

Sustainability
Statement
2023



Foreword

The Weston Group is committed to sustainability and the business has been making far reaching changes across the entire company in order to reduce our carbon footprint. We are rolling out eco-friendly construction and specification features across our current and pipeline developments and have now turned our attentions to our headquarters, with the recently implemented measures already proving successful.

The power generated by the recently installed solar panels at our Takeley headquarters is sufficient to provide an estimated 24 per cent of our head office electricity needs, with an ongoing programme planned to advance our provision of sustainably sourced energy. As a company we will continue to search for further measures that can be taken to contribute to this mission.

For over three decades, we have continually striven to produce innovative, high quality homes to appeal to purchasers from all walks of life. There is now a strong “green premium” from homebuyers, who are increasingly aware of the importance of environmental sustainability and also want energy efficient homes which are designed to help minimise their fuel bills and running costs. This is why the Weston Group is committed to combining traditional building skills with the very latest technologies in an ongoing desire to support sustainable living.



Bob Weston

Chairman and Managing Director
Weston Group

Contents

Our Sustainability Statement summarises progress on the most important sustainability issues for our business and our stakeholders during the period 1st August 2021 to 31st July 2022.

Introduction	5
Our Approach to Sustainability	6
Construction	7
Office and Fleet	8
Sales	9
The Hidden Health in our Apartments	10
Modern Methods of Construction	12
British Offsite Sustainability	14
People	15
Streamlined Energy Carbon Report	16
Energy Efficiency Comparisons	17

Introduction

The Weston Group is committed to promoting sustainability and understands the range of impacts its activities can have on communities and the wider environment. It is the policy of the Weston Group, all subcontractors and suppliers appointed, to undertake works and supply products or materials to protect the environment through sound practices that reduce waste generation, minimise risk to the environment and preserve energy.

We aim to follow and to promote good sustainability practices, to reduce the environmental impacts of all our activities and to help our clients and partners to do the same.

We are 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. Our developments are mainly on brownfield sites rather than open countryside and green belt land.

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. An example is Gun Hill Park in Aldershot - the restoration of the Grade II Listed Cambridge Military Hospital.

Gun Hill Park, Aldershot



Our Approach to Sustainability

“We believe that high quality, low carbon homes should be available to everyone. This means ensuring we can provide sustainable homes, at scale, at a price people can afford.”

Net Zero by 2040

At Weston Group, we have committed to achieving net zero across the business for all three greenhouse gas emission scopes, including all of the energy that we use and carbon we emit, by no later than 2040. It is the opinion of Weston Group that offsetting carbon emissions through carbon credits off site is not a valid method of saving the environment, therefore where it is not viable to remove carbon emissions, we aim to offset them within the business or on our development sites.

Precision, Greenwich



Construction

Weston Homes adopts a **'fabric first'** approach to building design which maximises performance of all materials that make up the building fabric itself. This approach reduces the burden on mechanical or electrical building service systems to meet energy targets, and improves overall energy efficiency to reduce carbon emissions. It also reduces the need for maintenance during the life of the building and helps to lower fuel bills for our customers.

Every building is designed with **high levels of insulation and air tightness**, far exceeding the levels required under UK Building Regulations Part L.

Solar gain is optimised through window design, solar treated glazing, passive shading and efficient ventilation to mitigate overheating.

Weston Homes is moving towards the provision of **sustainably sourced heating and/or hot water** to all of its new homes, which can be provided by air source heat pumps. In addition, where possible, sites already in development have been changed from gas boilers to heat pumps in an effort to move the business entirely from fossil fuels to renewable energy, significantly earlier than required by forthcoming legislative change.

To further reduce energy usage and carbon emissions, all new developments are designed to maximise the potential for **PV panels**.

We are also proactively looking at ways to reduce energy and waste on all of our sites, starting with the use of PV panels on our site cabins, improved monitoring procedures and tougher **waste controls**. On average 97% of waste from sites is recycled or reused off site, with a further 2% reused on site.

On all new sites, Weston Homes has adopted a policy of maximising the provision of **Electric Vehicle charging points**. On in-development sites past the point of construction, wiring and infrastructure has been provided to modify bays for electric car charging where possible.

To provide an increased resilience to flooding, all new developments are designed with permeable paving and other **sustainable urban drainage systems (SUDS)** measures where applicable.

Green roofs and large soft landscaping areas also contribute to flood protection measures whilst at the same time creating cohesive outdoor community space and contributing towards increased biodiversity.

Langley Square, Dartford



Office and Fleet

Office

The Weston Innovation Centre pictured below, which opened in September 2020, has a BREEAM rating of Very Good and incorporates extremely efficient plant with a Building Management System to monitor performance. There is extensive provision of electric vehicle charging points to the head office car parks.

In 2023 the energy efficiency of the two office buildings in Takeley were further enhanced by the installation of a 284 kWp photovoltaic (PV) array (pictured on the cover), powering both the offices and staff electric vehicle charging stations.

The catering facilities for all offices have converted to either reusable or paper based takeaway materials to reduce waste and encourage staff to recycle. Shredding facilities have been provided to all office areas and the contents are regularly recycled.

The Atrium of the Weston Innovation Centre, Takeley



Fleet

The Weston Group has 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.

British Offsite achieved FORS Silver accreditation in March 2023 demonstrating our exemplary levels of best practice in safety, efficiency, and environmental protection.



Sales

Weston Homes prides itself on offering high quality, low carbon homes at exceptional value. We offer a luxurious, fully inclusive specification offering a wide range of choices to personalise our new homes - all included in the price.

Buying schemes

To give first time buyers as well as buyers further up the property chain the best opportunity to purchase with us, we offer several different buying schemes to maximise the accessibility and affordability of our properties. These include:

- Our own First Time Secure Buy scheme enables first time buyers to reserve significantly off plan to secure at today's value whilst allowing time to finish saving their deposit - but with the flexibility to pull out at no cost should their financial circumstances change.
- The Discount Market Sale (DMS) scheme is available on selected developments enabling local buyers to benefit from a 20 to 30% discount from full market value.
- Deposit Unlock is a mortgage product exclusive to selected developers, including Weston Homes, offering a 95% mortgage, maximising accessibility for those with limited savings.

Energy efficient living

All Weston Homes properties have high performance, thermally efficient windows and patio doors, helping to reduce heat loss and maximising natural warmth from daylight. Large amounts of natural daylight decrease the need for artificial lighting, thus helping to save on electricity bills. Temperature controlled taps in

bathrooms banish unnecessarily high hot water bills and toilets are fitted with dual flush cisterns, reducing water volume and waste. Our approach to property development achieves low carbon, sustainable homes that are less expensive to heat and, instead of simply relying on added 'renewables' such as heat pumps and solar panels, efficiency is designed into the fabric of the building.

Quality of life

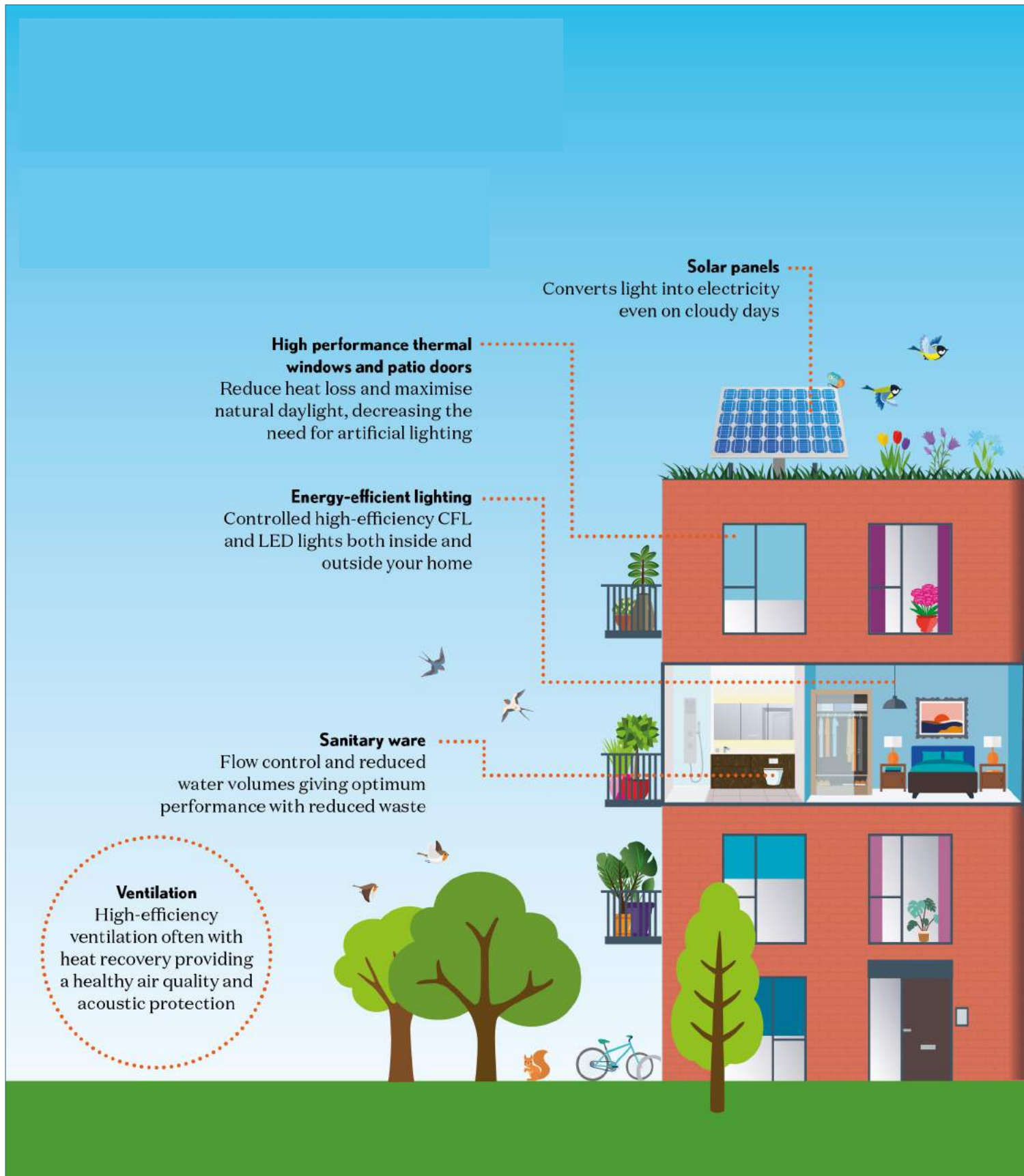
Each Weston Homes development is located close to public transport links to reduce reliance on the private car - 80% of our developments currently for sale are within a 10 minute walk of a tube or train station. The developments are also all within easy walking distance of extensive public open spaces, alongside the provision of our own landscaped podiums, roof gardens and gardens. For example, Springfield Park in Maidstone is adjacent to the River Medway and has views over Whatman Park which is home to two nature reserves. The apartments are set amongst tranquil landscaping and have access to a large rooftop garden, whilst a serene Pocket Park overlooks the riverside.

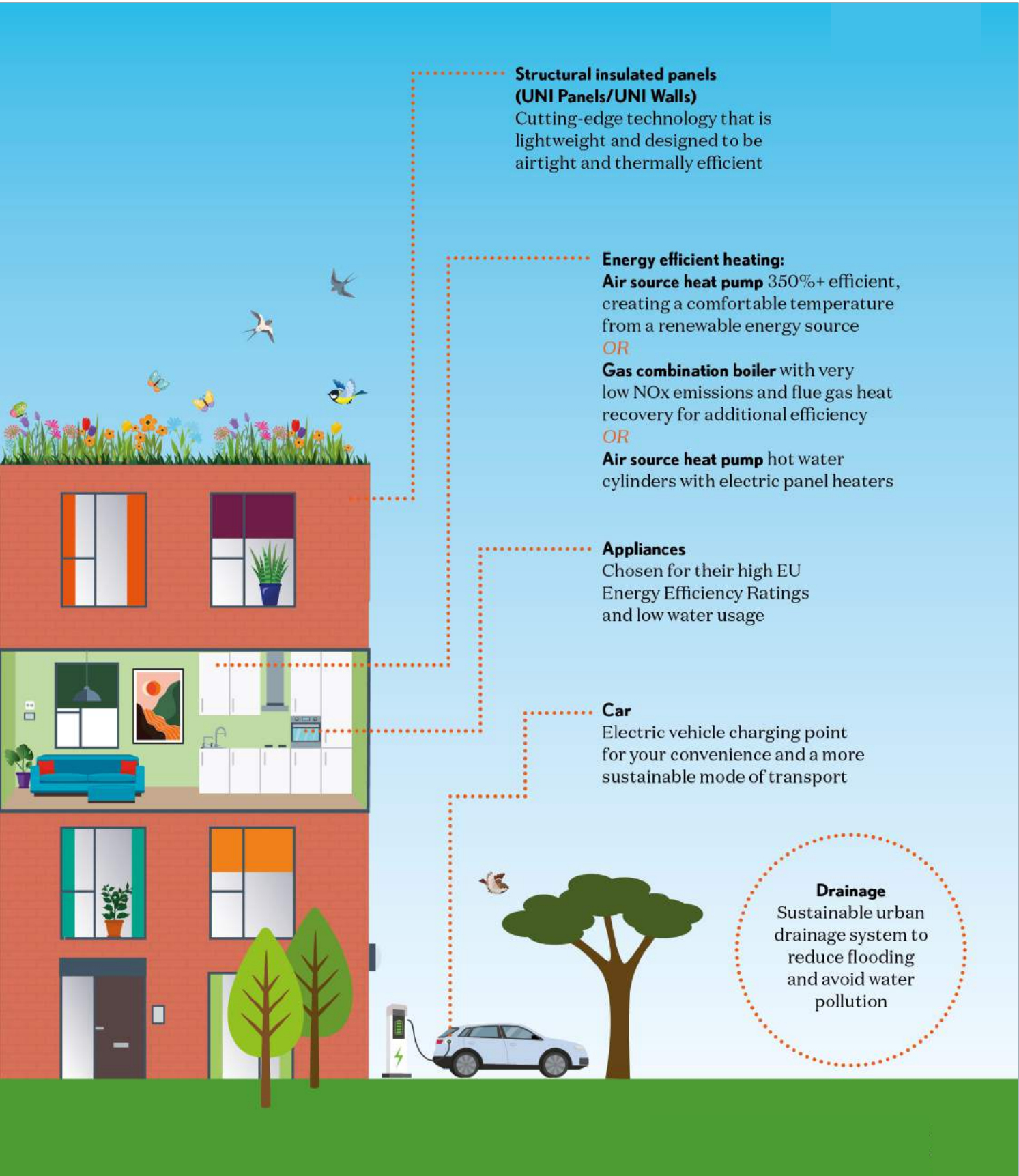
Springfield Park, Maidstone



The Hidden Health in our Apartments

Weston Homes has designed its apartments to incorporate some or all of these features, saving energy, water and your pocket.





Structural insulated panels (UNI Panels/UNI Walls)

Cutting-edge technology that is lightweight and designed to be airtight and thermally efficient

Energy efficient heating:

Air source heat pump 350%+ efficient, creating a comfortable temperature from a renewable energy source

OR

Gas combination boiler with very low NOx emissions and flue gas heat recovery for additional efficiency

OR

Air source heat pump hot water cylinders with electric panel heaters

Appliances

Chosen for their high EU Energy Efficiency Ratings and low water usage

Car

Electric vehicle charging point for your convenience and a more sustainable mode of transport

Drainage

Sustainable urban drainage system to reduce flooding and avoid water pollution

Modern Methods of Construction

British Offsite has sustainability at its core. Both our products and processes are designed to deliver construction projects in the most efficient manner possible. British Offsite's Modern Methods of Construction (MMC) product offering is dramatically increasing the Weston Group 'pre-manufactured value'.

All stages of operations are carefully considered to reduce our impact on the environment, and ensure we are delivering construction projects in the best manner possible.

- **Design** - Building Information Modelling (BIM) compliant finite design process, accounts for every component and optimises through Design for Manufacture and Assembly (DfMA) to reduce waste.
- **Supply Chain** - Responsibly sourced materials wherever possible, such as 38% recycled content in all steel coil.
- **Manufacture** - Precise product process using latest Computerised Numerical Control (CNC) technology, with up to 99% 'right first time' yield.
- **Delivery** - Highly efficient delivery strategy which minimises lost space on trucks, and reduces CO₂ emissions from transportation.
- **Installation** - Multiple traditional trades combined into our products; we produce up to 300% more work content compared to each tradesperson on site.



Modern and efficient

Precision engineering at our state-of-the-art factories means many materials are installed in-line on the production line, with the best use made of sheet sizes. Our quality controlled manufacturing in a warm dry environment dramatically reduces waste and the associated costs of inefficient use of materials.



Horizon, British Offsite's new manufacturing facility in Braintree, Essex



British Offsite Sustainability



RESPONSIBLY SOURCED STEEL

Steel is 100% recyclable without any loss of quality and today, on average, new steel products contain 37% recycled steel. We're working with our international supply chain to increase this percentage and ensure our light gauge steel products are among the most sustainable in our industry.



100% RECYCLABLE PACKAGING

We use durable packaging to protect our products while in transit, which is strong enough to reuse multiple times, reducing the overall volume of packaging we need. Our packaging is 100% recyclable so even when it's no longer suitable for use, none of it needs to go to landfill.



WASTE REDUCTION

Our precision, just-in-time manufacturing methods, utilising state-of-the-art machinery, enable us to optimise the use of raw materials, reducing the amount that goes to waste and the overall volumes we need. We're committed to reusing or recycling our waste as far as possible to minimise the amount we send to landfill.



ENERGY EFFICIENT PRODUCTION

Energy efficiency is a key consideration as we continue to invest and grow, to make sure we're playing our part in limiting global warming. Both of our factories have solar panels on the roof. We continuously collaborate with our supply partners to reduce our energy footprint at all stages of production and to develop more energy efficient manufacturing equipment.

People

The Weston Group is not only committed to building homes for life, but also careers for life. We firmly believe people to be our greatest asset and therefore focus on attracting, employing, nurturing and developing some of the best talent within the industry.

We continue to attract new talent year on year and we also have a strong record of investing in our existing employees. Each of our 23 new apprentices who joined the business in September 2022, now has a dedicated mentor as well as a line manager to provide additional support and guidance throughout their chosen career path.

We are proud members of the 5% club where we aspire to achieve 5% of our workforce in earn and learn positions (including apprentices, sponsored students and graduates on formalised training schemes) within five years of joining the Weston Group.

We now have a number of trained Mental Health First Aiders across the business and all staff are encouraged to make use of the wide range of enhanced support we offer for Wellbeing.

We run an annual staff survey each November and 79% of our employees took part in 2022. This is an opportunity for everyone to give feedback on a wide range of topics that are important to them. The responses give the Company key themes and areas for focus. The main driver behind the survey is to measure employee engagement across our business. Our Employee Engagement Index score is 77.6, some 10.7 points above the UK benchmark.

We work closely with our supply chain partners and they are invited to a twice yearly update from the Chairman. We also recognise their significant contribution to our success through the annual Weston Business Partner Awards.

International Women's Day 2023



Streamlined Energy Carbon Report

This is the Group's third Streamlined Energy Carbon Report (SECR) period which covers the year ended 31 July 2022. Energy consumption and associated emissions have been calculated for all applicable business activities within the UK using recommended methodologies including fleet and meter data. The results have then been compared to the previous year's reported data.

The SECR results are summarised as follows:

Greenhouse Gas Emissions	Year ended 31/07/22 UK tCO₂e	Year ended 31/07/21 UK tCO₂e
Scope 1		
Emissions from combustion of gas	144.85	312.01
Emissions from combustion of fuel for transport	1,334.66	984.20
Emissions from other activities which the Company owns or controls, including operation of facilities	1,511.79	1,339.89
Scope 2		
Emissions from purchased electricity - indirect	10.74	9.57
Emissions from purchased gas - indirect	4.78	8.05
Scope 3		
Total emissions from applicable scopes	3,006.82	2,653.73
Intensity Ratio (m² sold floor area)	55,961.45	61,256.92
Tonnes of CO₂e per m² of properties achieving legal completion within the reporting time	0.054	0.043

The total energy consumption used to calculate emissions for gas, electricity and transport for UK based activities amounted to 14,940,330 kWh compared to 11,965,003 kWh in the previous year. This uplift reflects increased business activities over the assessed period.

Energy Efficiency Comparisons

Over the last year British Offsite has again significantly increased their output and a new factory is currently being built. All parts of the business have seen higher staffing levels, including a large influx of new trainees. This has resulted in additional energy consumption across sites and offices.

In line with starting on some expansive sites and with the additional staffing, the total vehicles fuel consumption has considerably increased by 76.8%. Counteracting this however, an additional 13 electric fleet cars were purchased, red diesel for plant was changed to standard diesel with lower emissions in April 2022 and, with the purchase of more efficient plant, the fuel consumption for plant machinery reduced by 43.25%.

The Weston Business Centres in Takeley and Colchester are now almost fully occupied, resulting in higher energy consumption for these facilities.

The slightly decreased metres squared of floor area sold in the period, together with the increase in all energy and fuel consumption due to increased activities, has resulted in elevated emissions compared to the previous reporting year. In order to reduce energy where possible, additional electric vehicles will be purchased and tighter controls will be put in place with regards to site meters and energy monitoring.

Telehandler plant equipment at British Offsite





Weston Group Plc
Parsonage Road
Takeley
Essex
CM22 6PU

01279 873333

info@weston-group.co.uk

weston-homes.com