



# Brilliant Buildings

2030 AMBITION	2030 TARGET	2023 PROGRESS
<p>All our new buildings and major refurbishments will achieve net zero operational carbon*</p>  <p>*where we have early design responsibility</p>	<p>100% of all non-domestic new build/ major refurbishments will have no energy performance gap and we will be offering guaranteed energy performance outcomes.</p>	<p>▶ More than 70% of new non-residential projects implementing the Energy Synergy™ process. Energy Synergy™ monitoring software partner long-term agreement in place and dashboards live on several projects.</p>
	<p>90% of new homes we build will be actively monitored to ensure they perform as designed.</p>	<p>▶ Residential performance monitoring live on projects with Oxford City Homes and Inspired Villages, and completed on Caerphilly project. Heat pump performance monitoring underway on two other projects.</p>
	<p>100% of projects entering preconstruction will achieve net zero operational carbon (NZOC).</p>	<p>▶ Net zero operational carbon (NZOC) design option offered on all new early-stage projects, accepted by 54%.</p> <p>23 NZOC projects completed/on site, worth more than £500m.</p>
	<p>100% of projects will have maximum feasible renewable energy generation built in.</p>	<p>▶ First community solar energy scheme completed at Bristol Beacon. Installations close to completion on three other buildings.</p>
<p>All our new buildings and major refurbishments will be future-climate ready and optimise user health and wellbeing</p>	<p>All our projects will be designed to meet future climate scenarios including protecting them against overheating and flooding.</p> <p>All our projects will have a positive impact on people's health and wellbeing.</p>	<p>▶ Willmott Dixon Brand Standard for homes defined and tracking of residential projects against the Standard underway.</p>
<p>By the end of 2040, all our buildings and major refurbishments will be delivered with net zero embodied carbon</p> 	<p>All our projects and standard products/platforms will be designed for deconstruction and generate zero avoidable waste at the end of their life.</p>	<p>▶ The provenance, plastic and recycled content of all newly developed standard products and platform components will be recorded and measured. This already applies to 'Collida Learning' our secondary school system.</p>
	<p>All projects will achieve a net reduction in embodied carbon of 55% compared to business as usual in 2020.</p>	<p>▶ 59% projects completed embodied carbon assessment in 2023. Three case studies developed demonstrating delivered embodied carbon reductions at point of construction compared to what was forecast during preconstruction. Collida products reduce embodied carbon by &gt;20%.</p>
	<p>All projects will be designed to optimise lifecycle value.</p>	<p>▶ Ten projects completed life cycle cost assessments to support whole life carbon material optioneering design decisions.</p>
<p>By the end of 2040, our supply chain will achieve net zero operational carbon</p> 	<p>All our Category A+ and at least the top 30% of our Category A supply chain partners (by spend) will be net zero carbon in their own operations.</p> <p>All other Category A partners will have a plan for net zero carbon in their own operations within 5 years.</p>	<p>▶ In 2023, our scope 3 from purchased goods and services fell 49% from our 2018 baseline.</p> <p>Continue working with active Cat A/A+ groundworkers to help them to develop plans to achieve net zero in their own operations and reduce fuel (diesel) being used on our sites.</p> <p>Progress in 2023, saw more of our supply chain partners using the Supply Chain Sustainability School's carbon emissions reporting portal. Greater focus in 2024, to help partners report against the tool and baseline their carbon footprints.</p> <p>We are working with Microsoft to determine the carbon footprint of our IT Cloud Storage and reduce it.</p>

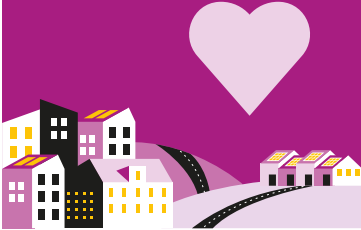




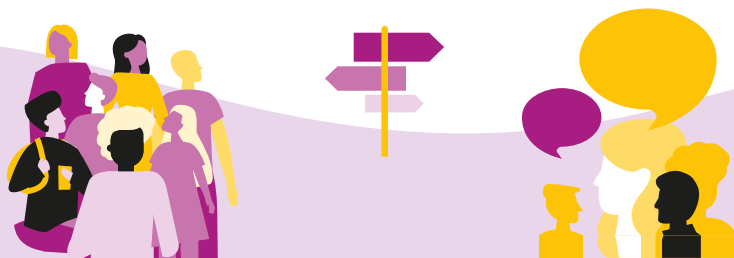
**Progress Key**

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



# Building Lives

2030 AMBITION	2030 TARGET	2023 PROGRESS
<p>We will deliver high-impact social value which we can demonstrate meets the needs of local communities</p> 	100% of social value delivery will be focused on community need in an area and we will be able to demonstrate high impact.	▶ 100% of projects have social value plans that were co-created with the customer.
	We will deliver a social return on investment equivalent to at least 5% (added social value) of Willmott Dixon's turnover.	▶ £577m total social return on investment spend in 2023. Our priority is to deliver social impact that addresses the needs of both the customer and community, is of high quality and has a high impact on those it is aimed at.
	We will develop and share a suite of high impact activities with partner organisations to share learning.	▶ Developed a suite of social value activities using the expertise and knowledge of our people.
	We will assess the success of 100% of our social value activities.	▶ Beneficiaries for 90% of programmes delivered said they had a high impact. We received impact forms from 85% of our beneficiaries.
	We will collaborate with other partners to deliver greater social value impact.	▶ Collaborated with industry partners on the Scape legacy challenge. Active member of Scape Community Legacy Programme Board and other external working groups.
<p>How we do business will set the standard for social value in our sector</p> 	Social Enterprises and business with a social purpose will benefit from our support and be embedded in both our goods and services supply chain.	▶ We spent £4.87m with social businesses in 2023. For example, in the North West region we spent £1.25m with social enterprise recruitment agency We Are Footprint.
	We will ensure that all our sites are free from modern slavery.	▶ We worked with Scape's Ethical Labour Working Group to audit 8 project sites and 4 supply chain partners and delivered modern slavery training to 90 of our higher-risk supply chain partners.
	We and all our supply chain partners will pay the Real Living Wage.	▶ We are a Recognised Service Provider and pay all directly employed members of staff the Real Living Wage (RLW) and will continue to encourage our supply chain to pay the RLW.
	We will share our approach to 'local' spend and employment with the industry.	▶ Programme to start in 2024.
	The stories we publish will showcase all our 2030 added social value achievements specific to a customer or area.	▶ 19 <i>Now or Never</i> case studies published externally.
We will audit all our internal policies and procedures so that we can understand the added social value they give to our people.	▶ Reviewing modern slavery, release on temporary licence, safeguarding, volunteering, fairness, inclusion and respect charter and sustainable procurement policy.	
<p>We will support people who face significant barriers to be in, or on the path to, good careers</p> 	We will have made connections with 500,000 people.	▶ 124% of connections achieved to date.
	We will have improved the lives of 100,000 people.	▶ 62% of improvements achieved to date.
	1,000 people facing significant barriers to the workplace will have new careers.	▶ 77% of enabled careers achieved to date.
	100 young people who faced significant barriers to the workplace will have careers with Willmott Dixon.	▶ 89% of Willmott Dixon careers achieved to date.



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# Better Planet

## 2030 AMBITION

## 2030 TARGET

## 2023 PROGRESS

We will be a zero-carbon company without any offsetting

All our sites will be fossil fuel free.

We will reduce site cabin electricity use by 65%.

We will reduce absolute mileage by 65% and have a 100% electric fleet.

We will demonstrate our leadership position with transparent carbon emissions reporting externally supported by clear internal actions and performance reporting.

All our offices will be zero-carbon in operation.

We will generate green electricity for our own use.

Completed six pilot studies of fossil fuel free sites. Hydrogenated Vegetable Oil (HVO) mandated and accounted for 60% of total fuel use. Ensured all our directly procured electricity supplies are 100% renewable electricity and prioritised early connection to grid to minimise fuel use.

Conducted 90 site energy audits to review performance and reduce consumption during non-operational hours. By zoning our cabins and adopting best practice we saved 164tCO<sub>2</sub>e and nearly £300,000 in 2023.

Reduced mileage from business travel and commuting by 37% since 2018. Launched Electric Charge Point Claim, allowing our people to claim up to £1,500 to install a home charge point. In 2023, nearly 90% of our people signed up to our car scheme were driving an electric or plug-in-hybrid vehicle.

Achieved A- score in our first Carbon Disclosure Project (CDP) rating.  
Carbon neutral for the eleventh year running, demonstrated via our PAS2060 statement (published on our website).  
Reduced absolute CO<sub>2</sub> emissions by 48% since 2018 baseline, down 1% since 2022, and CO<sub>2</sub>e emissions intensity by turnover down 80% since 2010. PowerBI dashboard provides monthly CO<sub>2</sub>e performance reports to our boards.  
Published 2022 Carbon Reduction Plan in line with PPN 06/21 and full carbon footprint data as part of our *Now or Never* review.

Continued to work towards our UKGBC commitment to occupy assets that are net zero carbon in operation by 2023. Measured energy use from all our offices and putting plans in place to work towards zero carbon.

No progress made in 2023.

We will generate zero avoidable waste

We will eliminate all avoidable waste during the construction of our projects and any non-hazardous unavoidable waste will be diverted from landfill.

We will eliminate all avoidable waste in our offices and central services purchasing. We will have no single use plastic waste on our sites, in our workplaces or at our events.

We will demonstrate our leadership position with transparent waste reporting externally and clear internal actions and performance reporting.

All new projects developed a construction waste elimination plan and targets. Reduced absolute construction waste by 57% and construction waste intensity (relative to turnover) by 66% since 2012.  
Diverted 98.1% of our construction waste from landfill.  
Diverted 90.6% of demolition waste from landfill.  
Diverted 73.9% of excavation waste from landfill.  
Continued to work with Pallet Loop, returning 21,476 pallets to the scheme for re-use.

In 2023, our offices switched from plastic milk cartons to glass milk bottles – saving approximately 6,000 single-use plastic items each year. 19 other single-use plastic items have been eradicated since the launch of *Now or Never* in 2020, including plastic bottles, cups, stirrers, and spoons.

Transitioned to a new data collection system called SmartWaste, which will improve the accuracy of our waste data collection and allow greater collaboration with our waste partners to promote uptake of PAS402

We will halve the volume of water we use on projects

We will achieve a 50% absolute reduction in water use on site.

Our water use by volume has reduced by 31% and our water intensity has reduced by 25% since 2022.

We will deliver environmental net gain on all our projects

All our projects will deliver a net improvement in environmental benefits.

We will plant 100,000 trees.

Over 50% of projects completed a biodiversity net gain assessment prior to it becoming a legal requirement. The experience informs both current and future projects.

Planted almost 15,000 trees in 2023. Agreed new partnerships with Green the UK and The Conservation Volunteers to plant 30,000 over three years.

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