenham.



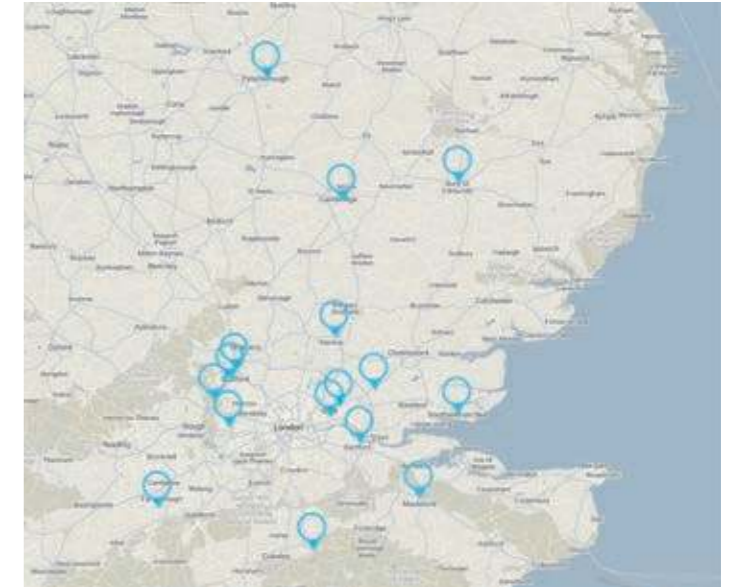
Edinburgh Way, Harlow



Langley Square, Dartford

Current Geographical Operating Area

- Aldershot, Hampshire
- Barking, London Borough of Barking and Dagenham
- Brentwood, Essex
- Bury St Edmunds, Suffolk
- Cambridge, Cambridgeshire
- Dartford, Kent
- Denham, Buckinghamshire
- East Grinstead, West Sussex
- Harlow, Essex
- Hayes, London Borough of Hillingdon
- Maidstone, Kent
- Peterborough, Cambridgeshire
- Southend-on-Sea, Essex
- Watford, Hertfordshire



Land Buying

Weston Homes has a dynamic land buying team which assesses development opportunities on a case by case basis, deciding quickly whether a given site meets with the company's objectives at the time.

Weston Homes has a well-earned reputation amongst the Development Agency industry of being straight forward, open and reliable, presenting well researched bids. Weston Homes has a strong track record of buying land on a 'Subject to Planning' basis, with the company's expert Planning and Design Team working alongside the landowner and the Local Authority to achieve the best scheme for the location and to secure best value for all parties.

Several years ago the Weston Homes board of directors made a key strategic decision to avoid central London (TfL Zones 1 and 2) and to concentrate on buying land across outer London and the South East of England in areas where people can afford to live.

The land buying department acquires sites based on the £300 to £800 per sqft sales market, providing real homes for real people. There is a massive shortage of supply in this more affordable part of the market, with people trying to get onto and move upwards on the housing ladder.

With its high quality product, Weston Homes is incredibly competitive and stand out to customers and other key stakeholders as a developer that provides excellent value for money.

The company's consistent results and the strength of the forward sales position underpins this strategy and, as such, Weston Homes has no plans to deviate from this area of the market.

Weston Homes' portfolio of varied developments means that the company is not a 'one size fits all' housebuilder. Each project is carefully considered to match the needs of the local area and to ensure the site is developed sustainably but at the same time maximising the number of homes that can be created.

Weston Homes has extensive experience in the development of land that is 'difficult' to bring forward, including brownfield sites that are in need of remediation and regeneration, Grade II Listed building conversion projects, and high rise apartments, as well as high quality, traditional housing.

All members of the Land Buying team either have a degree in Real Estate Management or are working towards one under sponsorship of the company. Two of the team are Chartered Surveyors and active members of the RICS.



Design & Build Quality

Ensuring the Highest Standards of Design

Weston Homes takes pride in delivering a superior product to customers, whether they are purchasing a new build house or apartment, or a property within a restoration or conversion project.

As part of this process the Planning and Design Department at Weston Homes, led by Steve Hutton, has the in-house skills of a qualified professional architectural practice. The team of six includes five professionals who have either Diplomas or Masters in Architecture and are all RIBA qualified, and a fully qualified town planner.

To design each Weston Homes development this in-house architecture and design team works in consultation with a number of industry leading architects, landscape designers and other professionals. These consultants include award winning architectural practices Broadway Malyan, Adam Architecture, PRP Architects and Russ Drage Architects and landscape architects Planit-IE and Allen Pyke.

Other professional advisors involved in the design of Weston Homes developments include Terence O'Rourke and Icenii, both multi-disciplinary advisors, Motion, transport engineers, Point 2, daylight/rights of light surveyors and RPS, heritage consultants.

Detailed floorplans, joinery design, surveying and technical reports are also all undertaken in-house by Weston Homes. The in-house team of designers, surveyors and joinery craftsmen also take pride in ensuring the implementation of the approved designs on site so that design and technical details, finishes and joinery are executed to the highest standards.

To ensure the very best design quality Weston Homes also liaises closely with the Local Planning Authority within which a development is being built, and in London the Greater London Authority (the Mayor of London and London Assembly), to share and consult with them on design matters.

For example the design of the Abbey Quay development in Barking has been cited as being the highest Exemplar Standard by the London Borough of Barking and Dagenham.

For large-scale place-making urban regeneration schemes that deliver city apartment buildings providing hundreds of homes, such as the Abbey Quay in Barking and Lorimer Village in Goodmayes, Weston Homes spends 6-12 months undertaking extensive pre-planning application consultation with the local community, including neighbours, local businesses and community organisations to ensure that the local stakeholders contribute to the

design of the development to help ensure that the designs have a strong sense of place that is relevant to local people.

For example at Lorimer Village the new community village hall was designed in close collaboration with the local Goodmayes Resident's Association, and the civic squares were also designed in close consultation with the local community. Likewise the large riverside piazza and square for local businesses at Abbey Quay was designed in close consultation with local stakeholders.

Weston Homes also commissions local artists to assist with the design or features of a development.

For example, at Gun Hill Park in Aldershot Weston Homes have commissioned award winning Hampshire sculptor Amy Goodman to create a sculpture of Florence Nightingale whose ideas directed the design of the historic Victorian hospital which is now being restored and converted into homes. The Florence Nightingale statue will have a prominent position to the front of the converted main hospital building at the new development.



The Planning Team in the Weston Innovation Centre



Abbey Quay, Barking



Lorimer Village, Goodmayes



Artist Amy Goodman creating the Florence Nightingale sculpture for Gun Hill Park



Abbey Quay, Barking

Ensuring Exceptional Build Quality

Off Site Manufacturing

Weston Homes takes pride in delivering a superior product to customers, whether they are purchasing a new build house or apartment, or a property within a restoration or conversion project. An integral part of how Weston Homes helps to ensure exceptional build quality is the manufacture in their purpose-built factory of key exterior and interior components required for a property. These components are quality-control tested and delivered to each site where they are then efficiently utilised as part of the build process of delivering a new home.

In January 2019 Weston Group opened a new 75,000 sqft (6,970 sqm) distribution and build-of-site complex in Braintree, designed by PRC Architects; Gideon Hillman, the supply chain consultants; Globe Tooling Ltd, the precision engineering firm; and Weston Homes.

Designed to introduce automotive-industry style logistics, assembly and quality-control to the homebuilding sector, the state-of-the-art manufacturing, assembly and quality-control workshops in the complex produce a wide range of building components.

Sophisticated IT allows raw materials, goods and components being freighted from suppliers around the world to be tracked via GPS from the Braintree complex's control centre. At the factory items are barcoded, stored until needed; then retrieved, products assembled and quality control tested (using high-tech machines and automated processes); packaged as per each homebuyer's individual specification choices; then dispatched to each of Weston Homes different residential development sites.



Operating under the British Offsite business and brand, the components produced in the Braintree complex include external building items such as UNI Panel, external wall panels with insulation, windows and other components pre-fitted; UNI Wall, their internal party wall system; UNI Floor and UNI Roof components ranging from trusses to fully clad roofs complete with roof tiles. Internal British Offsite fitout (BOS Fitout) components include kitchen worktops and accessories, bedroom wardrobes and integrated bathroom cabinetry.

The manufacturing area of the complex is designed around a series of conveyor belts and stillages-on-wheels which transport items to processing machines, precision engineering tools and site assembly plants.

The workshops allow for raw materials to be cut and assembled quickly, and transported on the stillages. The workshops also enable water-taps and kitchen and bathroom basins to be assembled, fully test run for water-leaks, flow and temperature control and barcoded once quality-control approved.

Manufacturing components in a purpose-built factory allows for much greater precision, quality and fitting, with all components tested and quality controlled in the factory. The bulk ordering of materials and scale of manufacture in the factory,

allows for significant economy-of-scale benefits allowing Weston Homes to produce superior quality fittings, fixtures and finishes.

Weston Homes cost effective approach to production in turn allows the business to reinvest in upgrading standard specification options in order to provide consumers with the very latest high tech specifications including LED lighting, digitally controlled showers, instant boiling water taps and integrated soap dispensers. Weston Homes is delivering kitchens, bedroom suites and bathrooms with luxury features one would expect to find in a five star hotel.

Using these off site manufacturing techniques, and then assembling the pre-manufactured components on site, building and internal finishing programmes can be reduced by over 50%, allowing for a typical floorplate of an apartment building to be assembled and finished in two weeks, an 800sq ft house to be assembled on site in two days, and the internal walls of a typical apartment to be assembled in just an hour.

Manufacturing components off-site allows for significant time savings, ensures waste reduction on site and allows for on-site manpower to be reduced by 20%, a key issue due to labour shortages in the property industry.

Off Site Manufacturing



Kitchens

Weston Homes offer a large range of bespoke kitchens from Oakwood Kitchens which are constructed from wood or wood-based products. Raw materials are sourced from sustainable, well managed forests around the world with emphasis on recycled sources. The kitchens are designed using state-of-the-art CAD systems to the specification required for each development.

Weston Homes offer a large range of kitchen options, all as standard, including acrylic fronted doors on kitchen units and cabinets which offer extra durability suitable for modern family living. The high quality kitchen includes, to every single Weston Homes property, a full range of integrated appliances, quartz stone worktops, Fascino instant boiling and cold filtered water tap, integrated removable chopping board and integrated stainless steel soap dispenser.

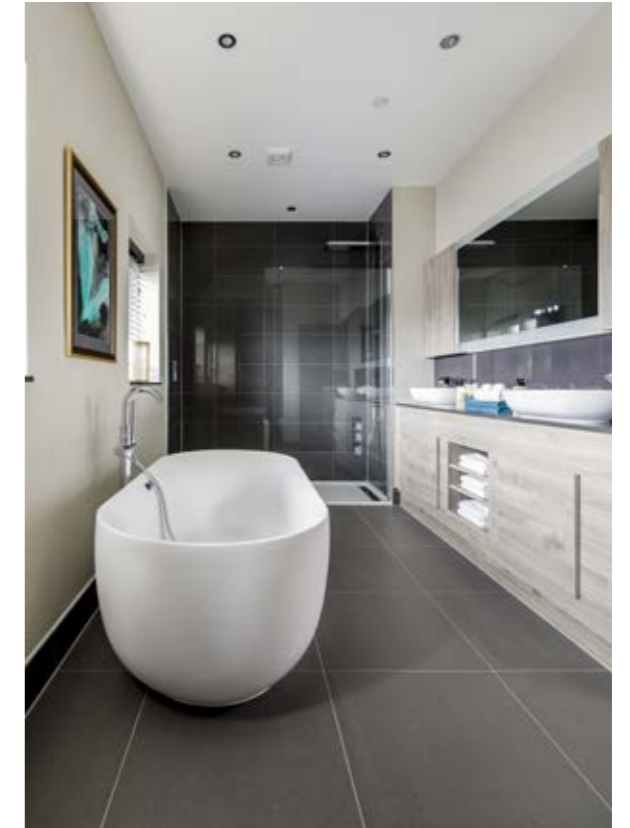
The kitchens are manufactured in purpose built factories and upon completion are delivered on site with installation left until the last possible moment before the customer moves into their new home in order to allow for a pristine finish.



Bathrooms

Weston Homes bathrooms are manufactured to the highest standards, with a mixture of innovative and bespoke fittings. The luxurious bathroom suites provide a range of wall-hung sanitary ware, walk-in Fascino smart showers or bathtubs, heated towel rails, integrated vanity storage and a mirror with de-mist feature.

Customers are provided with a choice of floor and wall tile colours and finishes, and tiles are beautifully laid in a European style and are made to a tolerance specific to Weston Homes, meaning that the tiles are created to a set size enabling them to be laid with a minimum of grouting. The bathrooms deliver state-of-the-art hygiene and performance technology, providing five star living for all customers as every feature is provided as standard - there are no upgrade options in a Weston Homes property.



Flooring

Every Weston home is provided with flooring throughout, with a wide choice of colours or finishes to cater for every taste. There is tiled flooring to wet rooms, strip flooring to halls and living spaces and deep pile carpets to bedrooms.

Weston Homes have a well established partnership with RAK Ceramics who supply bespoke travertine marble effect large format wall and floor tiles adding style and quality to bathrooms.

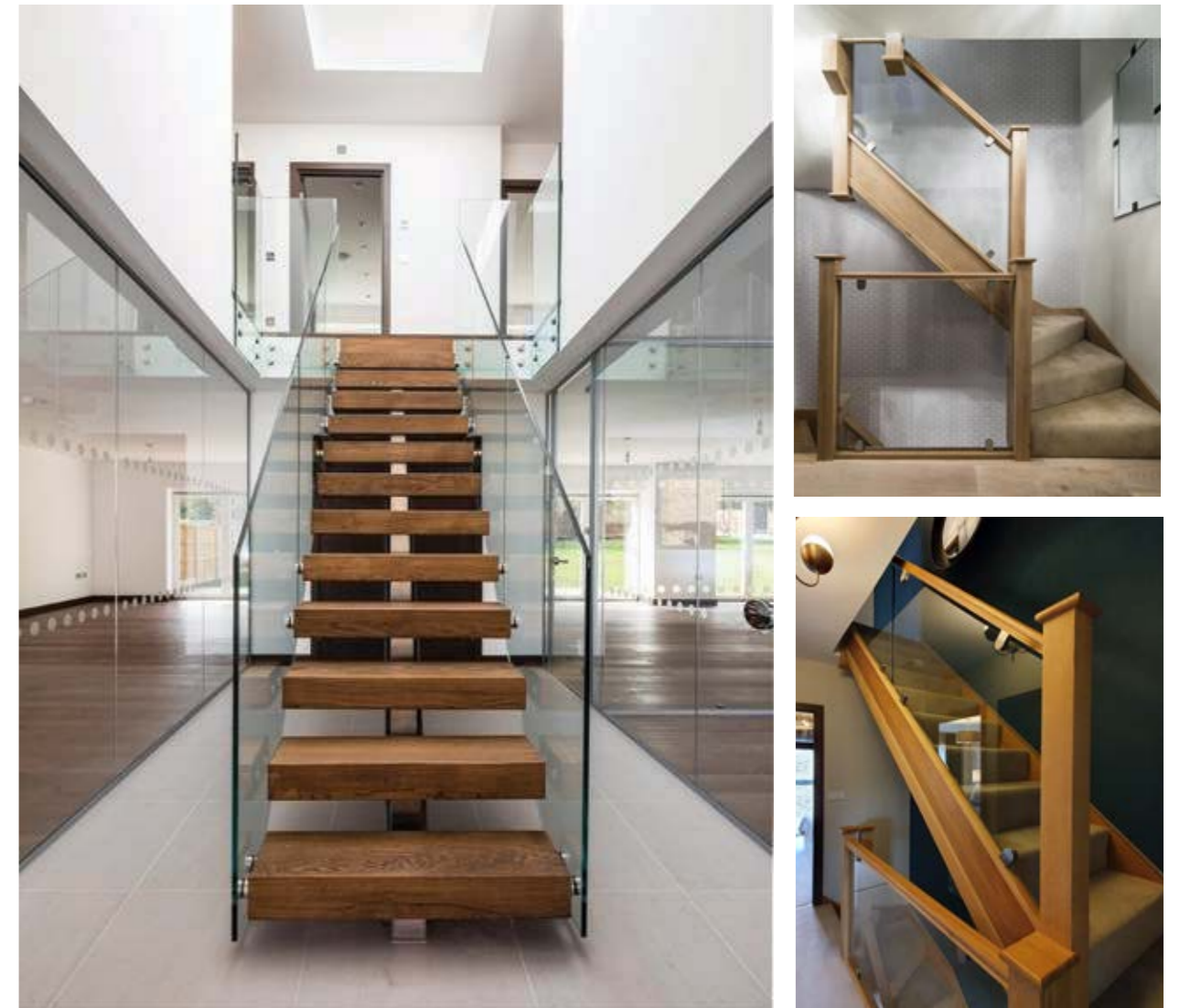


Staircases

Selected Weston Homes housetypes and developments have cantilevered 'floating staircases' as a standard design feature.

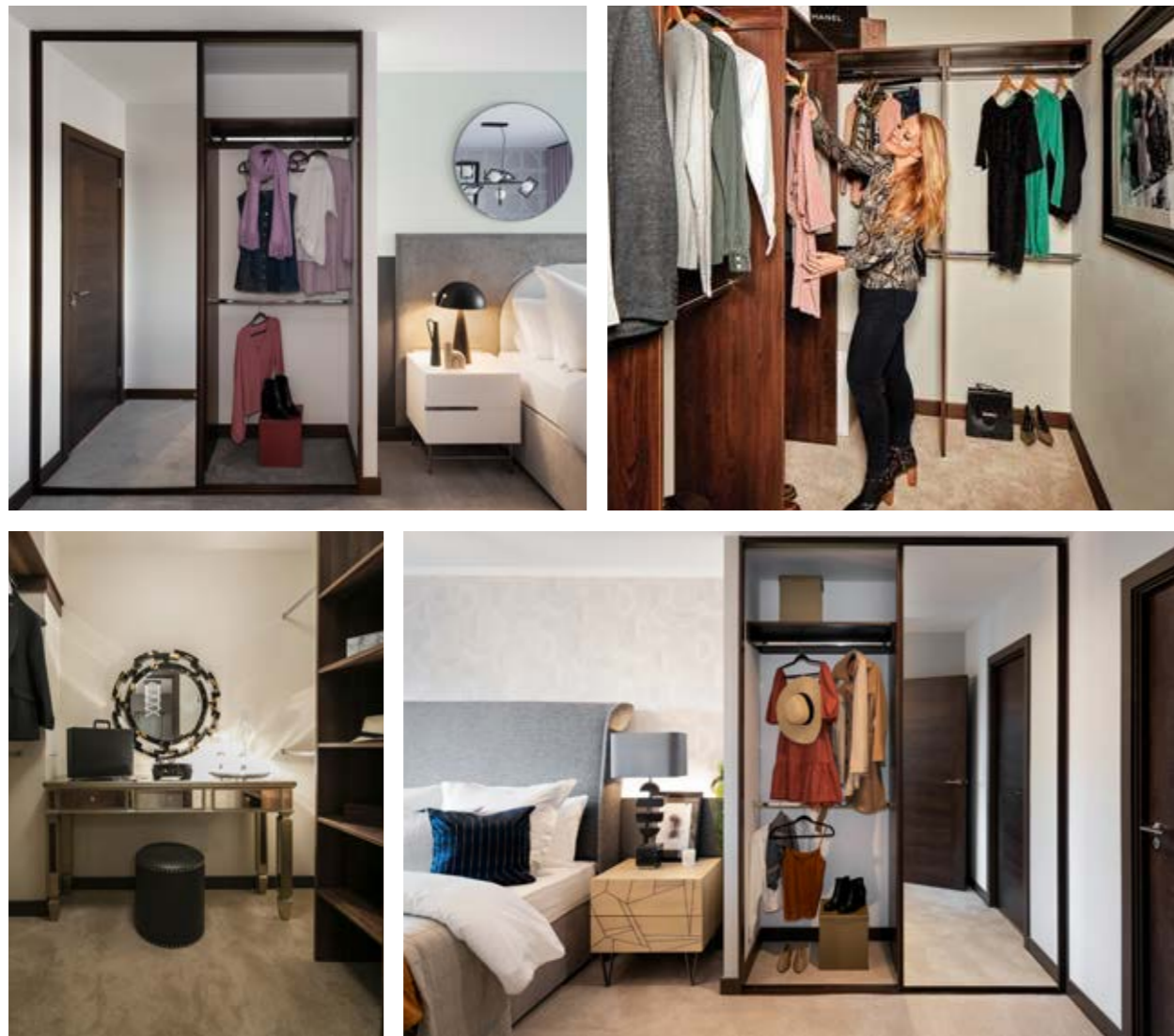
The staircase steel work is pre-manufactured in the UK to Weston Homes bespoke design specification.

This modular item is then delivered to site along with structured glass balustrading and pre-manufactured timber covers that fit over the steel element. This innovative product is installed by the company's highly qualified on-site fitters. The finished result is a stunning staircase that appears to be floating within the stairwell.



Wardrobes

Weston Homes take the utmost care in fitting built-in wardrobes in bedrooms or walk-in dressing rooms to every principal bedroom, which are manufactured at the British Offsite factory. Quality control is of prime importance, with great consideration given to checks from arrival of new materials and components, through to manufacturing, delivery and installation processes.



Balconies

Weston Homes has long held the view that private outside space should be provided to every homeowner wherever possible. The vast majority of Weston Homes properties have either a balcony, terrace or garden, and the developments are designed with care to specifically maximise the amount of both private and communal outside space for residents to enjoy.

Utilising the latest manufacturing technologies and processes, Weston Homes' balconies are now completely assembled in a controlled factory environment.

This technology allows for quality control throughout the entire production process including material control which ensures all materials are fully traceable and certified.

Specific machinery allows for accurate and repetitive workmanship, which means that the balconies are produced standardised to the bespoke specification for that development. Highly skilled coded welders and fitters ensure all products fulfil the specifications.



Windows and Doors

The windows and doors in the company's new homes are unique to each development. With months of preparation, design and manufacture, the window and door products are market leaders in style, finish and performance.

All doors are supplied as complete sets thus allowing the door, frame, trim and ironmongery to be fitted quickly with accurate efficiency. Sets are made up of walnut or oak veneers and foil wrapped components. Pre-hung in face finished MDF linings, they come complete with door stops and architrave.

All doors are hung on a high specification finish hinge, and fitted with latch or bathroom lock. Supplied with modern bar style chrome handle with matching turn and release for bathroom and en-suite doors. Front doors are fitted with an elegant chrome roller bolt, night latch and deadlock.

Doors for each plot are individually loaded and coded during manufacture, ensuring that each door is purpose-built. Sets are created in clean factory controlled conditions with continuous quality control checks.

The doors are transported at the final stages of construction in specially fitted out vehicles and are then installed as complete units to reduce the risk of on-site damage. Installation is carried out in much the same way as fitted bedroom units, by a specialist door set installation team, resulting in a high specification top quality piece of furniture.

Using the highest quality materials and workmanship in both PVCu and aluminium windows and doors ensures that all current building regulations are not only met but where at all possible surpassed.

At Gun Hill Park in Aldershot, Weston Homes' conversion of the listed Victorian military hospital, the large heritage windows to the entire hospital building have been replaced with exact replicas of the originals – but brought up to date for modern life with micro-thin double glazing installed.



On Site Quality Control Procedures

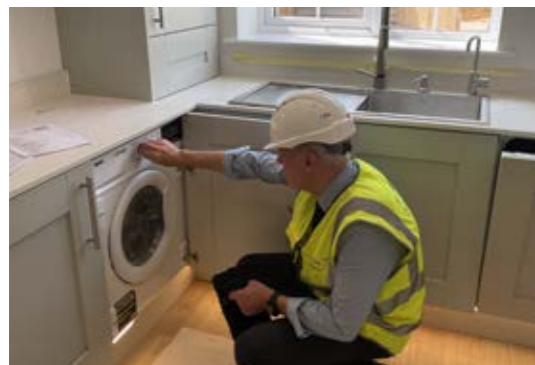
Led by Les Trott, the Quality Assurance and Customer Service Director at Weston Homes, the company has a dedicated Quality Assurance team who are in charge of carefully inspecting a property during construction, up to when it is handed over to a customer.

All plots receive 3-4 quality control inspections by the Weston Homes in-house Quality Assurance Team, in addition to the statutory inspections by governing bodies and warranty providers.

These inspections include roof inspections, to ensure roofs are completely finished at the point that the property is 'roofed in', a full inspection of a property takes place prior to the fitting of floor coverings and doors to ensure that floors, architraves and internal walls are completed to the highest standards. Another Quality Assurance inspection is carried out once the site construction team confirm that flooring and doors have been fitted, this inspection concentrates on ensuring that floor coverings and doors are installed to the relevant standard.

Once all the statutory certification for the new home has been issued, the Quality Assurance team at Weston Homes undertake a final inspection of a plot to review and check that the new home is fully complete, functioning correctly and to the correct quality of finish. It is at this point the Quality Assurance team take control of the new home (including all paperwork and keys) from the construction team and pass it to the Sales Team so that it can in turn be handed over to the purchaser.

Once the plot has been handed to the sales team, they will instruct solicitors to serve the required 10-day notice to legally complete on the purchase to the customer. The sales team will then arrange for the property to be re-cleaned 48 hours prior to the customer moving in.



Our Approach to Sustainability

Sustainability

Sustainability is at the core of everything that Weston Homes design and build. The company adopts a 'fabric first' approach to building design that involves maximising the performance of all materials that make up the building fabric itself, before considering the use of mechanical or electrical building services systems. This approach helps to improve energy efficiency which reduces carbon emissions and benefits the environment. It also reduces the need for maintenance during the life of the building and helps to lower fuel bills for our customers.

In order to minimise the need for energy consumption, every building that Weston Homes constructs is designed with high levels of insulation and air tightness. In order to balance this carefully and prevent overheating, solar gain is optimised through the provision of solar treated glazing, natural shading and where possible, natural ventilation. Where dwellings are in a noisy location, they are provided with acoustically treated mechanical ventilation systems to enable a healthy indoor air quality without residents having to endure high levels of outside noise.

Focusing on the building fabric in this manner is considered to be the best approach to reduce emissions, lessening the reliance on energy saving technology or renewable energy generation, both of which have a limited lifespan. The UK government's approach to zero carbon homes has also adopted the fabric first approach.

In line with Weston Homes focus on factory built building components, the fabric first approach can be standardised before being constructed by the Group in the British Offsite complex, resulting in high quality and a better performance in the finished building.

Weston Homes are also integrating renewable energy sources into the company's various developments. This includes installing PV panels on roofs and providing air source heat pumps. The heat pumps are generally within the dwelling and absorb heat from the exhaust air which is pre-heated by lighting, cooking and people to heat the home and provide hot water. External air source heat pumps can still extract heat when air temperatures are as low as -15 degrees centigrade. Air source heat



pumps use electricity to run but are a renewable energy source and have efficiencies up to 450%, therefore provide a much greater heat output than the electricity used, making them a highly energy efficient method of heating a home.

On its large-scale apartment building developments including Victoria Central in Southend-on-Sea, Abbey Quay in Barking and Lorimer Village in Goodmayes Weston Homes have designed all the buildings with green roofs (a waterproofed roof partially or completely covered with vegetation) and brown roofs (where the substrate surface is allowed to self-vegetate from windblown and bird lime seed dispersal).

Likewise, where allowed through planning, Weston Homes design apartment buildings to have raised podiums which are topped with landscaped gardens, with parking or ground level commercial or communal space below, to maximise the amount of green open space and planting at the developments.

On all new sites Weston Homes has adopted a policy of maximising the provision of Electric Vehicle charging points. On sites that are already past the point of construction where this can be achieved, the wiring and infrastructure has been provided so that all bays can be modified for electric car charging where required. At the forthcoming Lorimer Village development in Goodmayes all the parking bays will have access to electric charging points.

Opened on 24th September 2020 Weston Homes new 49,000 sqft head office complex in Takeley known as The Weston Innovation Centre has a BREEAM rating of VERY GOOD and the basement parking facility has extensive charging for electric cars.

Weston Homes has also shifted the Group's company car fleet to encourage the adoption of electric cars; every member of the Group Board and many of the wider business employees and divisional board members now drive electric vehicles.



Customer Care

Customer Care and Service

Weston Homes provide each purchaser with a high level of customer service and after sales care. The customer's first physical contact with Weston Homes is when they visit a Weston Homes marketing suite and tour a show home, where they will be assisted by a member of the sales team. Once the customer is financially qualified and chooses an apartment, they will then reserve their home with a reservation fee of £1,000 (or £500 if they are using Help to Buy).

The reservation process has been designed to provide the customer with a high level of information to ensure that they are fully informed as to the detail of the property they are purchasing, and of the conveyancing and purchase process to follow.

Approximately half of Weston Homes' buyers are first time buyers and therefore the responsibility of care in selling someone their first home, when they may not be familiar with the process, is taken seriously.

Every customer is provided with a Reservation Manual which summarises the detail of the buying journey ahead and provides extensive advice and information that is designed to be helpful to many different kinds of buyer.

In another meeting after the reservation, but prior to exchange of contracts, the customer will be invited to select their numerous choices. These include the various floor finishes and colours, including tiles, carpet colours and strip flooring; kitchen doors, handles and worktop finishes, and bathroom unit styles and tiling so that they can tailor the look of their home to meet their individual tastes and requirements.

The specification is fully comprehensive – none of the choices have a price tag on them. Every choice is included within the agreed price of the property. The customer will then exchange contracts by paying a 10% deposit, with Help to Buy customers paying a 5% deposit.

Ten days before they are due to move into their new home the customer is invited to take part in a Home Demonstration meeting, which takes a couple of hours, and involves a member of Weston Homes guiding the customer through their home showing them in detail how the heating, hot water, lighting, TV and home entertainment and other appliances work.



On the moving in day itself, the customer will receive a completion manual which contains all the warranties for their home, along with operating information on all the appliances within the property. They will also be given a personalised card and bottle of champagne or flowers and chocolates to celebrate their moving in day.

Once the customer has legally completed the Customer Service Team will send a personalised welcome letter to the customer outlining the Customer Service Department's contact details and specifying a named point of contact for them.

At the 3 and 10 day points following legal completion the Customer Service Team will make courtesy telephone calls to the customer to ensure they have received the welcome letter, answer any questions the customer may have, and check that everything in their new home is operating correctly.

The property is covered by a two year Builder's Warranty, so if there are any problems with the property the customer can contact the Weston Homes customer helpline, which operates from 8:30am to 5pm Monday to Friday.

If there is an out-of-business-hours emergency and the customer has to call a plumber, electrician or other contractor outside of normal business hours, Weston Homes provides the customer with the flexibility to book a contractor of their choice and will cover all costs of the emergency upon receipt of details and invoice(s).



Customer Testimonials

Customer Testimonial

Ben Thomas, Purchaser, Millers Quarter, Bury St Edmunds

Bachelor Ben Thomas, 29, bought a two-bedroom flat early last year at Millers Quarter, a Weston Homes development in Bury St Edmunds, Suffolk. An architectural technician, Ben had long harboured the dream of rebuilding a wreck. So when this son of a local farmer in Hundon, Suffolk, decided it was time to buy his own place, he initially went in search of an old property near his family and friends. "In my heart I just wanted to refurb something and make it my own," he says. And he found his wreck... but then disaster struck. His offer fell through. Disheartened but still looking for a home of his own, he drove past the new Weston Homes apartments in Bury St Edmunds, near the historic market town's attractive Victorian train station. "I loved the central location," says Ben. "The flats are so near the town, the supermarket and my office in Bury. I can walk everywhere – I need never use my car."

He bought his first-floor balcony flat with his parents' help. "I am so glad I did because we went straight into the first lockdown. Can you imagine if I had bought a wreck, with all the shops

shut, unable to do any work on it and unable to work from home? I would have been living in a building site." Instead, he moved into one of 135 apartments built in four low-rise blocks within a medieval town that charms tourists with its ancient history, Georgian architecture and picturesque nearby villages. His apartment was pristine. Weston Homes has a reputation for generous fittings such as built-in wardrobes and luxurious bedroom carpets, water-saving hi-tech and wall insulation for low energy bills and sustainability, with living environments that are spacious and light, thanks to built-in ceiling sprinkler systems that negate the need for internal corridors within the apartments.

With no construction worries, Ben was free to go straight into his interior decorating project. His professional skills enabled him to see the importance of having an overall plan for colours that were sympathetic throughout. With some help from his mother, perhaps? "No, Mum was not allowed to get involved."



Ben is a climber and a hiker and takes frequent trips with friends to Wales and the Peak District. He wanted to bring the colours of Nature into his home. From the large choice of Weston Homes fittings, he'd gone with dark oak-coloured floors and set out to build around this, creating a cosy and welcoming yet fresh ambience.

After being locked down for months he decided to get out the paintbrushes. "I'd had enough of white walls. I wanted mustard and green – not avocado – and grey. I went to Farrow & Ball for all my paint. I wanted that chalky finish. "I chose a French Grey for my kitchen, like James Martin's kitchen on his Saturday morning cooking programme. I really love my kitchen. I love all the work space. I love having people round because it is open plan and they can all congregate in my kitchen while I cook." Ben chose mustard as his accent colour, using it in curtain fabric and scatter cushions. And hints of mustard in the bed linen work well against moss-green bedroom wallpaper.

Having established the colour scheme, Ben decided to continue with the Great Outdoors theme and bring in lots of big, leafy house plants. "I'm not a gardener," he admits. "But I thought, how hard can it be? I bought a pineapple plant, a potted Dragon Tree and built up the collection. They are healthy and oxygenating and felt good during the day while working from home. You just have to know how and when to water them." He is now looking for a large cowhide rug for the drawing room space. "Mother thought of getting one from the farm and having it treated, but I soon abandoned that idea. It's a messy process."

Fortunately, Ben had local knowledge when it came to tracking down the perfect furniture. He had friends at Glasswells, the stylish and well-known big-brand furnishing and homeware store in Bury St Edmunds. Ben's instinct was to buy the best he could afford. "Friends who had bought before me had gone to Ikea," he says. "By the time I bought my stuff, their furniture was falling apart. I was thinking of the future use. We throw too much away." Ben does have an eye for a bargain though. His curtain poles came from B&Q and are nickel-plated, to match the door handles in the flat.

Customer Testimonial

Lee and Jackie Mucklow, Purchasers, Gun Hill Park, Aldershot

“Not many people in the UK can say they live in a building like this,” says golf professional Lee Mucklow, 57, who is standing on the wide and elegant steps of a magnificent, newly restored Grade II-listed mansion-style pile overlooking the Surrey Hills.

Perched high on a hill in the Hampshire countryside, this Victorian landmark in Aldershot’s new Wellesley neighbourhood, was until recently the abandoned Cambridge Military Hospital. Bob Weston, chairman of Weston Homes, took on the challenge of transforming the historic but derelict gem into 74 handsome apartments, with mews houses in the landscaped grounds. Lee, his wife Jackie and their children, Faith and Christian, moved into their new three-bedroom apartment as the very first residents in what has now been renamed Gun Hill Park.

The family lived in a four-bedroom Victorian terrace house while the children were growing up, near Windlesham in Surrey, where head professional Lee has taught golf for 25 years. Jackie, a special needs teacher, wanted a change and spotted the development on property website Rightmove.

“We had never lived in an apartment so I was a bit concerned,” admits Lee. “But we decided to take a look and booked to see the show home. We walked into the building and I said, ‘This is where I want to live.’”

He says he still can’t quite believe they call this grand, porticoed building home, with its sweeping entrance flanked by tall sash windows, lit up at night by magnificent chandeliers. “It’s a real show stopper,” he smiles. “People walking by in the evening literally stop and stare.”

“That was what was so appealing for me, the quality of the building. It is like buying into a piece of history – but fresh and clean.”

The architecture of these new homes is dictated by the historic grandeur of the building. The ceilings are high and the restored windows are tall, flooding the homes with light. The Weston Homes technique of embedding safety sprinklers into the ceilings means there’s no need for partition corridor walls, so the rooms are opened up to give a luxurious feeling of space – of which Lee and his family enjoy 1,200 sqft.



“We haven’t made any decisions about how we are going to decorate,” says Lee. “I have put some money aside for the interiors. Curtains are going to be interesting with all this height.”

“We loved the show home. It gave us really good ideas and we’re going to steal some of them.” He is learning the skill of upsizing, in a property built on such a grand scale. “We are going to have big sofas – and chandeliers, or big light fittings.”

The beauty is, this glorious mansion-style property has been completely restored to provide a lifestyle that’s modern and easy. Lee and Jackie have thrown away their kettle – there’s no need for it when they’ve got an in-built boiling water tap. They’ve inherited oak floors in a rich, treacly brown, while there are deep-pile carpets and fitted wardrobes in the principal bedroom suite. Their en suite bathroom comes complete with temperature-control shower and taps, and built-in no-steam mirror cupboards with a smart-tech clock: bliss.

They can set the alarm of course – but the sunrise might do the job. The couple say they love the view from their “beautiful bedroom” as day breaks.

And while countryside spreads out around them for walks, they certainly aren’t in the middle of nowhere. Gun Hill Park is in the Aldershot regeneration area with new homes around it. Lee and Jackie are just 20 minutes away from their friends and 10 minutes from Aldershot town centre, the station and the motorway. Farnham, Guildford and Farnborough are close for smart shopping – and London is just 33 miles away.

“It’s strange being the first people here,” says Lee. “We park our car in the grounds, walk up this grand stairway into the house, and then into our apartment.”

This building throbbed with history as a hospital, in wartime and afterwards, serving the local community until it closed in 1996. Many of the people who walk by today have been treated here, or were born here. When more modern hospitals were built it could simply have been left to fall apart. Instead, it is beginning a new life with families including Lee’s who are looking for renewal and finding it in this glorious restoration project.

Customer Testimonial

Macarena de la Vega Lopez and James Nicholson, Purchasers, Millers Quarter, Bury St Edmunds

Macarena de la Vega Lopez and her partner, James Nicholson, are among the many London Covid-19 “evacuees”. Renting in Earl’s Court they worked full time in the capital – Macarena as a CBT psychotherapist and James as a sport scientist and sport massage therapist, until the pandemic forced them to rethink their lives.

Originally from Argentina, Macarena, 41, had family and friends in Spain who had heard of Covid long before the virus’s relentless march was fully recognised in Britain. She was already thinking that in a pandemic, a city was not a good place to be.

James, 40, hails from Ely in Cambridgeshire, where his mother and brothers still live, so he and Macarena started their search for a home to buy in bordering Suffolk. They found the perfect new-build two-bedroom apartment at Millers Quarter, a Weston Homes development in historic Bury St Edmunds, a cathedral town with great shops.

The couple were planning to marry but like so many others, they had set their date pre-Covid and were forced into a rethink. With restrictions in place, they decided to go ahead in October 2020 with a small celebration for 15 instead of 50, at Kensington & Chelsea Register Office and the Reception at the Eden Room, at The Ivy.

It was all change for this couple who, like so many Londoners for whom working from home is becoming an established way of life, were moving a long way out of the capital. However, they both still need to see their London clients. So they will be making the two-hour train journey from Bury St Edmunds to King’s Cross on at least some days in the week. And for that, Millers Quarter offers a great plus – the homes are within view of the handsome Victorian station, from where trains leave for the capital roughly every 30 minutes.

Importantly, James and Macarena’s spacious, third-floor, two-bedroom apartment is well under 30 miles away from family in Ely, and only a short walk from the amenities of Bury St Edmunds town centre. Macarena explains: “My family is in Argentina, so I was keen to be close to James’s family.”

Their new home came in at less than £300,000 – a sum that would not have bought comparable quality in London. Weston Homes developments are well known for their upgraded specifications and use of advanced technology; high-speed broadband, plenty of storage, plus deep bedroom carpets and a choice of colour packages for tiles and surfaces.



Macarena’s parents in Argentina are architects and her mother is also an artist. “So construction is in my blood,” she laughs. “We originally thought we would buy an old house and work on it. But then we found these apartments, just five minutes from the station.”

Their new home has presented them with one challenge – but it’s a nice challenge to have. Says Macarena: “You would think that it was not difficult working on the interior decorating of a new build. But actually it is very difficult, because it is perfect but not your own and you have to stamp your individuality on to it.”

The couple were very happy to be able to make colour scheme choices and were also impressed with the thoughtful design, including small points such as built-in washing-up liquid dispensers – helping to keep kitchen worktops clutter free – and the easy-to-use boiling water tap that negates the need for a kettle. Similarly in the bathroom, technologically temperature-controlled taps keep the water at a constant heat, cutting out waste while you “run the tap” until it’s warm enough.

Macarena adds: “Because we were buying early in the build, I was able to choose much of what I wanted – even the direction of the lights. I really appreciated that flexibility.” The couple chose their own lights, not from the plan, “but you can add floor and kitchen colours,” says Macarena.

To all this, she began adding her own interior design style. “Because we have been in this lockdown and living through chaos, I wanted us to

have a place that was calm. So it was going to have calm colours. All from Little Greene. The walls were light grey to blend with the wooden floor colour we had chosen. The curtains were natural linen from Ikea. Lighting was peaceful.” And a big tip from Macarena – mirrors were used strategically. “I majored on light and light reflection.”

The couple were keen to keep things sustainable so they bought a second-hand kitchen table and chairs. Macarena says: “I also bought two antique chairs and reupholstered them myself with online instructions.”

With a fine eye for scale and colour, and inheriting her mother’s painterly eye, Macarena framed many of her and James’s most memorable wedding pictures. There are also paintings by her mother, and Macarena bought two stunning, monotone line drawings of prancing horses, which hang above the sofa. Continuing her careful accessorising and with her instinctive feel for the impact of oversizing, large, metal pendant lamps make a stylish statement above the kitchen table.

While colour is mainly controlled and soothing in this home, there are bright, textured pops in multicoloured woven bedroom cushions and in other rooms, too. “It is comfortable, and a mix of modern and antique in a way that suits us.”

Macarena and James provide a lesson in enjoying all the good stuff of modern living, but in a heritage town. This blend of ancient and modern, with a big stamp of personality thrown in, says: “This is now our home.”

Customer Satisfaction Surveys

In order to monitor customer satisfaction and customer service levels across the business Weston Homes utilises the services of In-House Research Ltd, the Royal Wootton Bassett based customer research consultancy who are an independent industry recognised service provider who supply data for over 70 housebuilders relating to customer satisfaction research.

An independent customer service survey is produced by In-House Research quarterly, the results of which are circulated to the Board of Directors for review. During the last 24 months of the 563 customers surveyed by In-House Research Ltd, 88.5% of those customers would recommend Weston Homes to a friend or a relative.

In-House Research Ltd provided Weston Homes with a Gold Award for Customer Service in the last major review undertaken prior to the COVID-19 pandemic.

Weston Homes also uses Yomdel Ltd to undertake "mystery shops" of the company's marketing suites and show homes in order to independently monitor the performance of the sales teams working on site at the various developments.



Homebuying Assistance

Weston Homes' First-time SecureBuy Scheme

For first time buyers wanting to buy off plan and get onto the property ladder Weston Homes offer their unique First-time SecureBuy scheme.

The First-time SecureBuy scheme gives a first time buyer the opportunity to secure off plan, the plot of their choice, at today's price, for just a £500 reservation fee.

Should the value of the property increase, the first time buyer will only pay the price agreed on the day they secured their property. Not only does this scheme offer a secure reservation, it only requires a 5% deposit. Paid when the customer conditionally exchanges contracts. Six months before completion, the first time buyer can then apply for a mortgage and for Help to Buy funding if required, and the exchange and can become unconditional.

If circumstances change, Weston Homes will offer a conditional exchange with a complete refund option, subject to terms and conditions.

This flexible scheme has been extremely well received by Weston Homes' customers and has enabled many first time buyers onto the ladder who otherwise would not have been able to purchase their chosen property.

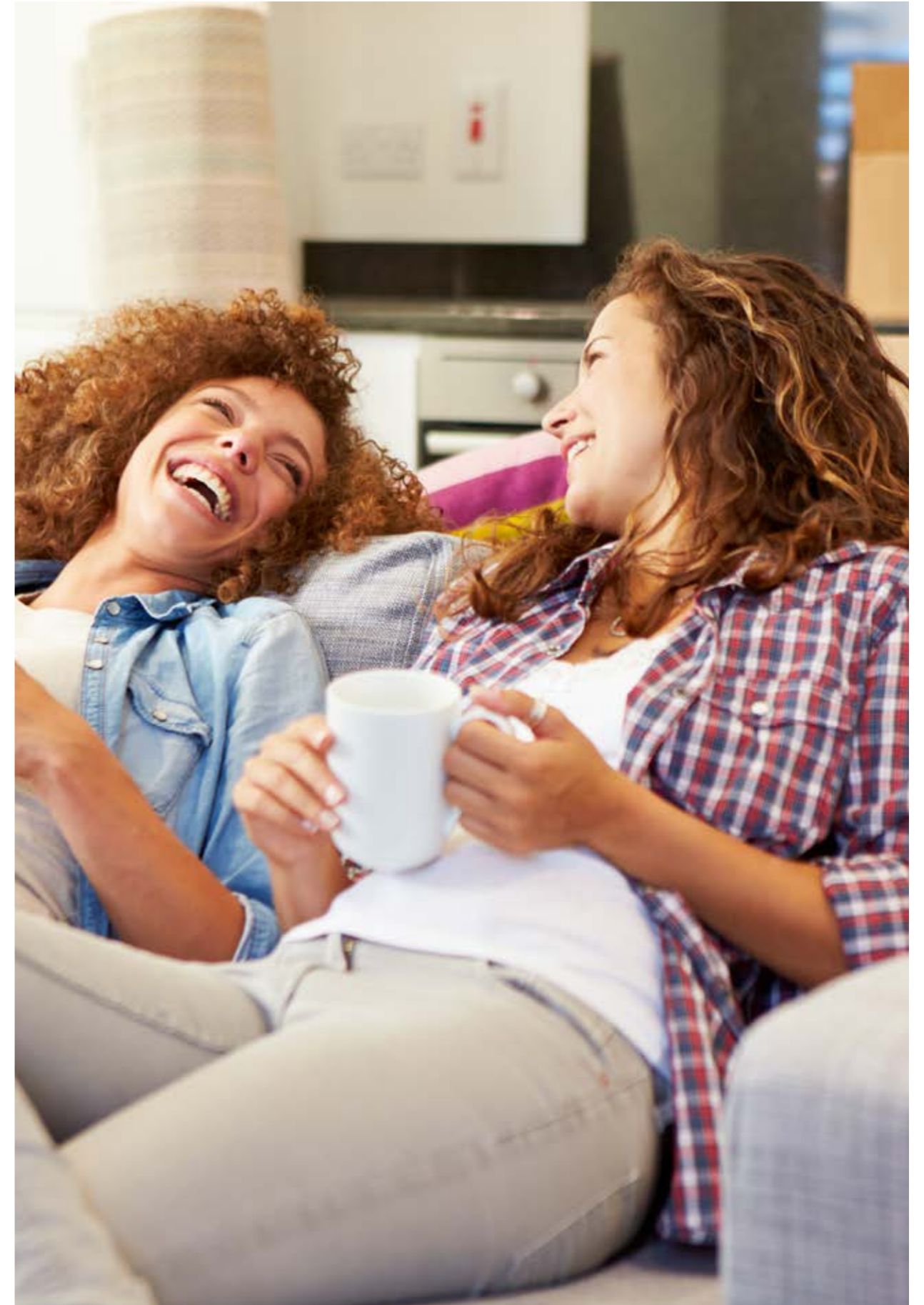


Discount Market Sale

Relatively new to the market is Discount Market Sale, a scheme in operation on a select number of Weston Homes' developments, run in partnership with the local council of that specific area.

With Discount Market Sale, eligibility, terms and conditions can vary council to council, but generally if you live or work in the local area you could qualify to purchase one of these selected homes and save 20% (the marketed price reflects the saving).

Not to be confused with shared ownership, with Discount Market Sale you own 100% of your home, but have the ability to purchase a new build property at 80% of its value.



Giving Best Value to First Time Buyers

Every Weston Home benefits from an exceptional all-inclusive specification. Buyers can simply move in, having personalised their property (subject to stage of build at point of reservation) with the wide range of choices - flooring throughout, over 30 kitchens to choose from and bathroom cabinetry which would be at home in a 5 star hotel - all included in the price.

These are simply outstanding homes requiring no DIY - so no unexpected costs or maintenance worries - important considerations for a first time buyer.



Our Marketing Initiatives

Retail Boutique-Inspired Marketing Suites and Outstanding Show Homes

Inspired by the luxury retail boutiques of Bond Street and Sloane Street in Central London, Weston Homes have created on all of the company's major developments a spectacular sales and marketing suite which are up to 6,000 sq ft in size and feature a dramatic double-height sales area, with a large scale-model of the completed development alongside a video wall behind providing an animation of the homes and lifestyle provided by the development.

These sales and marketing suites also offer visitors a coffee area, lounge seating area and private meeting rooms. The marketing suite also features one or more furnished show apartments, always based on an actual apartment layout and a Choices Suite where buyers can choose from the wide selection of customer options, enabling them to customise the look and styling of their apartment to their personal taste.

Where space permits, and where a development has a particularly interesting history, the marketing suite also provides an area dedicated to telling the story, with graphics showing the history of the site.

These marketing suites not only demonstrate the quality of what is for sale but also help to convey the excitement and opportunity afforded by each new development and its place in the existing community in which it is located.

The extensive glazing to the entire frontage of these new marketing suites ensures that the external view of the location is really brought into the sales environment, and creates an open and inviting feel. Purchasing your new home, often the buyer's first new home, should be exciting and fun, and it is with this objective in mind that Weston Homes invests so extensively in creating their bright, welcoming and luxurious marketing suites.

Recent examples of these spectacular marketing suites include the Gun Hill Park marketing suite in Aldershot, created within the original kitchens and administrative offices of the original hospital building. This suite features a model-room, with a sensational vaulted 18 ft high ceiling and a large scale-model of Gun Hill Park, alongside a media-wall featuring historic footage of the building and computer-generated visuals of the finished



Gun Hill Park Marketing Suite

development. There are also cosy seating areas and informative wall graphics.

Alongside the model room there is a history room with displays explaining the history of the grand Victorian hospital which Weston Homes are converting into new homes, alongside an options suite where buyers can choose different specification items, colours, styles and finishes for their new home.

There is also a beautifully dressed 1,260 sqft three bedroom showhome with 12ft high ceilings and arched windows, interior designed by Chloe Rosamond of Voyage Interiors, showing buyers the abundance of space, high quality finishes and exceptional specification provided by the homes at Gun Hill Park.

At Abbey Quay in Barking Weston Homes have built a 6,000 sq ft state-of-the-art two storey glass fronted sales and marketing suite on part of the development site. Inside there is a dramatic double-height atrium space featuring a 2.7 metre square scale-model of the completed Abbey Quay with a video wall behind providing an animation of the homes and lifestyle provided by the urban village. There is also a coffee bar, lounge seating area and private meeting rooms. Steps lead up to a mezzanine floor which has a dressed two bedroom show apartment which is based on an actual apartment layout and is complete with a step out balcony which overlooks the atrium space and marketing suite below.

Taking its inspiration from the colours of the adjacent Abbey Green park and River Roding, the Abbey Quay show apartment has been interior designed by Felicity Stevens of Haus Interior Design. Bordered by full height glazing opening onto the generously sized step out balcony, the living and dining area has a fully kitted open plan kitchen complete with two spacious bedroom suites, both with fitted wardrobes and ensuite bathrooms.

To one side of the show apartment is the Choices Suite where buyers can choose from a new collection of kitchen, bathroom and bedroom fixtures, fittings, finishes and colours, alongside door, tiling and flooring finishes, enabling them to customise the look and styling of their apartment to their personal taste.



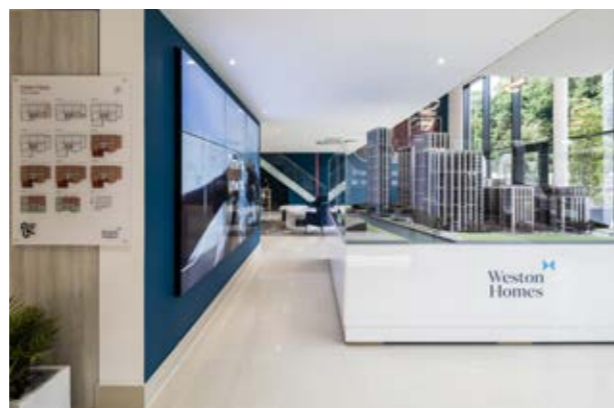
Abbey Quay Marketing Suite

To the other side is a History Suite, created in consultation with a local Barking historian, with graphics showing the history of the site, along with a display of historic artefacts, dating back to the Roman, Saxon and Medieval periods, found on site during an archaeological dig, prior to construction works starting.

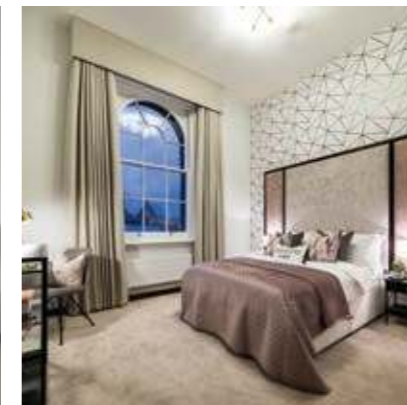
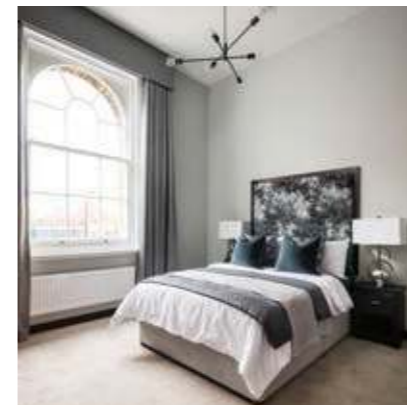
At The Laundry Works in Watford, a mixed-use development on the site of the old Watford Laundry Factory Weston Homes have built a similar double-height marketing suite which pays homage to the site's 105 year laundry factory history by creating branded laundry bags alongside other branded items, displayed in the new show home.

As at Abbey Quay, the marketing suite has a double height atrium space containing a scale-model of the development, alongside a coffee bar, lounge area and sales offices. On the mezzanine floor above there is a two-bedroom two-bathroom show home, dressed by Voyage Interiors with artwork placed throughout the apartment depicting old laundering machinery and laundry advertisements, with specially branded hangers, soaps and laundry bags in the kitchen and utility suite to underline the laundry factory history of the site.

Abbey Quay Development, Marketing Suite & Show Home



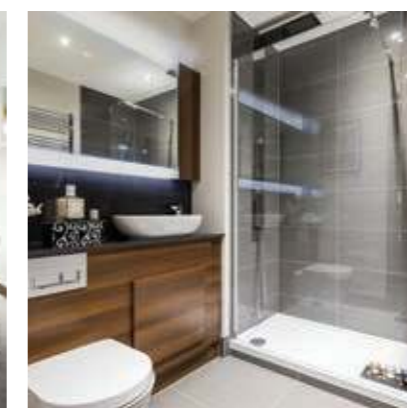
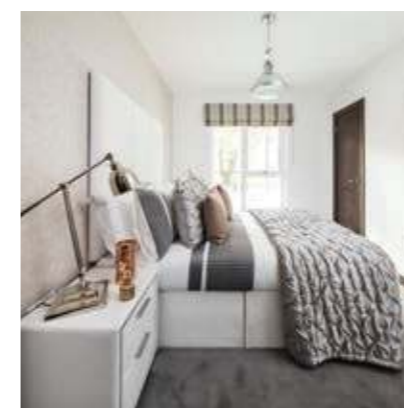
Gun Hill Park Development, Marketing Suite & Show Home



The Laundry Works Development, Marketing Suite & Show Home



Langley Square Development, Marketing Suite & Show Home

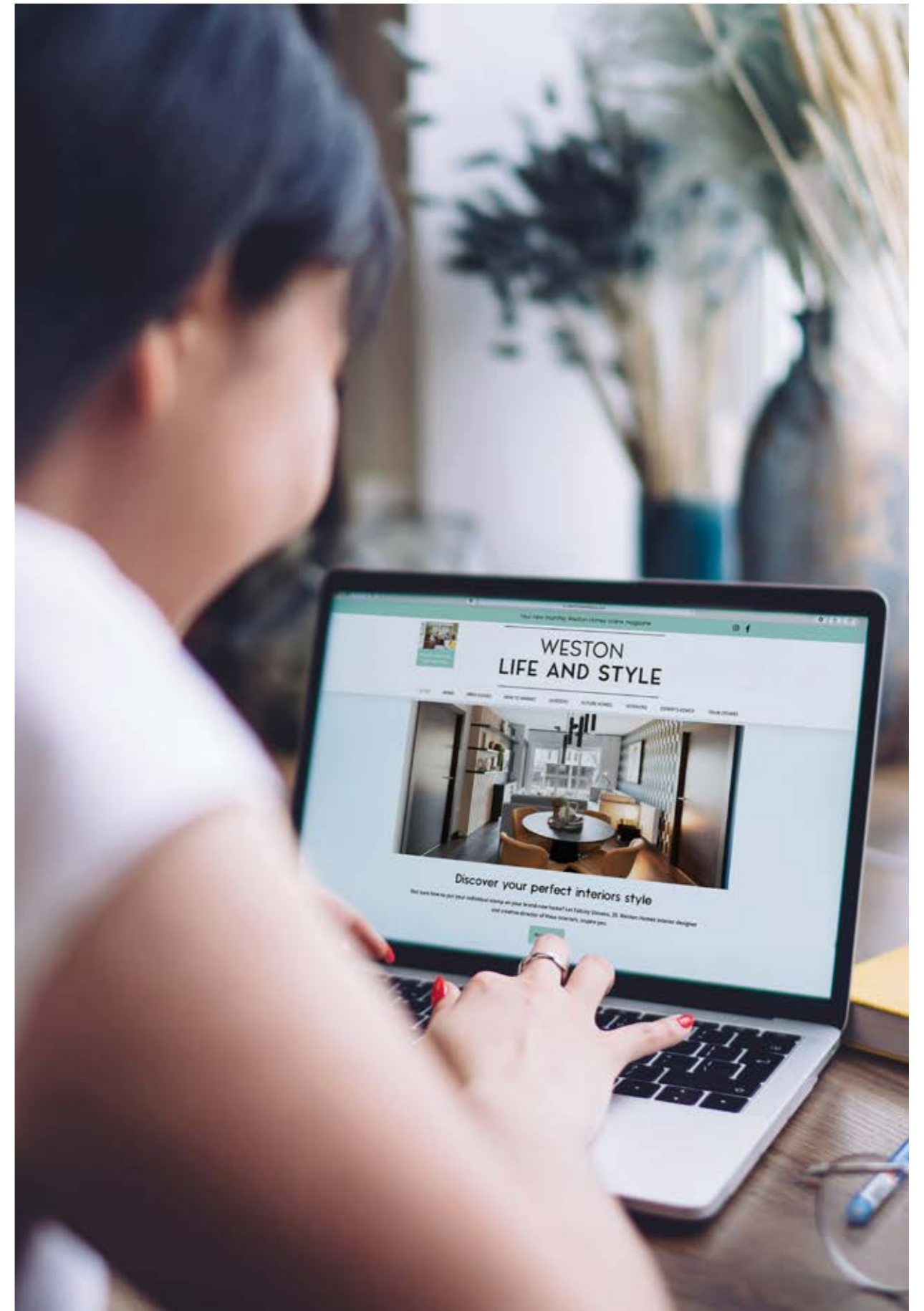
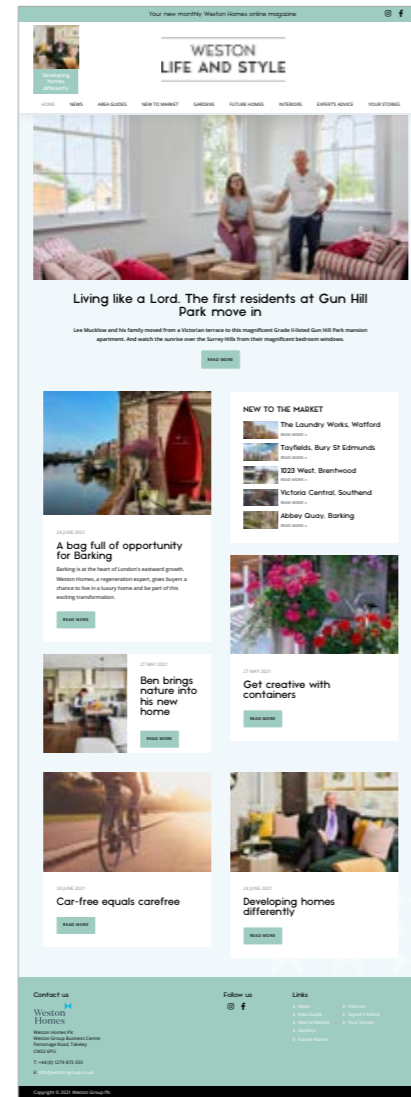


Westonlifeandstyle.com

Over the last six months Weston Homes has worked closely with award-winning newspaper editor Janice Morley, and a team of highly respected journalists to write, design and produce *Westonlifeandstyle.com*, a new monthly online magazine, the first of its kind in the industry.

Westonlifeandstyle.com is tailored to Weston Homes' residents and potential purchasers to help them communicate about what makes a Weston Homes property so special and how to get the best out of your new home.

Alongside specially commissioned lifestyle photography, the engaging editorial articles provide readers with a guide to their new home, a review of the best shops, restaurants and leisure facilities in the local areas and commentary on forthcoming local cultural, music and art events.



The Weston Magazine

A sister print publication, *The Weston*, has also been created, and has Janice Morley as the editor with articles written by various well-renowned journalists to provide Weston Homes customers, potential buyers and members of the general public with a specially curated publication which is far more than just another lifestyle magazine.

The magazine provides a powerful narrative about why a Weston Homes property is special, how it is expertly crafted and features a closer look at its many bespoke ranges and features.

There is an emphasis on introducing the signature, all-inclusive specification which offers home buyers an excellent level of finish and fittings alongside the wide range of choices to really enable the personalisation of the new home, in addition to the extensive integrated smart technology which is included as standard.

The Weston magazine, alongside *Westonlifeandstyle.com*, have both been created to bring the Weston Homes ethos to life and to tell the story of what makes this developer so very different from the rest.



Staff Care, Training & Development



Left to Right: Janice Morley, Website and Magazine Editor; Bob Weston, Chairman & Managing Director; Suzanne Aplin, Group Sales & Marketing Director, Weston Homes

Overview

Weston Homes is a major employer with 458 employees across the group comprised of 311 people at Weston Homes, 103 people at British Offsite and Weston Logistics, 20 people at Stansted Environmental Services and 24 at Weston Business Centres.

As a highly successful and constantly growing business, 27% of the employees are new recruits (people employed within the last two years), however the company has a strong track record for retaining, training and developing its employees.

This ability to retain and develop people is reflected by the fact that 77% of staff have worked for the group for over two years or more, 37% of staff have worked for the business for over five years, and 10% have worked for the company for ten years or more.

Currently the company's gender balance is 80% / 20% men to women, but the company actively seeks to increase the number of women in the business. This is done by partnering with a local girls school (Herts & Essex) to try to encourage more females to consider construction as a career. It is also done by actively encouraging female staff to seek promotions and advance their careers within the business.

Two years ago just 16% of the directors in the business were women, now the figure is 50%. Two of the 4 Group Board directors are now female, demonstrating the business's genuine and serious commitment to gender diversity.



Company and Staff Values

In 2019 Weston Homes conducted a special four-month brand values and brand identity exercise with Steve Edge, the founder of Steve Edge Design, in order to create a clear set of company and staff values for the brand and business.

Steve Edge and team conducted a series of workshops with Bob Weston, the senior directors of the company, employees and long-term suppliers and contacts of Weston Homes in order to devise a list of core company values for Weston Homes. These were identified as:

Weston Homes Company Values

- Built with Passion, Delivered with Pride
- Staying in the driver's seat
- Always innovating
- Exceeding expectations
- Honesty, telling it like it is

The company values are artworked onto a wall at the company's Takeley head office and the core value – Built with Passion, Delivered with Pride – is on the company's website and extensively used on company branding, hoarding and marketing material.

Recruitment, Care, Learning & Development

Everyone at Weston Homes undertakes Equality and Diversity training, to help ensure that people are not discriminated against on the grounds of their age, gender, race, religion or sexual orientation. This training includes a test at the end of the training session to ensure people have understood the content. This training aims to help eliminate any sort of bias and discrimination within the business.

Weston Homes employs an Occupational Health Manager, who is on hand to monitor the effect of work on the health and wellbeing of all staff. The Occupational Health Manager is also there to carry out lifestyle assessments and associated advice and support for employees who are long-term sick in order to help them with returning to work.

Weston Homes is a member of the 5% Club (a Government backed employer skills development scheme), with the business committed to achieving a minimum of 5% of the workforce undertaking formal training programmes. Therefore Weston Homes have a regular intake of trainees each year and the total trainee headcount equates to over 10% of the company's workforce. Weston Homes currently has 31 trainees including school GCSE entry, A-level entry and graduate level trainees, who are at various stages of education.

Weston Homes also actively attends many Careers Events in local Essex schools throughout the year, in order to promote the company's employment opportunities and the business provides work experience placements to many students who are uncertain of their career options.

Weston Homes has an in-house dedicated Learning Academy which provides a wide range of development programmes for all employees and includes training on a range of Personal Development and Management & Leadership topics, to help employees be the best they can be.

Weston Homes also focuses on developing employees and promoting from within.

The Human Resource and Training teams work closely with the company's Directors and Line Managers to build capabilities, knowledge and skills and to plan and manage talent to help achieve the firm's organisational growth objectives.

Two of Weston Homes' Directors, Dawn Wylie (Land Director) and Steve Hatton (Planning and Design Director) were recruited into the business straight from their educational studies and have subsequently been promoted through the ranks and onto the Board.

Coaching, mentoring and job shadowing is encouraged across the business to ensure that vital knowledge and experience of people, who have had long careers in the industry, can be shared with those continuing or just starting their careers with the company.

Weston Homes also have a dedicated Learning and Development Consultant who provides employees with suite of training and development skills which includes Myers Briggs Psychometric Tool for individual development and Teambuilding, 360 Degree Feedback for personal and Leadership development, Management Development Programme - ILM Level 3 and Personal Development Programmes including Time & Priority Management, Presentation Skills, Enhancing Confidence, Resilience & Personal Development and Problem Solving & Decision Making.

Weston Homes also has an on-line learning portal which delivers learning modules including Health & Safety, Harassment & Bullying and Forecasting and Cost Control.





The Atrium of the Weston Innovation Centre

Providing an Exceptional Place to Work

Given the increasing popularity amongst employees for working in a smart office environment which offers all the benefits of a home or luxury hotel, Weston Homes decided to create an outstanding new headquarters building which would exceed staff expectations and deliver a really enjoyable and exhilarating place for work, downtime and productivity.

Opened on 24th September 2020 The Weston Innovation Centre in Takeley is the result of this forward-looking approach to attracting employees of the highest calibre and retain and grow them within the business.

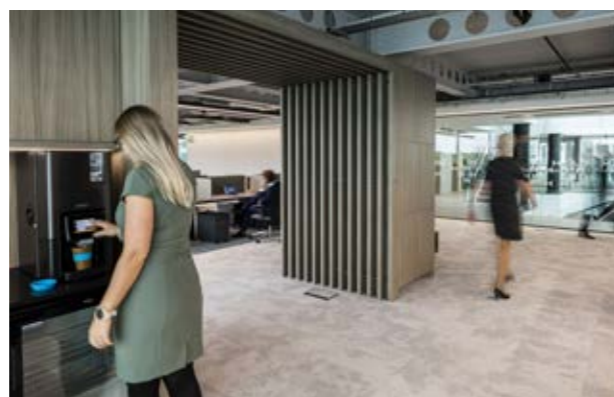
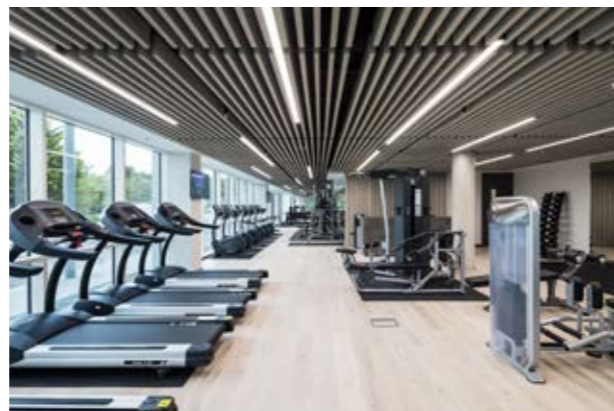
The new HQ provides Grade A office space bristling with lifestyle facilities. The new office has a hotel style entrance, brasserie restaurant, bar/lounge, multi-storey atrium with designer staircase and gymnasium with luxury changing facilities: it is arguably the most luxurious housebuilder HQ in Britain.

The brasserie restaurant/café providing chef-made fresh food daily on one side of the central space and a drinks/coffee bar with comfortable seating to another. The fully equipped and mirrored gymnasium provides machines, exercise areas and freeweights. There are individual male and female changing/shower facilities with the individual walk-in shower cubicles featuring hotel-like rainfall showers alongside individual storage cupboards and changing areas. The ground floor is bordered by private meeting/conferencing rooms.

The building provides three floors of open plan office space and glazing to as much of the wall space as possible, creating an incredibly light and inspiring workspace. Each floor of the Weston Innovation Centre provides breakout areas with coffee machines and comfortable seating. There is also secure underground parking for staff.



Employee Benefits



Employee Benefits: Summary

Weston Homes offers a particularly generous employee package. Employees are entitled to the following package of benefits:

- 10% Company pension contribution
- Private medical cover for employee and their partner/spouse and dependants up to age 25
- Life cover (4 times salary)
- Income Protection Insurance (if absent due to illness for 6 months or more)
- Employee Assistance Programme (practical support and advice on health, family, money etc to support employees mental, physical, financial and social well-being)
- Company car or car allowance (role dependent)
- Retirement gratuity after 10 years service
- Gifts/vouchers to celebrate employee life events/personal milestones (wedding or childbirth for example)
- Enhanced Maternity and Paternity pay
- Fantastic modern head office, with amenities
- 2 in-house gymnasiums (with complimentary towels and toiletries)
- Gym induction, assessment and tailored gym program
- 2 subsidised cafes/restaurants
- Family Fun Day - a day of food, drink and family entertainment for each employee plus up to 8 guests
- Employee plus 1 (partner/friend) to company Summer Ball (includes overnight accommodation, dinner dancing and entertainment)
- Company bowling night
- Long service club
- Holiday entitlement of 20 days in addition to close down between Christmas and New Year to ensure employees have a well-deserved break and quality family time (for which no holiday days have to be allocated)
- St George's Day is a non working day (again, no holiday day has to be used for this)
- Staff referral scheme (monetary rewards for employees who introduce others to work for Weston Homes)
- When Weston Homes performs well in a given financial year staff receive a generous company performance-related bonus - to share its success
- Individual employee contributions are also recognised through promotion and Weston Homes' Employee of the Year Award
- There are also quarterly and annual Health and Safety Awards for a number of categories

Long Service Club Benefits

Loyalty/long service is recognised and rewarded in 5 years increments.

5 years service

- 2 extra days holiday (22 days in total)
- Red Letter Experience
- Company increases its contribution by 1% to employee's pension scheme
- Wellman/woman health check

15 Years Service

- A further 2 extra days holiday (26 days in total)
- Holiday Vouchers
- The company increases its contribution by 1% to employee's pension scheme
- Wellman/woman full health check & ECG

10 Years Service

- A further 2 extra days holiday (24 days in total)
- Holiday vouchers
- The company increases its contribution by another 1% to employee's pension scheme
- Wellman/woman full Health check

20 Years Service

- A further 2 extra days holiday (28 days in total)
- Holiday Vouchers
- The company increases its contribution by 1% to employee's pension scheme
- Wellman/woman full health check & ECG



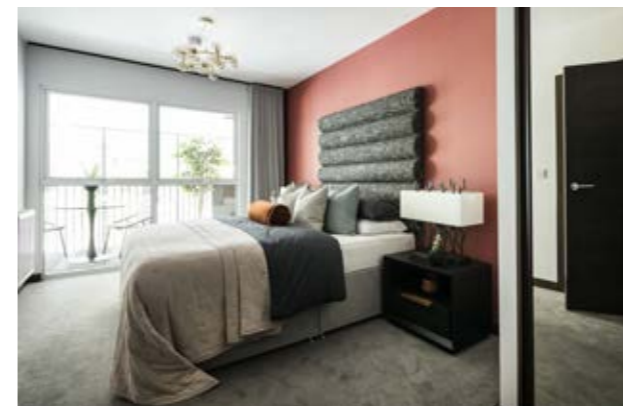
Key Current and Recently Completed Developments

Abbey Quay, Barking



Abbey Quay in Barking is a new £350 million (GDV) 6-acre riverside urban village providing 1,089 new one, two and three bedroom apartments of mixed tenure, all with their own private balcony or terrace, alongside 36,437 sqft (3,385 sqm) of commercial and leisure space which is planned to include a new pavilion restaurant, local shops, cafés, gymnasium and community hub. Abbey Quay is complete with pedestrian promenades, tree-lined avenues, stunning vistas, public artwork and landscaping.

Designed by award winning architectural practice Broadway Malyan, Abbey Quay consists of striking contemporary buildings , ranging from seven to 29 storeys, providing 1,089 apartments consisting of 737 private sale and 352 affordable housing homes including affordable rent, shared ownership and Discount Market Sale tenures.

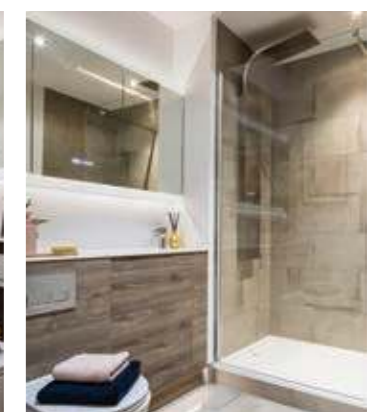
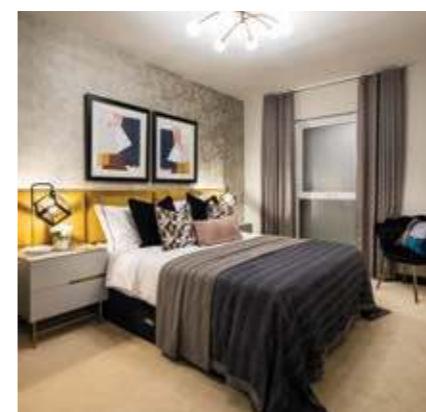


Edinburgh Way, Harlow



Edinburgh Way in Harlow comprises 361 one, two- and three-bedroom apartments. Located just off Edinburgh Way, the development provides five newly built buildings named Moore, Godfrey, Ackroyd, Austin and Hepworth.

The buildings have been designed with a striking modern brick façade with glass balconies surrounded by landscaped areas for residents to relax and socialise in. Underground allocated parking is available, and the development is ideally located, just moments from Harlow Town Station and the 160-acre Harlow Town Park.

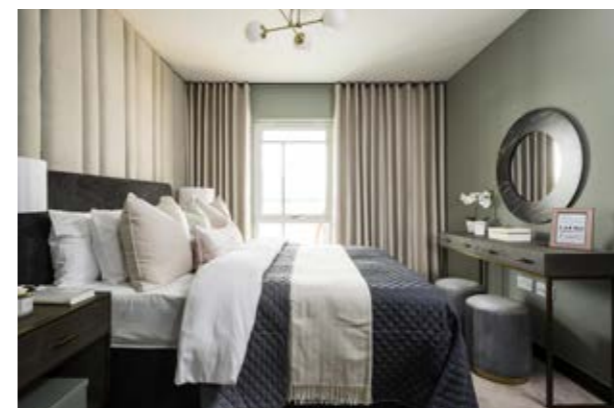


The Laundry Works, Watford



The Laundry Works in Watford is an £85 million (GDV) mixed-use development on the site of the old Watford Laundry Factory. The 2.5 acre site was previously home to the Watford Launderers & Cleaners, one of the biggest employers in Watford, which was founded in 1907 by John Ross and has significant history. The Watford Laundry Factory provided services for London's 5-star hotels along with The Old Bailey and Harrow School.

The Laundry Works comprises eight distinctive brick façade buildings, ranging in height from three to 13 storeys, providing 248 new one, two and three bedroom apartments and penthouses, set within a wide tree-lined boulevard with landscaped gardens throughout. The apartments have floor to ceiling windows and nearly all feature a private terrace or balcony. The development is complete with pedestrian pathways, communal landscaped garden areas, new green planting, car parking spaces and secure cycle parking.



Tayfields, Bury St Edmunds



Tayfields in Bury St Edmunds is a £47 million (GDV) development providing 59 two, three and four bedroom houses and 129 one, two and three bedroom apartments situated on beautifully landscaped grounds.

Tayfields comprises four brick façade apartment buildings with balconies as well as the 55 houses, each with parking and private outdoor space. Tayfields offers parkland at the heart of the development including a large water feature with a network of waterways and a play area.



Victoria Central, Southend-on-Sea



Victoria Central is a £53 million (GDV) development providing 217 one and two bedroom apartments in a central location just moments from Southend Victoria Station. Located just off Victoria Avenue, Victoria Central is striking apartment building, fifteen storeys at its apex, with a striking brick and glass façade with glass fronted cantilevered and covered balconies, a raised glazed ground floor and a seven-storey rear wing enclosing a large landscaped courtyard garden with feature timber decking, stone-bordered plant beds and semi-mature trees.

The development provides several communal rooftop terraces offering great views over Southend, which along with the landscaped courtyard, provide space for residents to enjoy the outdoors, relax and meet neighbours. In order to create a striking first impression for residents and visitors Victoria Central has grand double-height entrance lobby, designed in the style of a modern Mayfair hotel, with the dramatic space dressed with a feature contemporary-style chandelier and lounge areas for visitors, with full height glazing allowing natural light to cascade into the lobby. To one side of the lobby there is a sculptural installation – which looks like an important piece of modern art – which on closer inspection is the resident’s letterboxes finished in a mosaic of different finishes.



Langley Square, Dartford

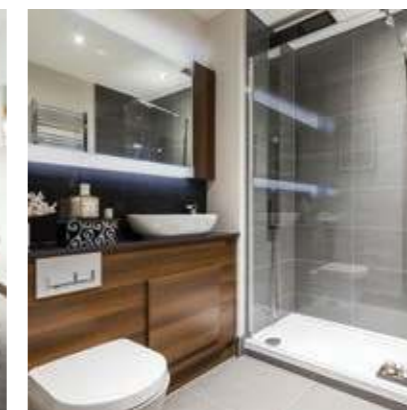
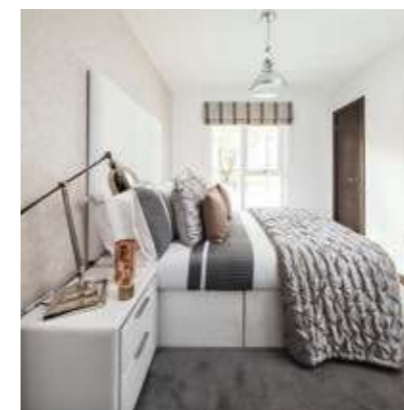


Langley Square in Dartford is a £185 million (GDV) award-winning waterside village which consists of the regeneration of an industrial site dating back to 1852. The 11-acre mixed-use development provides 812 apartments and five commercial units, all designed around communal green spaces and the historic Mill Pond and River Darent, with the waterway wrapping around the southern aspect of the development.

The site was originally home of the Phoenix Paper Mill and then as a medicine factory for American pharmacists Henry Wellcome and Silas Burroughs.

Langley Square comprises twelve residential buildings, each rising seven storeys high, with contemporary brick façades, with the majority of apartments offering private balconies. With its peaceful waterside location, the development provides an abundance of landscaping including a children's play area and open spaces around the pond. There is secure cycle storage and parking.

Langley Square provides a total of 30,000 sqft of retail and commercial space across five units; currently occupied by a convenience store, gym, and a charity shop, helping to bring the new community to life.



Fletton Quays, Peterborough



Fletton Quays in Peterborough is a £77 million (GDV) development providing apartments, ground floor commercial units and a new riverside promenade overlooking the River Nene. There are 358 one, two and three bedroom homes across four residential buildings, rising three to seven storeys high, alongside 8,400 sq ft of commercial space with the space currently leased to a gym and hair salon, with a dental practice and bar also coming soon.

The majority of the apartments have terraces or balconies providing riverside views. The buildings front onto a wide tree-lined waterfront boulevard with landscaped green areas and seating areas overlooking the water. From the boulevard residents can walk along the waterfront to reach the city centre.

Inspired by Canary Wharf's modern architecture Fletton Quays revitalises a site that was derelict for over 25 years in the city centre, opposite the medieval cathedral. The development forms the key residential element of the wider £120 million (GDV) regeneration of Peterborough's South Bank which has brought in new amenities, office space, hotel and retail premises to the riverside.



The Denham Film Studios, Denham



Located off the North Orbital Road in Denham, providing easy commuter access into central London, The Denham Film Studios consists of a £120 million (GDV) 11.94 acre (4.83 hectare) residential development designed around the original Grade II listed Art Deco film studio headquarters building, operating between 1936 and 2014, designed by Walter Gropius for film studio founder Alexander Korda.

The development provides 224 converted and newly built homes; including 154 one, two and three bedroom apartments and 70 four and five bedroom family townhouses.

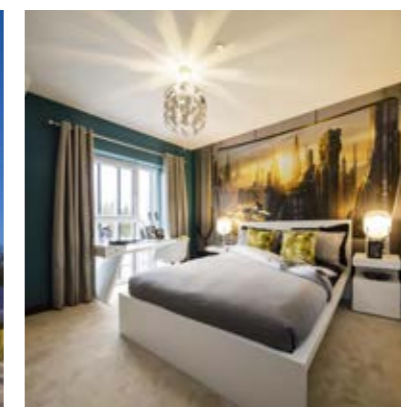
Innumerable epic films were produced and edited at The Denham Film Studios, including Goodbye Mr Chips, In Which We Serve, Brief Encounter, Treasure Island, The Great Escape, Clash of the Titans, Star Wars: The Empire Strikes Back, Star Wars: Return of the Jedi, Alien/Aliens, Tomorrow Never Dies, ET, Superman 1, 2 & 3, Elizabeth: The Golden Age, Full Metal Jacket, GoldenEye, War Horse, Eyes Wide Shut, Quantum of Solace and Skyfall.

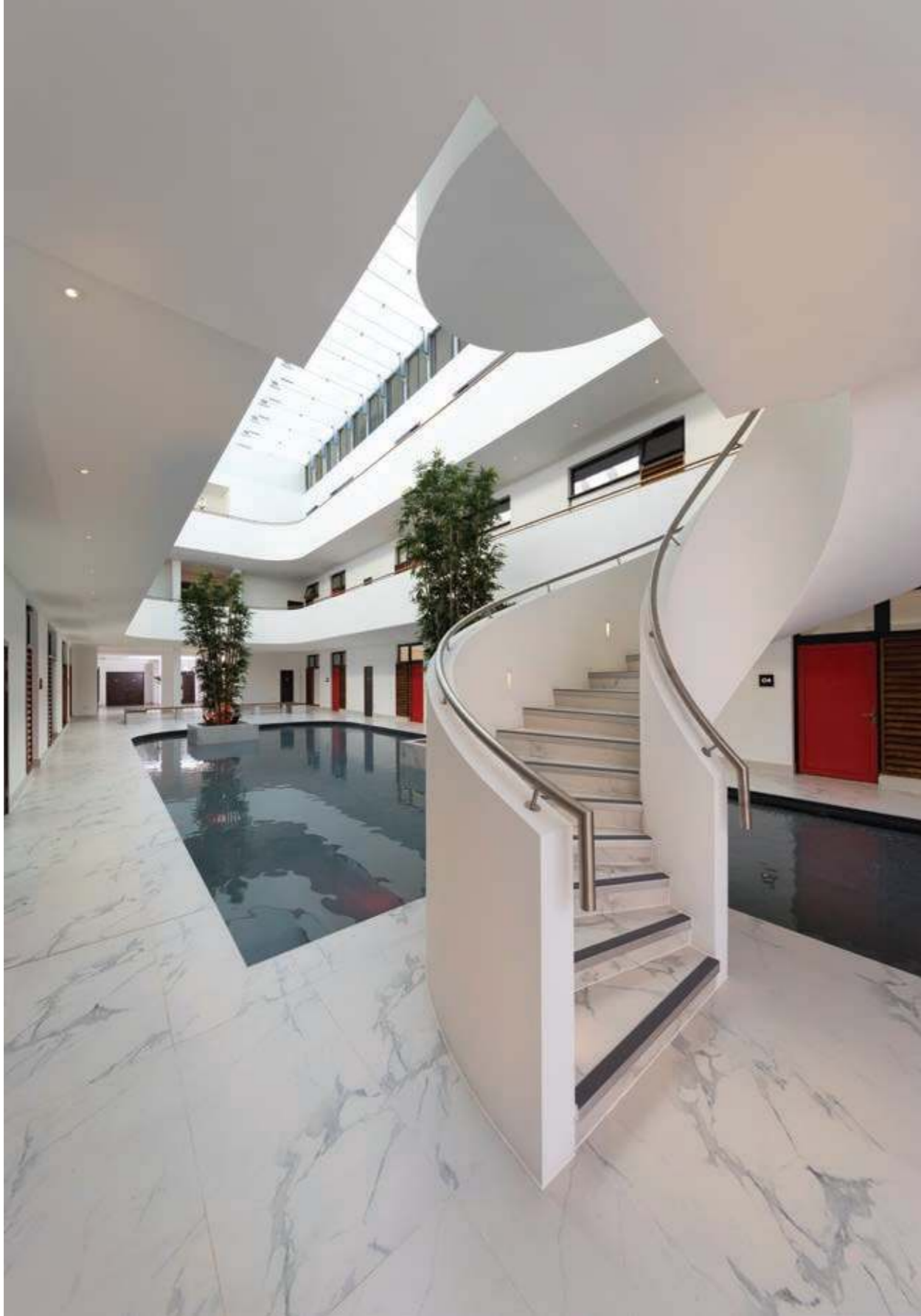
The new residential address includes a retained and restored Art Deco cinema, where famous movies

were first screened to their directors, alongside an Art Deco cocktail bar and a community hall/fitness space that doubled as a mini-museum displaying movie memorabilia.

The new homes are designed around garden squares, landscaped grounds, rill waterfeatures, private gardens and protected woodland, complete with parking and garaging. There is Hollywood themed artwork throughout the development including road signs named after the famous directors who worked at the studios and the central Fame Square replicating Hollywood's famous Walk of Fame stars inlaid in the boulevard paving.

In the restored Art Deco atrium of the converted movie-headquarters building there is a magnificent waterfeature and helical staircases along with framed movie posters of the films made at the studios, with framed movie posters also displayed in the cocktail bar and communal areas of the apartment buildings. The landscaped grounds also feature Celluloid Plaza, which features large format plates of glass (1.6m high by 4m long), etched with scenes from movies produced at the film studios, with the glass backlit so that it is illuminated at night.





Denham Film Studios



Pipeline Developments

Town Quay Wharf, Barking

Town Quay Wharf on Barking's waterfront is a £50 million (GDV) mixed-use development of 147 newly built apartments and 1,000 sqm of commercial space designed around a public plaza overlooking the Mill Pond and River Roding.

Town Quay Wharf will provide one, two and three bedroom apartments of mixed tenure, 1,000 sqm of ground floor commercial space, located in three new buildings designed around a public plaza overlooking the waterfront. On the landward side of the development are the green open areas of Abbey Green.

Designed to reconnect the town centre to the waterfront, the new development at Town Quay Wharf will provide three striking buildings. An 11-storey and two 7-storey respectively, with pedestrian boulevards between them, opening onto the new public plaza on the waterfront.

The architecture has been inspired by the adjacent mill and maritime buildings with pitched roofs with dormer balconies, industrial warehouse style brick façades in contrasting colours, floor-to-ceiling windows, generously sized balconies and colonnaded raised ground floors.

Of the 147 apartments 85 will be for private sale, with the balance comprising shared ownership and affordable rent homes. Residents will have use of a resident's-only podium garden with the apartments on the upper floors offering panoramic views over the Mill Pond or Abbey Green

On the ground floor of the buildings there are food and beverage commercial units and workshops and artist's studios, alongside entrance foyers for the apartments on the upper floors. The scheme is complete with parking bays and cycle storage.



Lorimer Village, Goodmayes

Lorimer Village in Goodmayes is a joint venture development between Weston Homes and partner Tesco which consists of the transformation of the 10.4 acre Tesco store and carpark site at 822 High Road into a new £0.5 billion (GDV) mixed-use urban-village development.

Lorimer Village will provide 1,280 new homes of mixed tenure, a replacement Tesco store, 1,710 sqm (18,406 sqft) of commercial space, a new 3-form primary school, 327 sqm (3,520 sqft) village hall, 400 sqm (4,306 sqft) community hub, landscaped gardens, parking facilities and public transport improvements.

With an eight year phased construction project anticipated to start on site in early 2022, the new urban-village will provide 14 medium-rise residential towers, rising from 10 to 22 storeys, with biodiverse and brown roofs, connected at podium level to form nine linked buildings.

The striking buildings at Lorimer Village are designed around a new civic square, four large landscaped podium courtyards and tree lined pedestrian boulevards, linking to a new station square and Goodmayes Railway Station. The buildings are set in 7.9 acres of landscaped grounds, school playground space, residential amenity space and landscaped roofscape, complete with tree lined pedestrian walkways and public open areas. Final build completion and occupations are scheduled for late 2030.

Of the 1,280 new one, two, three and four bedroom homes 35% (415) will be affordable homes providing rented, Discount Market Sale and shared ownership units, assisting in meeting Redbridge's increased housing need. The village hall, designed in collaboration with Goodmayes Residents Association, will offer a wide range of much needed community uses for both new and existing local residents whilst the community hub has lounge areas, coffee bar and meeting rooms for meetings and events. Local employment space will be provided through flexible commercial space, workshops and cafes. There will be parking at lower ground level for both the Tesco store (420 spaces) and residential uses (220).

Lorimer Village has the benefit of a range of eco-credentials. The new housing and commercial facilities will be 100% electric powered using 682 PV panels sited on rooftops across the development. Alongside the biodiverse roofs and brown roofs there will be the ground and podium landscaped areas. Along the adjacent High Road there will be a new bus lane, widened pavements, landscaping, tree planting and a new pedestrian crossing into adjacent Barley Lane Park. The 2,567 on-site cycle bays, renewable energy, and plan for encouraging public transport all comply with the London Plan and GLA Targets.





Other Weston Group Companies

British Offsite

British Offsite is a highly advanced manufacturing and construction company specialising in the design and production of superstructure and interior fitout modular construction solutions. By offering a hybrid of traditional and modern construction methods, British Offsite has developed innovative solutions to enable modular building design to be easily integrated into existing construction projects.

The company's purpose built, state of the art facility, located on the outskirts of Braintree in Great Notley, Essex offers 75,000 sq ft of high-tech manufacturing, assembly points and quality control, ensuring the very best bespoke products for their clients. A second factory - at 137,000 sq ft - is opening in 2022, built to just-in-time automotive manufacturing standards, with high levels of robotics and every space used efficiently and consistently.

The British Offsite UNI range includes UNI Panel, UNI Wall, UNI Floor and UNI Roof, all carrying the essential accreditations for UK homes. This light gauge steel panel system is the most technically advanced in the marketplace, and is suitable for house, mid-rise and high-rise developments.

The BOS Fitout product range of kitchen worktops, bathroom vanity units and wardrobe systems are manufactured with exceptional accuracy. Kitchen and bathroom components, such as taps, can be assembled with full quality control testing before they are delivered to site.

British Offsite provides constant innovation for their clients. Through their significant investment in state-of-the-art machinery and precision engineering, British Offsite offers considerable design flexibility and ensures all products are fully built in-house with exceptional accuracy and consistent quality.

Customer satisfaction is at the core of the business and their dedicated team works with customers to guide them through all stages of design, production, delivery and installation through to the end of the home warranty period - they pride themselves on providing end-to-end collaboration and communication to ensure a seamless journey.



CGI of new 136,000 sq ft British Offsite manufacturing and distribution centre at the Horizon 120 Business Park in Braintree



Weston Business Centres



Led by Richard Kuyper, Business Centres Managing Director, Weston Business Centres provides start up, small and medium sized businesses with fully serviced office space to rent in Business Centres in Stansted and Colchester supported by a fully staffed reception foyer, an on-site café/restaurant, meeting rooms and conferencing facilities. Tenants can rent office space on a short-term (three months) or long-term basis, with easy in and out terms, with a range of different size office spaces available.



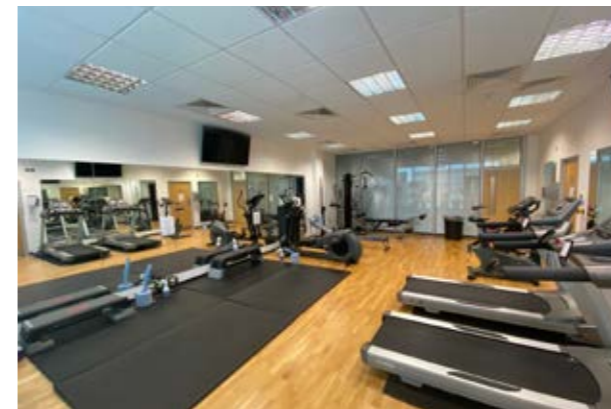
Known as The Stansted Business Hub and The Colchester Centre, the two Business Centres together provide more than 65,000 sqft of flexible serviced office space. The Stansted Hub, located on Parsonage Road in Takeley, has recently been refurbished and now provides 46,000 sqft of new serviced office space.

The Colchester Centre, located on Hawkins Road offers flexible office options ranging from 96 sqft up to 1,000+ sqft which can be tailored to accommodate specific business needs. Prices for office space start from £250 per desk per month.

The Stansted Business Hub members can also utilise the building's onsite gym and café/restaurant. Each of the flexible office spaces has access to tea and

coffee stations and breakout areas for relaxation and lunch breaks all of which is included within the monthly rent. Prices for office space start from £330 per desk per month with reduced options for their flexible co-working spaces.

Tenants at both the Business Centres are serviced by a team of 22 staff including reception team, IT support and cleaning staff. All serviced offices at the Weston Homes Business Centres provide the latest technology, contemporary telephone and voicemail systems, a fully staffed reception, and in-house café, conference facilities, meeting rooms and air conditioning.



Stansted Environmental Services

Part of the Weston Group of companies Stansted Environmental Services (SES) Ltd are a multi-disciplined environmental consultancy with a proven track record of providing high quality, practical and pragmatic advice to a wide range of clients across many sectors.

With increasing requirements and expectations on land use change, environmental standards and pre-occupation testing and sustainability, SES provides a 'one-stop-shop' for all environmental services, testing and analysis requirements.

For all services SES combine in-depth technical expertise with the ability to find workable solutions that are appropriate to the specific project requirements.

SES services include:

- Geotechnical site investigations and drilling
- Contaminated land evaluation
- Acoustics and Noise Control testing and reports
- Energy and Sustainability Statements
- SAP (building energy efficiency) calculations
- EPCs (energy performance certificates)
- BREEAM domestic refurbishment assessments
- BREEAM UK new construction assessments
- Code for Sustainable Homes
- ATTMA Registered Air Tightness Testing for buildings
- UKAS Accredited Sound Insulation Testing



Sponsorship & Charity

Sponsorship & Charity

Weston Homes has always been committed to supporting the communities where they build homes. A combination of local charity support, supporting young talented sports stars, sponsoring local sports clubs and venues and financially sponsoring and getting Weston Homes staff involved in charity events.

Current sponsorship and charity activities include:

- Weston Homes Stadium - Sponsorship of Peterborough United Football Club
- Sponsorship of Essex County Cricket Club
- Sponsorship and involvement in St Clare Hospice
- Sponsorship for Olympic champion Max Whitlock MBE
- Sponsorship of East Herts Golf Club Professional Daniel Field
- Club sponsorship of The Kia Oval, Surrey's County Cricket Club
- Support for the London Borough of Barking and Dagenham Summer of Festivals
- Support for Saint Francis Hospice
- Involvement in the Takeley 10K Run and Fun Day
- Involvement in the Great Dunmow Soapbox Race
- Sponsorship of the Weston Homes-Torelli-Assure, the International Women's Cycle racing team
- Willow Foundation
- Maidstone River Festival



Contact Details

Contact Details

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Denham Film Studios, Denham

weston-homes.com

Weston
Homes 