

Bellway4Good



CORPORATE RESPONSIBILITY  
**2018-2019**

**Bellway**

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# 1. VISION

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## Introduction

As one of the UK's leading homebuilders, Bellway is committed to providing high quality homes in desirable locations to address the country's ongoing housing shortage. We aim to do this while operating our business in a responsible and ethical way, delivering long-term benefits for our customers, employees, shareholders, suppliers and the wider communities where we build.

Bellway4Good is the Group banner for managing our Corporate Responsibility ('CR') activities and we continue to operate CR under three core pillars:

- **Environment - biodiversity and ecology; carbon emissions; energy; transport; water.**
- **Construction - planning; procurement; research and development; site management; waste management.**
- **Society and Economy - charities; customers; employees; health and safety; economic development; stakeholders.**

With targets focussed around these 'pillars', we ensure that we take a sustainable approach to house building and consider the interests of our diverse stakeholder groups.

This update covers our CR activity in the 2018/19 year. It summarises key CR developments and data, including how we have performed against our annual targets, and sets out our targets for the current 2019/20 year.

For full details of our CR vision and strategy, and information on how we manage our key CR impacts, please see our web based CR report at [www.bellway.co.uk/corporate-responsibility](http://www.bellway.co.uk/corporate-responsibility).

You can also view our Economic & Social Impact Report for the 2018/19 year at the same web address.

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## Chief Executive's Statement

In the past year we have continued our commitment to operating Bellway in a responsible, and ethical way, while at the same time building attractive, desirable and sustainable developments in which customers want to live.

As one of the UK's largest homebuilders, we have an important role to play in addressing the national housing shortage and this has been another record year for the company, with the number of new Bellway homes sold increasing by 5.7% to 10,892.

To achieve this growth we now operate from 22 divisions covering the main population centres across England, Scotland and Wales and our average employees have grown by 6.1%. When we include indirect and induced employment across our sub-contractors and suppliers, we estimate that between 30,000 and 34,000 jobs were supported as a result of our operations.

The hard work, dedication and skill of all those who work with Bellway has been instrumental in making the past 12 months so successful and we have been recognised in a number of ways:

- **We retained 5 star homebuilder status from the Home Builder Federation for the third year running, demonstrating our commitment to customer service.**
- **42 Bellway site managers were recognised in the NHBC Pride in the Job awards while 12 site managers collected NHBC Health and Safety awards.**
- **Our partnership with Cancer Research UK was recognised for the second year running, winning the Corporate Fundraising Team of the Year at the charity's Flame of Hope awards.**

Each year we set ourselves a range of CR targets and the 2018/19 saw some notable successes as we continue to embed CR within our business:

- **Completed the programme to replace all fork lifts on site with models fitted with 55 kW engines, delivering fuel and carbon savings.**
- **Switched to LED lights in all new showhomes to reduce energy use and carbon.**
- **Retained the highest rank in the WWF's Timber Scorecard 2019 (3 Trees), one of only five national homebuilders to achieve this score.**
- **Continued to focus on waste recycling, improving our waste diversion rate to 98.4% (2018 – 98.1%).**
- **Improved our RIDDOR seven-day reportable incident rate to 324.87 incidents per 100,000 site operatives (2018 – 404.02), the third year in a row we have reduced this rate.**
- **Hit our £1 million fundraising and donation target for Cancer Research UK 6 months early, ending the year at £1.275 million.**

We remain committed to improving our CR credentials as we continue to grow our business in a sustainable matter. If you have any comments about our approach to CR we would welcome your feedback.

**Jason Honeyman**

Chief Executive

[bellway4Good@bellway.co.uk](mailto:bellway4Good@bellway.co.uk)

# 1. VISION

## PERFORMANCE AGAINST 2018/19 TARGETS

Environment		
Energy	<b>We will ensure that 100% of our compounds are fitted with energy saving devices by 2020</b> <ul style="list-style-type: none"> <li>We achieved this target by July 2018, 2 years early</li> </ul>	
Energy	<b>We will limit the engine size of forklifts to 55 watts on all sites by 2019, delivering fuel and carbon savings</b> <ul style="list-style-type: none"> <li>All our forklift fleet has now been converted to 55 kw engines (2018: 88.6%)</li> </ul>	
Energy	<b>We will implement PIRs in all new show home lighting to reduce energy usage</b> <ul style="list-style-type: none"> <li>After further investigation this did not prove to be cost effective and instead we have moved all new show homes over to 100% LED lighting to deliver energy savings</li> </ul>	
Carbon	<b>We will investigate opportunities for a carbon strategy and assess and implement a range of energy reduction initiatives across the business</b> <ul style="list-style-type: none"> <li>We have continued to investigate and implement energy saving initiatives and have set a carbon reduction target for the coming years</li> </ul>	
Office Waste	<b>We will increase the percentage of waste diverted from landfill at divisional offices where we have responsibility for our waste</b> <ul style="list-style-type: none"> <li>We improved the overall office diversion rate to 54.9% (2018: 44.6%)</li> </ul>	
Construction		
Construction Waste	<b>We will maintain the proportion of waste diverted from landfill on construction sites at 97.5% or above</b> <ul style="list-style-type: none"> <li>We continue to improve our waste management, diverting 98.4% of waste from landfill in 2019 (2018: 98.1%)</li> </ul>	
Construction Waste	<b>We will reduce the quantity of waste we generate (excl. ground works waste) per home built by 2021</b> <ul style="list-style-type: none"> <li>Work has continued on this target, finalising our 'waste per home' metric and introducing initiatives to reduce waste</li> </ul>	
Sustainable Construction	<b>We will complete research into 6 sustainable construction methods and products, undertake trials at a division level and implement successful outcomes across the Group by 2021</b> <ul style="list-style-type: none"> <li>Work continues on our R&amp;D into sustainable construction, including investigations in the suitability of 'modern methods of construction' for our business</li> </ul>	
Planning	<b>We will pilot Building for Life on a minimum of 1 site and assess the impact on planning, construction costs and development desirability over the next 3 years</b> <ul style="list-style-type: none"> <li>The target was due to be completed this year. However the final assessments have been delayed and will now be undertaken in early 2020. We will then using the findings to help shape our evolving approach to development design</li> </ul>	
Society and Economy		
Customer Engagement	<b>We will deliver high levels of customer satisfaction, aiming to retain our '5 Star Builder' status for the 2018/19 year</b> <ul style="list-style-type: none"> <li>We regained our 5 Star Builder status, with at least 90% of our customers saying they would recommend Bellway to their friends (2018: 5 Star)</li> </ul>	
Health and Safety	<b>We will aim to maintain RIDDOR rates at 2018 level or below</b> <ul style="list-style-type: none"> <li>Our RIDDOR seven-day reportable incident rate in 2019 was 324.87 (2018: 404.02), the third year in a row we have successfully reduced this rate</li> </ul>	
Health and Safety	<b>We will deliver 'Site Tidiness' and 'Working at Height' safety briefings / training at 100% of sites to maintain a safe working environment</b> <ul style="list-style-type: none"> <li>We successfully delivered these site safety briefings, contributing to a safe working environment for our employees and contractors</li> </ul>	
Employee Development	<b>We will develop a structured and integrated training programme for site managers that will also consider sustainability issues</b> <ul style="list-style-type: none"> <li>We successfully introduced our new site management training programme and the first cohort of trainees are already progressing through the scheme</li> </ul>	
Employee Development	<b>We will increase the number of apprentices and graduates we employ, helping to address the industry-wide issue of skills shortages</b> <ul style="list-style-type: none"> <li>We increased the number of apprentices and graduates to 155 (2018: 142), a 9.2% increase</li> </ul>	
Charitable Giving	<b>We will extend our partnership with Cancer Research UK for a further year and aim to increase our fundraising and donation total across the 3 year period to at least £1 million</b> <ul style="list-style-type: none"> <li>We achieved our £1 million target six months early, finishing the year with a total of £1.275 million in fundraising and donation</li> </ul>	

# 1. VISION

## 2019/20 TARGETS

Environment	
Waste	We will assess the use of single-use plastic in our offices, construction processes and supply chain to understand where we can reduce or eliminate usage by 2021
Water	We will seek to reduce water consumption across all the new homes we build to 115 litres per person per day by 2022
Carbon	We will aim to reduce our direct carbon emission intensity (scope 1 & 2) from our construction operations, offices and business mileage by 10% by 2022/23 (measured by CO2e per home sold; 2017/18 as a base year)
Timber	Maintain 100% timber sourced from sustainable sources and maintain our score in the WWF Timber scorecard as 3
Construction	
Construction Waste	We will maintain the proportion of waste diverted from landfill on construction sites at 98% or above
Construction Waste	We will reduce the quantity of waste we generate (excl. ground works waste) per home built by 2021 (taking 2017/18 as a base year)
Sustainable Construction	We will complete research into 6 sustainable construction methods and products, undertake trials at a division level and implement successful outcomes across the Group by 2021
Customer Engagement	We will maintain a recommend score of at least 90% in the HBF new home buyers survey, equating to a five-star rating
Society and Economy	
Health and Safety	<p>We will maintain a safe working environment at our sites and in our offices by:</p> <ul style="list-style-type: none"> <li>• Maintaining RIDDOR rates at 2018 levels or below</li> <li>• Delivering 'slips, trips &amp; falls' and 'working from ladders' safety briefings at 100% of sites with the aim of reducing accident trends in these areas compared to 2019</li> </ul>
Health and Safety	We will train 75 mental health first aiders by July 2020
Employee Development	We will increase the number of Graduates, Trainees and Apprentices in the business compared to 2019
Community Engagement	We will develop a schools engagement pack for primary and secondary schools for use by divisions by July 2020
Charitable Giving	We will extend our partnership with Cancer Research UK for a further 2 year and aim to increase our fundraising and donation total across the combined 5 year period to at least £2 million

# 1. VISION

5 YEAR CR DATA	Financial year ended 31 <sup>st</sup> July				
KPI	2015	2016	2017	2018	2019
<b>Commercial</b>					
Total number of homes sold	7,752	8,721	9,644	10,307	<b>10,892</b>
Owned and controlled plots	36,211	34,979	37,855	41,077	<b>42,721</b>
<b>Environment</b>					
Scope 1 emissions <sup>(1)</sup> (tCO <sub>2</sub> e) <sup>(2)</sup>	10,634	16,362	18,844	19,964	<b>20,560</b>
Scope 2 emissions <sup>(3)</sup> (tCO <sub>2</sub> e) <sup>(2)</sup>	4,358	5,972	6,065	5,289	<b>5,155</b>
Total Scope 1 and 2 emissions (tCO <sub>2</sub> e) <sup>(2)</sup>	14,992	22,334	22,909	25,253	<b>25,715</b>
tCO <sub>2</sub> e <sup>(2)</sup> per home constructed	1.9	2.6	2.6	2.5	<b>2.4</b>
tCO <sub>2</sub> e <sup>(2)</sup> per Bellway employee	6.9	9.4	9.8	9.0	<b>8.6</b>
Number of homes built incorporating renewable and energy saving technology	3,878	3,351	3,723	3,802	<b>3,926</b>
Percentage of site compounds fitted with energy saving devices	51.9%	84.3%	94.0%	100%	<b>100%</b>
Number of active sites with a Biodiversity Plan in place	46	48	86	248	<b>150</b>
Number of homes with rainwater harvesting	824	1,183	1,170	645	<b>589</b>
Number of homes with waste recycling facilities	4,566	4,303	4,645	2,776	<b>4,081</b>
Number of sites with SuDS designed into the scheme	140	129	198	230	<b>255</b>
Number of Trees planted	23,513	18,003	22,231	21,418	<b>17,676</b>
Number of homes with access to a cycle store	3,327	4,091	4,237	5,307	<b>4,984</b>
Number of sites within 500 metres of a transport node	139	182	233	254	<b>308</b>
<b>Construction</b>					
Percentage of homes developed on brownfield sites	74%	62%	59%	53%	<b>43%</b>
Financial contributions under Section 106 Agreements and Community Infrastructure Levy	£79.0m	£147.9m	£118.2m	£79.0m	<b>£77.3m</b>
Percentage of timber from sustainable sources	100%	100%	100%	100%	<b>100%</b>
Waste (tonnes) per home built	8.61	8.52	9.25	9.31	<b>10.97</b>
Percentage of waste diverted from landfill	92.9%	95.9%	97.8%	98.1%	<b>98.4%</b>
<b>Society and Economy</b>					
Number of Bellway employees as at 31 July	2,298	2,387	2,595	2,904	<b>2,998</b>
Percentage of females	27%	28%	29%	28%	<b>30%</b>
Employee turnover	19.1%	23.4%	21.2%	21.4%	<b>22.4%</b>
Number of apprentices and graduates directly employed by Bellway	59	61	92	142	<b>155</b>
Number of NHBC 'Pride In The Job' awards received	33	43	49	49	<b>42</b>
Number of reportable RIDDOR major injuries per year	26	32	37	37	<b>32</b>
Reportable incident rate per 100,000 employees	430.75	445.19	426.36	404.02	<b>324.87</b>
Number of health and safety prosecutions	1	0	0	1	<b>0</b>
Number of homes sold to Registered Providers	1,574	1,376	2,077	2,044	<b>2,450</b>
Charitable donations	£146,010	£210,000	£292,873	£291,945	<b>£363,057</b>
Employee Fundraising	£37,530	£74,704	£229,047	£272,096	<b>£391,736</b>
Number of units built to Secured by Design principles	3,575	4,414	3,601	3,676	<b>3,298</b>
Home Builders Federation star rating	4	4	5	5	<b>5</b>

1 Fuel and gas, including petrol and diesel used on-site and in company vehicles on company business

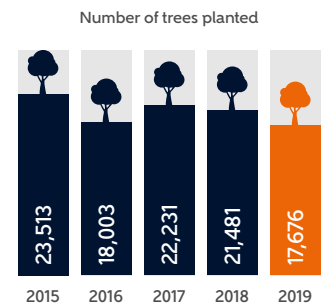
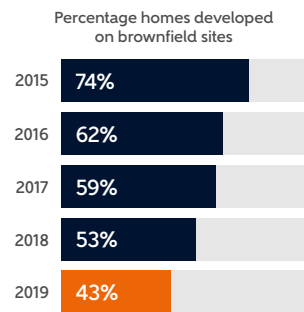
2 Tonnes of carbon dioxide equivalents

3 Purchased electricity - 2018 figure has been restated as we now calculated Scope 2 emissions using the 'market based' methodology

## 2. ENVIRONMENT

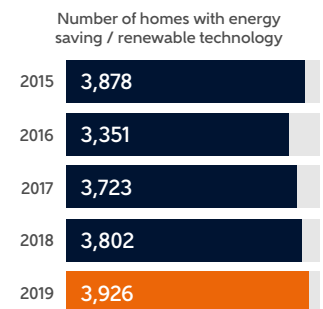
### Biodiversity and Ecology

- 150 active sites had some form of a biodiversity plan in place (2018 - 248)
- 255 active sites had Sustainable Drainage Systems (SuDS) designed into the development (2018 - 230)
- Over 17,000 trees were planted across our developments (2018 - 21,418)
- On average 30 trees and shrubs were planted for every home built (2018 - 26)
- 43% of our homes were developed on brownfield sites (2018 - 53%)



### Energy

- 100% of compounds were fitted with energy saving devices (2018 - 100%)
- By the end of the year 100% of all fork lift machines were fitted energy efficient 55 kw engines (2018 - 86.6%)
- 3,926 homes incorporated renewable and energy saving technology (2018 - 3,802)
- Our homes constructed achieved an average dwelling emission rate (DER) of 4.5% better than building regulations (2018 - 5.0% better)
- We now purchase electricity from renewable sources to power our development compounds



### PERFORMANCE AGAINST 2018/19 TARGETS

#### We will ensure that 100% of our compounds are fitted with energy saving devices by 2020

- We achieved this target in 2017/18 (2 years early) and 100% of our compounds continue to be fitted with energy saving devices



#### We will limit the engine size of forklifts to 55 watts on all sites by 2019, delivering fuel and carbon savings

- 100% of our forklift fleet has now been fitted with 55 watt engines (2018 - 88.6%)



#### We will implement PIRs in all new show home lighting to reduce energy usage

- After further investigation this did not prove to be cost effective and instead we have moved all new show homes over to 100% LED lighting to deliver energy savings



#### We will investigate opportunities for a carbon strategy and assess and implement a range of energy reduction initiatives across the business

- We have continued to investigate and implement energy saving initiatives and have set a carbon reduction target for the coming years



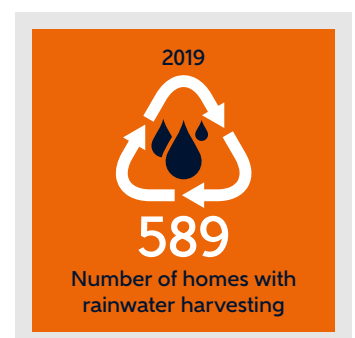
#### We will increase the percentage of waste diverted from landfill at divisional offices where we have responsibility for our waste

- We improved the overall office diversion rate to 54.9% (2018 - 44.6%)



### Water

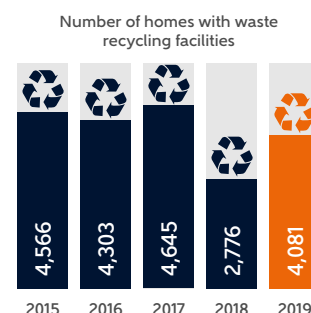
- 589 homes were supplied with garden rainwater harvesting (2018 - 645)
- 255 active sites had Sustainable Drainage Systems (SuDS) designed into the development (2018 - 230), accounting for 75% of homes sold (2018 - 65%)



## 2. ENVIRONMENT

### Domestic and Office Waste

- 4,081 homes were constructed with integrated waste recycling facilities (2018 – 2,776)
- Bellway office waste diversion rates have improved to 54.9% (2018 – 44.6%)



### PERFORMANCE AGAINST 2018/19 TARGETS

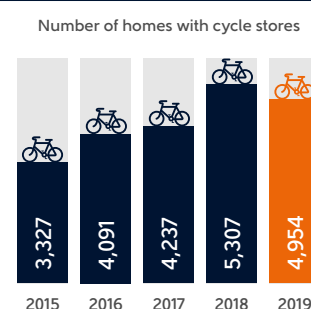
We will increase the percentage of waste diverted from landfill at divisional offices where we have responsibility for our waste

- We improved the overall office diversion rate to 54.9% (2018: 44.6%)



### Transport and Connectivity

- 4,984 homes were built with access to a cycle store (2018 – 5,307)
- 308 development sites were within 500 metres of a transport node (2018 – 254)



### Climate Change

- 25,715 tonnes of carbon emissions were produced (2018 – 25,253)\*
- 2.4 tonnes of carbon emissions per home construction were produced (2018 – 2.5)
- 8.6 tonnes of carbon emissions per Bellway employee were produced (2018 – 9.0)
- 100% of compounds were fitted with energy saving devices (2018 – 100%)
- 3,926 homes incorporated renewable and energy saving technology (2018 – 3,802)
- Homes constructed in the year achieved an average dwelling emission rate (DER) of 4.5% better than building regulations (2018 – 5.0% better)
- We now purchase electricity from renewable sources to power our development compounds:
  - 961 tonnes of carbon saved from entering the atmosphere this year
  - carbon from electricity has reduced by 2.5%
  - overall carbon per home sold has fallen for the first time by 4%

\* Our scope 2 emissions are now reported using the market-based method to account for electricity supplies purchased under REGO contracts. Scope 2 emissions for 2018 have been restated using the same methodology.

Greenhouse Gas Emission (tonnes of CO <sub>2</sub> e) <sup>1</sup>	2019	2018
Scope 1 - Combustion of fuel & operation of facilities (including diesel and petrol used on-site and in company cars on Group business)	20,560	19,964
Scope 2 - Electricity (market based) <sup>2</sup>	5,155	5,289
<b>Total Emissions <sup>2</sup></b>	<b>25,715</b>	<b>25,253</b>
<b>EMISSIONS INTENSITY:</b>		
tCO <sub>2</sub> e per Bellway home sold <sup>3</sup>	2.4	2.5
tCO <sub>2</sub> e per Bellway employee <sup>4</sup>	8.6	9.0

<sup>1</sup> Carbon dioxide equivalent

<sup>2</sup> Our scope 2 emissions are now reported using the market-based method to account for electricity supplies purchased under REGO contracts. Scope 2 emissions for 2018 have been restated using the same methodology

<sup>3</sup> Based on number of legal completions

<sup>4</sup> Based on the average number of employees during the year



## 2. ENVIRONMENT

An element of carbon estimation is undertaken in the following areas:

- **Diesel fuel usage on a small number of sites where fuel is provided by our groundworks contractors. Bellway's share of the usage is estimated based on forklift usage.**
- **Divisional offices where gas and electricity usage is included within landlord charges. Bellway's usage is estimated using a kwh per square meter of occupied floor space figure derived from other divisional offices with utility billing in place.**

Our overall carbon emissions have increased by only 1.8% to 25,715 tonnes CO<sub>2</sub>e (2018 – 25,253), against a 5.7% increase in homes sold to 10,892 (2018 – 10,307). This smaller increase in carbon, compared to construction growth, has been driven in part by our switch during this year to procuring site compound electricity from renewable sources through Renewable Energy Guarantee of Origin ('REGO') backed supplies. For the current year this has saved 961 tonnes of carbon from entering the atmosphere and helped us reduce carbon from our electricity usage by 2.5%, despite usage increasing by 16.9%.

Reporting via business metrics, overall carbon emissions per home sold have decreased by 4.0% to 2.4 tonnes (2018 – 2.5) while carbon emissions per employee have fallen by 4.4% to 8.6 tonnes (2018 – 9.0). Both the 2017/18 and 2018/19 emissions have been externally verified by Zeco Energy to a 'reasonable assurance level'.

### PERFORMANCE AGAINST 2018/19 TARGET

**We will investigate opportunities for a carbon strategy and assess and implement a range of energy reduction initiatives across the business**

- We have continued to investigate and implement energy saving initiatives and have set a carbon reduction target for the coming years



### Consolidated Group Emissions 2018/19 verification statement

The Directors  
Bellway PLC  
Seaton Burn house  
Dudley lane  
Seaton Burn  
NE13 6BE

5<sup>th</sup> September 2019

Dear Sirs,

We have been engaged by Bellway PLC (Bellway) to examine the greenhouse gas (GHG) emissions comprising 30,711.47 metric tonnes of CO<sub>2</sub> equivalent, as reported in the Bellway "Consolidated Group Emissions 2018-19 Q1-Q4 FINAL" document dated 31<sup>st</sup> August 2019.

Bellway is responsible for the preparation and presentation of the information within the Report. Our responsibility is to express a conclusion as to whether the greenhouse gas emission assertion is presented fairly in accordance with the verification criteria, which comprises:

- Department for Environment Food & Rural Affairs, Environmental Reporting Guidelines: Including mandatory greenhouse gas emissions reporting guidance, June 2013
- World Resources Institute, Greenhouse Gas Protocol, A Corporate Accounting and Reporting Standard, Revised Edition
- Companies Act 2006 (Strategic and Directors' Reports) Regulations 2013

Our duties in relation to this report are owed solely to Bellway. Accordingly, we do not accept any responsibility for any loss occasioned to any third party acting or refraining from action as a result of this report.

We completed our examination in accordance with ISO 14064-Part 3: *Specification with Guidance for the validation and verification of greenhouse gas assertions*.

As such, we planned and performed our examination in order to provide reasonable, rather than absolute assurance, with respect to the greenhouse gas emission assertion conformance to the verification criteria. We believe our work provides a reasonable basis for our conclusion.

Based on our examination, in our opinion the greenhouse gas emission assertion presented in the "Consolidated Group Emissions 2018-19 Q1-Q4 FINAL" have been presented fairly in accordance with the relevant criteria, in all material respects.

Regarding Scope 2, it is important to note, we have restated 17/18 to ensure they meet the requirements in relation to GHG protocol scope 2 guidance and we are satisfied with the marketplace methodology and method statement.

Ian Douglas  
Lead Verifier  
Zeco Energy Ltd

5<sup>th</sup> September 2019

Dobson House, Regent Centre, Newcastle upon Tyne NE3 3PF  
Tel: 0191 233 6322 Email: [operations@zecoenergy.com](mailto:operations@zecoenergy.com)  
VAT: 137709202 Company Registration 07917924

### 3. CONSTRUCTION

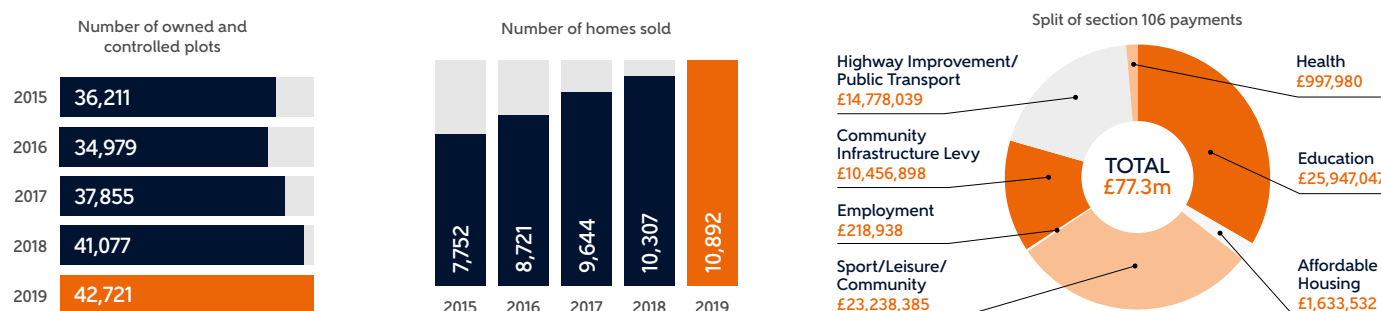
#### Planning

- 10,892 homes were sold in the year (2018 – 10,307)
- 42,721,877 owned and controlled plots (2018 – 41,077) representing 3.9 years' worth of supply (2018 – 4.0 years)
- 43% of our homes were developed on brownfield sites (2018 – 53%)
- £77.3m was committed in community investment through Section 106 and Community Infrastructure Levy (2018 – £79.0m)

#### PERFORMANCE AGAINST 2018/19 TARGET

We will pilot Building for Life on a minimum of 1 site and assess the impact on planning, construction costs and development desirability over the next 3 years

- The target was due to be completed this year. However the final assessments have been delayed and will now be undertaken in early 2020. We will then using the findings to help shape our evolving approach to development design.



#### Procurement, Supply Chain Management and Research & Development

- 100% of directly supplied timber came from certified sustainable sources (2018 – 100%)
- We secured the top score of '3 trees' in the WWF's Sustainable Timber Scorecard 2019 (2017 – 3 Trees), one of only five national housebuilders to achieve this
- We remain a signatory to the Prompt Payment Code, paying our subcontractors within an average of 26 days (2018 – 23 days)

#### PERFORMANCE AGAINST 2018/19 TARGET

We will complete research into 6 sustainable construction methods and products, undertake trials at a division level and implement successful outcomes across the Group by 2021

- Work continues on our R&D into sustainable construction, including investigations in the suitability of 'modern methods of construction' for our business.



#### Construction Waste

- Diversion rates continue to improve with 98.4% of waste diverted from landfill (2018 – 98.1%) - rates have risen year-on-year from 82.3% in 2012
- Tonnes of waste per home sold rose to 10.97 (2018 – 9.31)

#### Waste Performance

Waste Category	14-15	15-16	16-17	17-18	18-19
Timber (t)	5,126	6,923	10,511	11,980	15,091
Aggregates (t)	13,785	16,432	19,188	21,141	29,464
Plasterboard (t)	3,162	3,562	4,110	5,401	7,074
Mixed metals (t)	304	477	1,322	1,372	1,582
Mixed waste (t)	44,353	46,830	53,771	56,830	62,227
Electrical (t)	1	1	9	33	18
Hazardous (t)	9	37	164	19	75
Total (t)	66,740	74,262	89,075	96,776	115,531
Diverted (t)	62,001	71,226	87,196	94,966	113,667
Diverted (%)	92.9%	95.9%	97.8%	98.1%	98.4%
Waste (t) per Home Built	8.61	8.52	9.25	9.31	10.97

### 3. CONSTRUCTION

#### PERFORMANCE AGAINST 2017/18 TARGETS

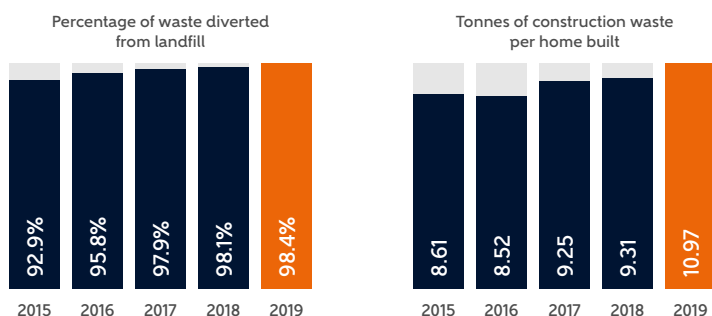
**We will maintain the proportion of waste diverted from landfill on construction sites at 97.5% or above**

- We continue to improve our waste management, diverting 98.4% of waste from landfill in 2019 (2018: 98.1%)



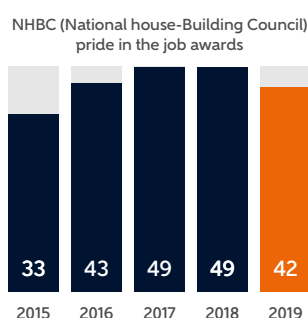
**We will reduce the quantity of waste we generate (excl. ground works waste) per home built by 2021**

- Work has continued on this target, finalising our 'waste per home' metric and introducing initiatives to reduce waste



#### Construction Site Management

- 42 of our site managers won National House Building Council (NHBC) Pride in the Job Awards (2018 – 49). 14 of these managers went on to win Seal of Excellence awards while a site manager from our East Midlands divisions was awarded a Regional Award in the large builder category
- As part of a drive to deliver quality homes, built to a high standards, our sites achieved an average of 0.19 NHBC Reportable Items per inspection (2018 – 0.19), against an internal target of 0.3 reportable items per inspection
- 12 Bellway Site Managers won awards at the NHBC Health and Safety Awards (2018 – 11). Three of these site managers went on to win 'Highly Commended' Awards (2018 – 4), including one who achieved the National Runner-Up Award in the large builder category



## 4. SOCIETY AND ECONOMY

### Bellway Employees

- The total number of Bellway employees (as of 31<sup>st</sup> July 2019) increased by 3.2% to 2,998 (2018 – 2,904)
- We have continued to extend our Site Manager Programme to ensure that our trainee assistant managers have the necessary skills to progress
- Training hours increased by 30% to 90,893 (2018 – 69,688)
- Training days per employee increased to 5.1 (2018 – 4.7), a 8.5% increase
- 155 apprentices and graduates are employed in the business, a 9% increase (2018 – 142)
- We are members of the 5% Club, recognising our commitment to ensuring that at least 5% of our workforce are employed in graduate and apprentice development roles
- We are a major contributor to the Construction Industry Training Board (CITB) Levy and the Apprenticeship Levy, contributing £1.7 million to schemes that invest in and support the training of workers across the construction industry (2018 - £1.6m)
- 42 of our site managers won National House Building Council (NHBC) Pride in the Job Awards (2018 – 49). 14 of these managers went on to win Seal of Excellence awards while a site manager from our East Midlands divisions was awarded a Regional Award in the large builder category
- 12 Bellway Site Managers won awards at the NHBC Health and Safety Awards (2018 – 11). Three of these site managers went on to win 'Highly Commended' Awards (2018 – 4), including one who achieved the National Runner-Up Award in the large builder category
- Employee turnover remained broadly static to 22.4% (2018 – 21.4%)
- We estimate that our construction activities support between 30,000 to 34,000 jobs (direct, indirect and induced) through Bellway, sub-contract labour and our supply chain
- We continue to undertake a range of health awareness activities in partnership with Cancer Research UK and have launched an overarching Health & Wellbeing programme with a monthly focus on specific areas of health

### PERFORMANCE AGAINST 2018/19 TARGETS

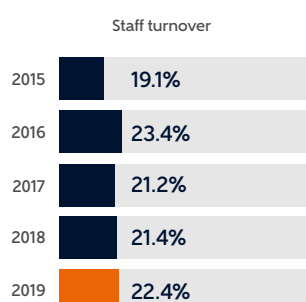
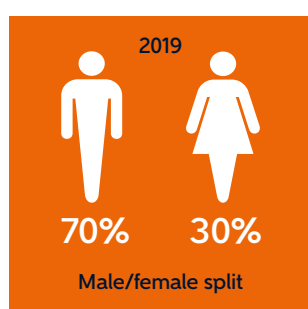
**We will develop a structured and integrated training programme for site managers that will also consider sustainability issues**

- We successfully introduced our new site management training programme and the first cohort of trainees are already progressing through the scheme



**We will increase the number of apprentices and graduates we employ, helping to address the industry-wide issue of skills shortages**

- We increased the number of apprentices and graduates to 155 (2018: 142), a 9.2% increase



## 4. SOCIETY AND ECONOMY

### Charitable Giving

- A total of £494,812 was raised and donated Cancer Research UK (CRUK - our charity partner), up 25% on last year's total (2018 - £394,453) and representing our best fundraising performance to-date
- This brings the total raised and donated for CRUK to £1,275,178 in just three years
- Total Bellway charitable donations and fundraising amounted to £754,793 (2018 - £564,040), an 34% increase on last year

With the on-going success of our partnership with CRUK, we extended it for a further year. We set a target of reaching £1 million in donations and fundraising by July 2019 and achieved this six months early.

We have continued our commitment to 'double match' every pound raised by employees and of the £494,812 total raised and donated in 2019, employee, sub-contractor and supplier fundraising accounted for £283,841, 43% up on last year (2018 - £198,953).

Since the partnership began £1,275,178 has been raised and donated to CRUK, with £667,586 as a result of fundraising by our employees, sub-contractors and suppliers. The continuing success has seen the partnership extended for a further two years, with a target to increase fundraising and donations to £2 million by the end of July 2021.

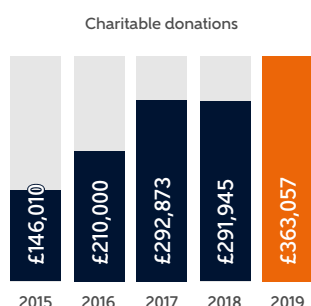
Bellway also matches employee fundraising for other charitable causes and this year employees raised a total of £107,895 for their personal charities, 49% up on the previous year (2018 - £72,643). In addition each Bellway Division also operates its own dedicated budget to support local charities and community groups.

Across all our charitable activity, total donations amounted to £754,793 (2018 - £564,040), of which £391,736 was raised by employees from their colleagues, friends, family and our suppliers, up 44% on last year (2018 - £272,096).

### PERFORMANCE AGAINST 2018/19 TARGETS

**We will extend our partnership with Cancer Research UK for a further year and aim to increase our fundraising and donation total across the 3 year period to at least £1 million**

- We achieved our £1 million target six months early, finishing the year with a total of £1.275 million in fundraising and donation



## 4. SOCIETY AND ECONOMY

### Health and Safety

- We have successfully reduced our RIDDOR seven-day reportable incident rate for the third year in a row, down 19.6%, to 324.87 incidents per 100,000 site operatives (2018 – 404.02)
- We delivered safety briefings addressing at all development sites, specifically addressing 'site tidiness' and 'working at height' issues
- We achieved an National House Building Council (NHBC) Safety Score of 0.856 (2018 – 0.867), a performance that was over two times better than the industry average of 2.037
- 12 Bellway Site Managers won awards at the NHBC Health and Safety Awards (2018 – 11). Three of these site managers went on to win 'Highly Commended' Awards (2018 – 4), including one who achieved the National Runner-Up Award in the large builder category
- We continue to undertake a range of health awareness activities in partnership with Cancer Research UK and have launched an overarching Health & Wellbeing programme with a monthly focus on specific areas of health

### PERFORMANCE AGAINST 2018/19 TARGETS

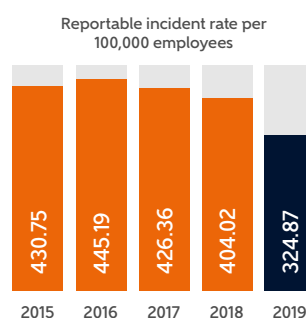
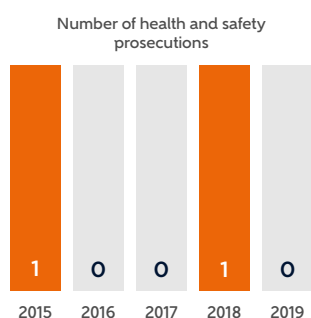
#### We will aim to maintain RIDDOR rates at 2018 level or below

- Our RIDDOR seven-day reportable incident rate in 2019 was 324.87 (2018: 404.02), the third year in a row we have successfully reduced this rate



#### We will deliver 'Site Tidiness' and 'Working at Height' safety briefings / training at 100% of sites to maintain a safe working environment

- We successfully delivered these site safety briefings, contributing to a safe working environment for our employees and contractors



## 4. SOCIETY AND ECONOMY

### Economic Development

#### Overall

- We estimated that Bellway's construction activities in 2018/19 contributed £1.3 billion<sup>1</sup> in gross value added (GVA) to the UK's economic output (2018 - £1.2bn)
- A £211m contribution to public finances through tax revenues (corporation tax; PAYE; NI) was made to central government as a result of Bellway's activities (2018 - £216m)
- An estimated £71.1m boost was provided to local authority finances through new Bellway homes - council tax receipts and New Homes Bonus payments (2018 - £61.3m)
- Bellway spent £1.7bn in our supply chain (2018 - £1.6bn), with around £1.5bn remaining in the UK (2018 - £1.4bn)

#### Finance

- Turnover increased 8.6% to £3,213.2m (2017 - £2,957.7m)
- £124.0m was paid in corporation tax, up 2.3% (2018 - £121.2m)
- £17.4m was paid in Employers National Insurance to government, up 7.4% (2018 - £16.2m)
- £164.1m was paid in salaries to employees, up 12.2% (2018 - £146.3m)

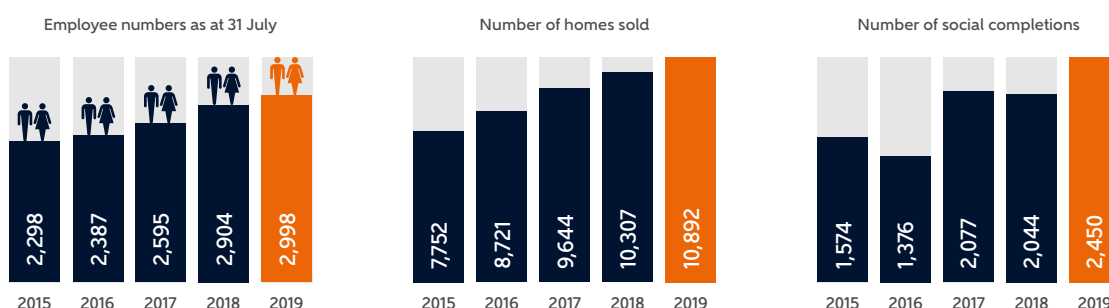
#### New Homes

- New homes sold increased 5.7% to 10,892 (2018 - 10,307)
- There was an estimated £59.5m<sup>2</sup> boost to the local economy through one-off spend from new Bellway home owners (2018 - £56.3m), followed by an estimated £324.5m<sup>3</sup> ongoing annual local spend by these households (2018 - £270.0m)
- 22% of our homes were delivered to affordable housing providers (2018 - 22%)
- 30% of our homes were sold to first-time buyers (2018 - 34%), helping over 3,200 homeowners get their first foot on the property ladder

#### Investment

- £77.3m was committed in community investment through Section 106 and Community Infrastructure Levy in the past year (2018 - £79.0m)
- We directly employ 2,998 people (2018 - 2,904)
- We estimate that between 30,000 and 34,000<sup>4</sup> jobs are supported by our construction activities, both directly, indirectly and induced through Bellway, sub-contract labour and our supply chain

1. This figure has been calculated for Bellway by Nathaniel Litchfield & Partners using their 'Evaluate Framework' and is based on an estimated 11,600 direct jobs supported by Bellway in the house building industry  
2. Estimated one-off spending on a new home of at least £5,462 - The Economic Footprint of House Building in England and Wales (2018) by Home Builders Federation and Nathaniel Litchfield & Partners  
3. Estimated using average UK household weekly expenditure figure of £573 per week (Office of National Statistics Family Spending Survey 2019)  
4. Using data/metrics from The Economic Footprint of House Building in England and Wales (2018) by Home Builders Federation and Nathaniel Litchfield & Partners



## 4. SOCIETY AND ECONOMY

### Customer Engagement

- We retained our 5 Star Homebuilder rating from the House Builders Federation (HBF) (2018 – 5 Star) for the third year running. This means that at least nine out of ten of our customers would recommend Bellway to a friend
- 42 of our site managers won National House Building Council (NHBC) Pride in the Job Awards (2018 – 49), recognising our site managers' commitment to customer care. 14 of these managers went on to win Seal of Excellence awards while a site manager from our East Midlands divisions was awarded a Regional Award in the large builder category

### PERFORMANCE AGAINST 2017/18 TARGET

**We will deliver high levels of customer satisfaction, aiming to retain our '5 Star Builder' status for the 2018/19 year**

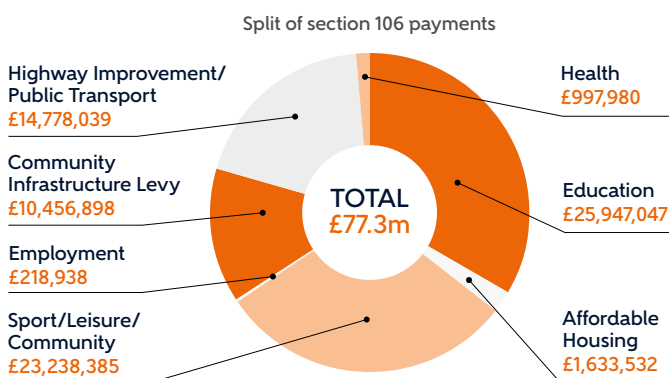
- We regained our 5 Star Builder status, with at least 90% of our customers saying they would recommend Bellway to their friends (2018: 5 Star)



### Creating Sustainable Communities

- 22% of our homes were delivered to affordable housing providers (2018 – 22%)
- 30% of our homes were sold to first-time buyers (2018 – 34%), helping over 3,200 homeowners get their first foot on the property ladder
- £77.3m was committed in community investment through Section 106 and Community Infrastructure Levy in the past year (2018 – £79.0m)
- We estimate that between 30,000 and 34,000 jobs are supported by our construction activities, both directly, indirectly and induced through Bellway, sub-contract labour and our supply chain<sup>1</sup>

1. Using data/metrics from The Economic Footprint of House Building in England and Wales (2018) by Home Builders Federation and Nathaniel Lichfield & Partners





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