

William Davis Homes *ESG Framework*

A Commitment to our Planet, Places,
People and Principles.



Contents

About William Davis Homes	3
Foreword	5
Introducing our ESG Framework	6
Environment – Our Planet	8
Social – Our People and Places	12
Governance – Our Principles	16
Reporting back	18

About William Davis Homes

Established in 1935 as a family owned business, William Davis Homes has more than eight decades of experience as a quality housebuilder delivering a full range of award-winning family homes across Leicestershire, Nottinghamshire, Derbyshire, Warwickshire and Worcestershire.

We pride ourselves on providing beautifully designed developments situated in either prime village or edge-of-town locations with sustainable communities at the heart of our values.

William Davis' homes feature a range of classic designs, from stylish two-bedroom bungalows/apartments to superb five-bedroom, detached family properties. We combine the exacting standards of traditionally built homes with the latest technology, in line with today's requirements for efficiency and sustainability.

Our developments are aspirational and it's vitally important our customers are satisfied - not just with their new home - but with the location and facilities that combine to provide a first-class environment. All of which reflects our ethos of striving to provide 'The Best Address' wherever we work.

As a privately owned company, with a proud track record of recruiting and procuring locally, the people who build our homes provide the cornerstone of the William Davis ethos. Many of our highly skilled tradespeople began their careers on our award-winning, in-house apprenticeship scheme, which is exemplary in supporting and facilitating careers into construction.

The company is also proud to have secured the industry's gold standard '5-star' status – awarded by the Home Builders Federation seven years running – an achievement based on our customers' experience, which reflects our policy of consistency in providing a first-class product and service.





Foreword



Guy Higgins

Managing Director,
William Davis Homes

Whether we look at the climate crisis or the lives of our communities and the challenges they face, we can see that the world is changing fast. It's important that businesses like ours are on the front foot - making sure we play our part in looking after the environment we live in and the people we interact with.

We know building homes can do so much good for people's wellbeing, enjoyment and security. As we find ourselves in the midst of a housing crisis, inspiration can be drawn between today and that of the inter-war the 1930s, the decade our company was founded. Like then, a pressing need exists for more houses to be built, so that everyone can realise their dream to live in a place they are proud to call home.

However, that alone is not enough. On top of the complexity of today's business operating environment, responsible businesses must also anticipate the evolving regulatory framework and growing expectations of stakeholders, including customers, local authorities, communities, suppliers and just as importantly our employees and their views regarding the impact of our business on the wider environment.

Our house building business utilises land and many natural materials in the development process, frequently raising questions over how the built environment interacts with the natural environment, particularly in the context of climate change. As a result, our Environmental, Social and Governance (ESG) policy seeks to focus on the impact on the environment and wider society.

Within our environmental assessment, we have sought to review and act on lowering and greening our energy use, in addition to reducing and recycling waste. We will also build on our role in natural resource conservation and biodiversity creation both within our direct operations and across our supply chain.

The social criteria looks to our relationships with the local community, with charities and how we maintain working relations with other businesses that hold similar values to our own. These concerns sit alongside our current and continuing commitment to our employees, suppliers and, critically, our customers.

In setting policy surrounding our governance, we have sought to deliver internal controls and external audits which ensure the company makes decisions professionally and prudently in transacting business and addressing broader issues including diversity, gender pay equity and mental health.

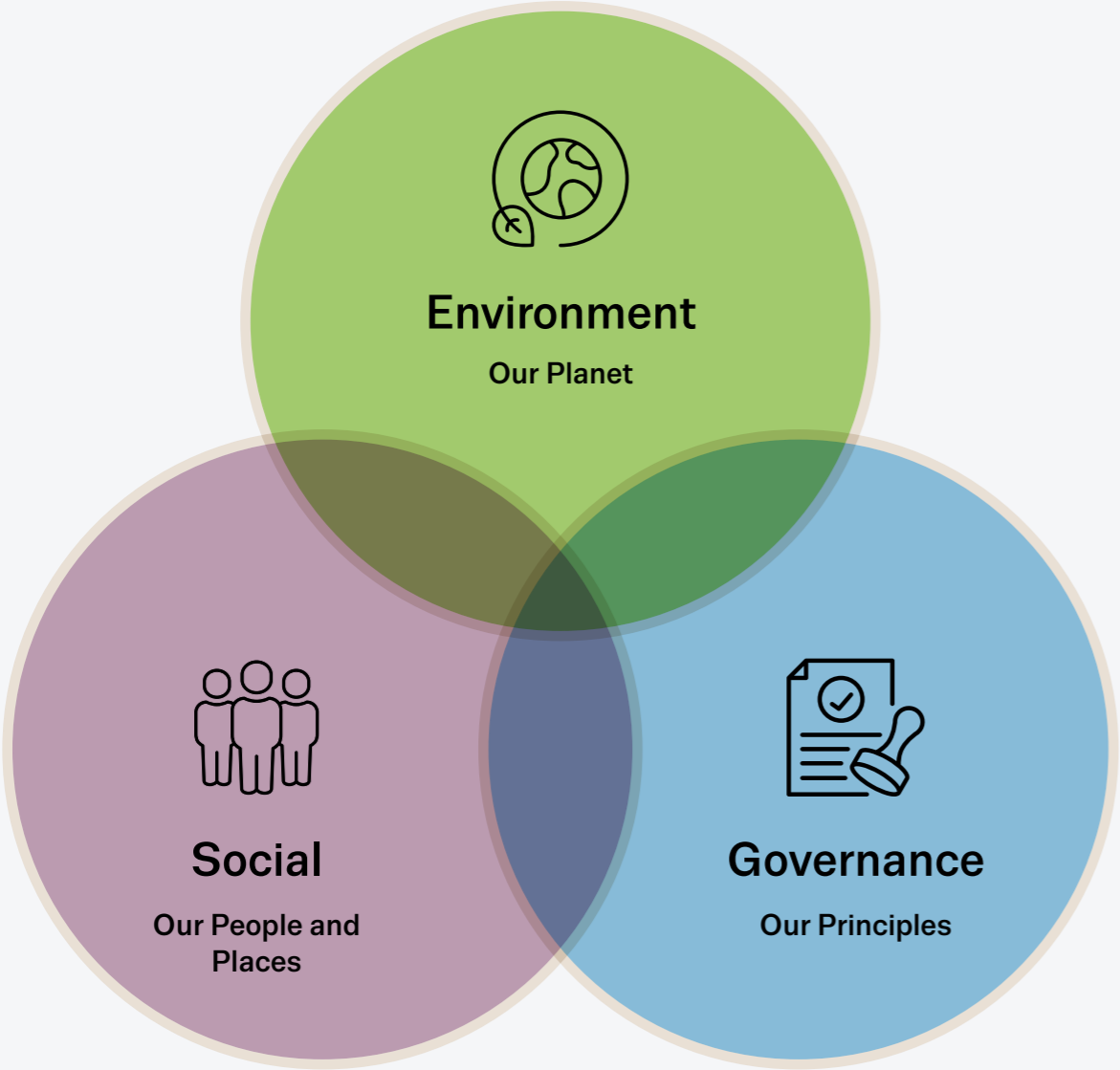
The publication of this Framework marks a new chapter on our journey to ensure that William Davis Homes continues to leave a long-lasting positive legacy - we look forward to reporting back on our progress.

Introducing our ESG Framework

Our Environmental, Social and Governance (ESG) Framework provides a holistic overview of our steadfast commitment to improving the communities and environment in which we build and operate.

It outlines how we'll look after our planet, our people and our places, while also shining a light on how we'll govern ourselves in an open and ethical way.

Whether it's the communities we work in, our customers, our employees or our supply chains, we're making sure that our ESG policy delivers a positive impact on communities and the environment beyond our business.



Greenspace at our Treetops development, Matlock



Ryan and Laura's family home in Prince's Place, Radcliffe on Trent



Celebrating our HBF 5 Star rating



Environment – Our Planet

Net zero

Committing to a net zero future

Following a Science Based Targets review of the carbon footprint of our business, we'll develop a strategy to delivering net zero in advance of 2050.

We'll take a holistic look at the impact of our communities. The construction of new developments and their lifetime operation will be included within this target, together with all our operational activities.

We'll also work with our supply chain, business partners and the wider industry to encourage others to pursue their own path to net zero.

Energy consumption

The energy we use will derive from renewable sources, whether through our business operations or in the homes we build.

Supply chain engagement

We'll work with our suppliers and contractors to decarbonise our supply chain across all our business activities.

Local procurement

We'll build upon our commitment to local procurement throughout our supply chain, recognising opportunities to reduce carbon emissions and energy usage.



Sustainable construction

Our developments will continue to meet or exceed current building regulations, maximising the efficient use of resources by using fewer raw materials and less energy.

Where possible, the construction materials we use for new developments will originate from sustainable sources.

Sustainable travel

We'll continually review and provide opportunities for employees to travel sustainably to their place of work.

Sustainable travel plans will also be distributed to residents living in our new developments.

Internal engagement

We'll come together as a company to discuss and better understand how our energy consumption can be reduced across the business.

Alongside this, we'll develop and agree on targets for all departments to assist in our journey to achieve net zero.

Engaging with environmental organisations

By having conversations with environmental organisations to understand how we can be more sustainable, we will be better placed to help secure a greener future for our planet.

Developing a strategy to deliver net zero in advance of 2050.



Natural environment

Biodiversity net gain

All our newly completed developments will achieve a net gain in biodiversity. In doing so, we'll meet or exceed any current or future legislative requirements by protecting existing habitats, improving biodiversity and improving the sustainability of our environment.

Our commitment to stewardship across all our sites will ensure biodiversity gains are realised for years to come, not just immediately after construction.

Using sustainable materials

Through engaging with our supply chain, we'll endeavour to source sustainable materials across our developments.



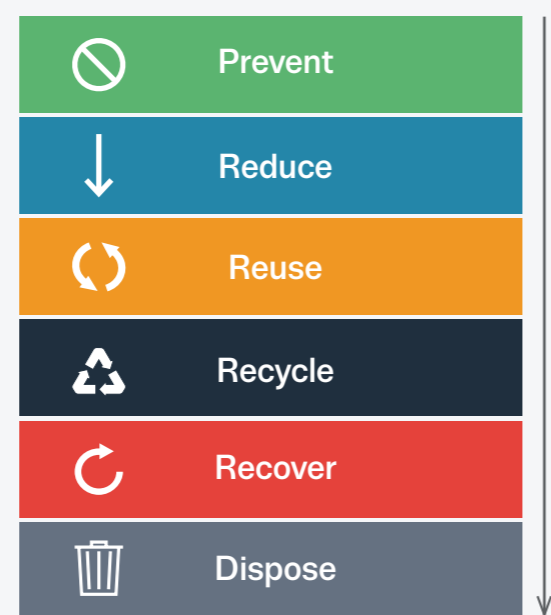
Protecting existing habitats, improving biodiversity and improving the sustainability of our environment.



Waste reduction

Establishing a waste reduction strategy which follows the waste management hierarchy (see below) will be a key priority for us. Not only will this apply to our company operations, but we'll also be working with our supply chain to match our commitment.

Waste management hierarchy





Social – Our People and Places

Our People

Health, safety and wellbeing

Through continuing to make substantial investment in this space, we'll meet or exceed all legislative requirements regarding the health and safety of our employees, contractors and residents.

Supporting both the mental and physical health of our employees remains a key priority.

Our mental health and wellbeing policy, which includes access to an Employee Assistance Programme, will be reviewed at regular intervals to ensure we're focussed on protecting our team's welfare.

We will continue to train mental health first aiders across the business. We will also continue to promote physical health, through the provision of our subsidised on-site gym.



Apprentices Felicity, Demi and Sian

Championing the local economy

Where possible, we're committed to using local contractors and suppliers to make sure the positive impact generated from our investments is retained within the Midlands, creating job opportunities and economic prosperity well beyond our development boundaries.



Creating job opportunities and economic prosperity well beyond our development boundaries.



Training and development

We consider ourselves a meritocracy where hard work and skill is rewarded.

We'll support talent throughout the business and provide opportunities for personal growth through training, development and continuous improvement.

Part of this will be delivered through access to online training platforms, which cover modules such as environmental awareness courses and health and safety training.

In line with our training and CSR ethos, we recognise the importance of community engagement and we regularly partner with local authorities to deliver employment and training plans including the provision of skills development, work experience and apprenticeship opportunities.

We take a collaborative approach working with local employment organisations, schools and colleges to deliver a long-term skills and training strategy as part of the development plan.

Apprenticeship programme

Our highly successful apprenticeship programme, which has gained national recognition for delivering exceptional apprentices, will continue to be a key priority for the business as the industry's skills gap grows further.

Our established partnerships with the Construction Industry Training Board (CITB) and local schools and colleges will allow us to recruit both craft and technical apprentices, to train alongside our highly experienced and dedicated mentors.

We're also working to tackle misconceptions and encourage under-represented groups into the industry, including championing women into construction trades.



Working to tackle misconceptions and encourage under-represented groups into the industry.



Local Employment Plan, Chesterfield

Our Places

Creating strong and healthy communities

We'll retain a strong commitment to place-making when bringing forward plans for new development, enabling us to build strong and healthy communities for people to enjoy. Providing a range of amenities, including parks, orchards, allotments and community centres will engender community resilience in the places we build.

Financial contributions made as part of the planning process will improve local services, including health and education, while at the same time support the delivery of new green and highways infrastructure.

Charitable causes

To create a positive legacy for the communities we work in, we'll nominate a local charity each year, working with them to raise funds and awareness for their cause.

Community engagement

When bringing forward new developments through the planning process, we're committed to engaging with communities at an early stage, providing them with a range of opportunities to provide their feedback which will be used to make sure that our proposals can best reflect local aspirations.

Delivering for our customers

Creating high-quality homes that people are proud to live in will remain at the forefront of our ethos as a business. This includes striving to continue our successful track record of achieving the Home Builders Federation (HBF) 5-star customer satisfaction rating year-on-year.



Committed to engaging with communities at an early stage.



Brendan and Duncan found their perfect work-life balance at our development in Market Harborough, Leicestershire



We raised £10,960 for Rainbows Children's Hospice after taking part in the Leicestershire Chase the Sun race

Social value

Through the planning and development process, we're committed to working with local communities to maximise the positive social, economic and environmental value generated by new development.

Above and beyond the direct economic and employment benefits added through our developments, we also organise a range of community activities to support those living close by, such as student visits, work experience placements and local recruitment fairs.

Heritage

Across our developments, we're committed to protecting the natural, built and historic environments in the areas we build.

Building inclusive places to live

Providing a greater choice of new homes will increase opportunities for people wanting to live in a place of their own. We'll continue to offer a mix of tenures for people, including private sale, discounted market rent, first homes and shared equity to meet local needs. These homes will be tenure-blind to help foster community cohesion.



Margaret and David in their new home



We'll continue to offer a mix of tenures to help foster community cohesion.





Governance – Our Principles

Gender equality

We'll continue to publish the results of our gender pay report each year, which we use as a benchmark to measure ourselves and find ways to improve gender equality.

Diversity and inclusion

Through our recruitment process, we'll embed policies which will help to inspire and encourage more candidates from underrepresented groups to apply for roles at the company.

Transparency and openness

Our mission is to inspire a culture of transparency and openness with our employees, to ensure their voices are heard. This approach will provide the best possible chance for the ambitions in this ESG framework to be realised.

Modern slavery

Our Modern Slavery Statement sets out our commitment to acting ethically and with integrity in all our business dealings and relationships, and to implementing and enforcing effective systems and controls to ensure modern slavery and human trafficking is not taking place anywhere within our supply chain or wider business dealings.

Financial reporting

We'll meet or exceed all legislative requirements with regards to the financial reporting of our business activities.



Our mission is to encourage transparency and openness with our employees.



Lighthouse Construction Industry Charity visits William Davis to raise awareness of mental health and the support available.



Chesterfield community engagement - Food Hub foodbank initiative



We'll embed policies to inspire and encourage more candidates from underrepresented groups.



Reporting back

Each year, we're committed to measuring the progress of our ESG Framework and will publish an annual ESG Progress Report, starting in 2024.

This report will be presented to – and signed off by – the Board of William Davis Homes. It'll be published and available to view for all employees, in addition to the wider general public.



Sam and Arabel at their new home – Copcut Rise, Droitwich

For more information on our ESG policy, please
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