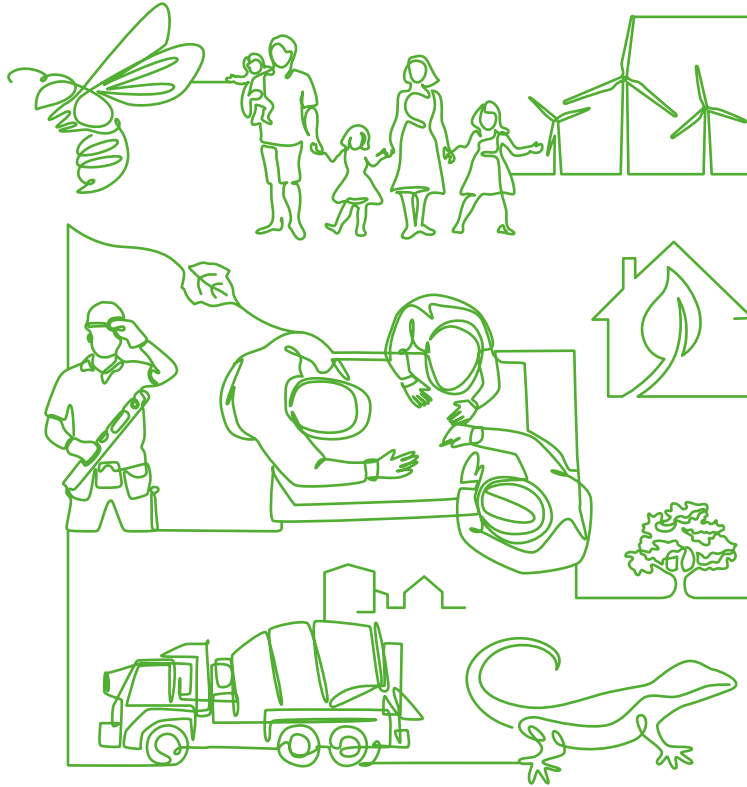


Bellway4Good



CORPORATE RESPONSIBILITY  
2019 - 2020

**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; economic development; employees; health and safety; stakeholders.**

With targets focussed on 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 2019/20 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 2020/21 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.bellwayplc.co.uk/corporate-responsibility](http://www.bellwayplc.co.uk/corporate-responsibility).

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## Chief Executive's Statement

The last year has been a challenging one for all businesses faced with lockdown restrictions as a result of COVID-19. As well as ensuring the health, safety and wellbeing of our colleagues, customers and subcontract workers, we have continued with 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. While the past year has seen a drop in homes constructed across the industry due to lockdown and COVID-19 secure working practices being adopted on our sites, we remain committed to building high quality homes and communities to allow as many people as possible to buy their own home.

Bellway continue to operate from 22 Divisions covering the main population centres across England, Scotland and Wales and our average direct employees have grown by 4.7% during 2019/20. When we include indirect and induced employment across our sub-contractors and suppliers, we estimate that despite the disruption of the past year, between 19,700 and 23,400 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 allowing Bellway to successfully navigate the challenges that COVID-19 has presented:

- **We retained 5-star homebuilder status from the Home Builder Federation for the fourth consecutive year, demonstrating our commitment to customer service.**
- **44 Bellway site managers were recognised in the NHBC Pride in the Job awards.**
- **We continued to support our partnership with Cancer Research UK and increased our fundraising and donation total to £1.6 million.**

We continue to set ourselves a range of CR targets and 2019/20 saw some notable successes as we continue to embed CR within our business:

- **Continued to reduce our carbon emissions per employee through the introduction of additional green energy supplied into the business.**
- **Maintained our office waste diverted from landfill at above 54%.**
- **Continued our focus on our successful waste recycling programme on our sites, increasing our waste diversion rate to 99.1% (2019 – 98.4%).**
- **Achieved our HBF 5-star homebuilder status for the fourth year running.**
- **Improved our RIDDOR seven-day reportable incident rate to 203.12 incidents per 100,000 site operatives (2019 – 324.87), the fourth year in a row we have reduced this rate.**
- **Continued our partnership with Cancer Research UK, increasing our 4-year total fundraising and donation total to £1.6 million.**

We remain committed to improving our CR credentials as we continue to grow our business in a sustainable manner. 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 2019/20 CR TARGETS

Environment		
Waste	<b>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.</b> <ul style="list-style-type: none"> <li>Progress is on-going</li> </ul>	→
Water	<b>We will seek to reduce water consumption across all households to 115 litres per person per day by 2022.</b> <ul style="list-style-type: none"> <li>58.5% of our homes sold in 2019/20 achieved or bettered this water consumption rate</li> </ul>	→
Carbon	<b>We will aim to reduce our direct carbon emission intensity (scope 1 &amp; 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).</b> <ul style="list-style-type: none"> <li>COVID lockdown caused a 30.9% fall in homes sold which, despite an 18.4% fall in emissions, led to a 16.7% rise in emissions per home sold</li> </ul>	→
Supply Chain	<b>We will maintain 100% timber sourced from sustainable sources and maintain our score in the WWF Timber scorecard as 3.</b> <ul style="list-style-type: none"> <li>We achieved this target</li> </ul>	✓
Construction		
Construction Waste	<b>We will maintain the proportion of waste diverted from landfill on construction sites at 98% or above.</b> <ul style="list-style-type: none"> <li>We increased our waste diversion rate for the sixth year, reaching 99.1% (2019 - 98.4%)</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, introducing specific initiatives to reduce rubble 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 has continued on our R&amp;D into sustainable construction, including investigations in the suitability of 'modern methods of construction' for our business</li> </ul>	→
Customer and Quality	<b>We will deliver quality homes and customer satisfaction and maintain a recommend score of at least 90% in the HBF new home buyers' survey, equating to a five-star rating.</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 (2019 - 5 Star)</li> </ul>	✓
Society and Economy		
Health and Safety	<b>We will maintain a safe working environment at our sites and in our offices by:</b> <ul style="list-style-type: none"> <li>Maintaining RIDDOR rates at 2018 levels or below;</li> <li>Delivering 'slips, trips and falls' and 'working from ladders' safety briefings at 100% of sites with the aim of reducing accident trends in this area compared to 2019.</li> <li>Our RIDDOR seven-day reportable incident rate in 2020 was 203.12 (2019 - 324.87), the fourth year in a row we have successfully reduced this rate</li> </ul>	✓
Health and Wellbeing	<b>We will train 75 Mental Health First Aiders by July 2020.</b> <ul style="list-style-type: none"> <li>We successfully trained 160 Mental Health First Aiders across the business</li> </ul>	✓
Employee Development	<b>We will increase the number of graduates, trainees and apprentices in the business compared to 2019, helping to address the industry-wide issue of skills shortages.</b> <ul style="list-style-type: none"> <li>We successfully increased the number of graduates, trainees and apprentices to 258 (2019 - 182)</li> </ul>	✓
Community Engagement	<b>We will develop a school engagement pack for primary and secondary schools for use by divisions by July 2020.</b> <ul style="list-style-type: none"> <li>Due to the impact of COVID lockdown we were unable to deliver this target but work will continue in 2020/21</li> </ul>	✗
Charitable Giving	<b>We will extend our partnership with Cancer Research UK for a further two years and aim to increase our fundraising and donation total across the combined five-year period to at least £2 million by July 2021.</b> <ul style="list-style-type: none"> <li>We have continued our work with CRUK and ended year 4 of the partnership with a total of £1.6 million in fundraising and donations</li> </ul>	✓

# 1. VISION

## 2020/21 CR 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 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)
Energy	We will fit electric vehicle charging points as standard in 50% of new homes built by 2023
Energy	We will fit a range of renewable energy technology to 40% of new homes built by 2023
Transport	We will aim to reduce employee business car mileage by 10% through the use of remote meeting technology and the introduction of a working from home policy (measured as miles per employee; average of FY17, FY18 and FY19 as baseline)
Construction	
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 aim to retain maintain our '5-star builder' status by achieving a 'recommend a friend' score of at least 90% in the HBF new home buyers survey
Customer Engagement	We will develop a smart-home technology package for new homes with a view to trialling on five developments by 2022
Society and Economy	
Health and Safety	We will maintain our site based RIDDOR rates at 2020 levels or below
Employee Engagement	We will set up diversity and inclusion focus groups to gain a greater understanding of the issues and challenges facing under-represented groups of employees, informing priorities moving forwards
Employee Engagement	We will implement an employee engagement survey this year and aim to achieve a 60% response rate
Community Engagement	We will develop a school engagement pack for primary and secondary schools for use by divisions by July 2021
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 (by July 2021)

# 1. VISION

5 YEAR CR DATA	Financial year ended 31 <sup>st</sup> July				
KPI	2016	2017	2018	2019	2020
<b>Commercial</b>					
Total number of homes sold	8,721	9,644	10,307	10,892	7,522
Owned and controlled plots	34,979	37,855	41,077	42,721	44,589
<b>Environment</b>					
Scope 1 emissions <sup>(1)</sup> (tCO <sub>2</sub> e) <sup>(2)</sup>	16,362	18,844	19,964	20,560	16,892
Scope 2 emissions <sup>(3)</sup> (tCO <sub>2</sub> e) <sup>(2)</sup>	5,972	6,065	5,289	5,155	4,097
Total Scope 1 and 2 emissions (tCO <sub>2</sub> e) <sup>(2)</sup>	22,334	22,909	25,253	25,715	20,989
tCO <sub>2</sub> e <sup>(2)</sup> per home constructed	2.6	2.6	2.5	2.4	2.8
tCO <sub>2</sub> e <sup>(2)</sup> per Bellway employee	9.4	9.8	9.0	8.6	6.7
Number of homes built incorporating renewable and energy saving technology	3,351	3,723	3,802	3,926	2,141
Percentage of site compounds fitted with energy saving devices	84.3%	94.0%	100%	100%	100%
Number of active sites with a Biodiversity Plan in place	48	86	248	150	186
Number of homes with rainwater harvesting	1,183	1,170	645	589	391
Number of homes with waste recycling facilities	4,303	4,645	2,776	4,081	2,239
Number of sites with SuDS designed into the scheme	129	198	230	255	224
Number of Trees planted	18,003	22,231	21,418	17,676	12,760
Number of homes with access to a cycle store	4,091	4,237	5,307	4,984	3,606
Number of sites within 500 metres of a transport node	182	233	254	308	230
<b>Construction</b>					
Percentage of homes developed on brownfield sites	62%	59%	53%	43%	36%
Financial contributions under Section 106 Agreements and Community Infrastructure Levy	£147.9m	£118.2m	£79.0m	£77.3m	£60.5m
Percentage of timber from sustainable sources	100%	100%	100%	100%	100%
Waste (tonnes) per home built	8.52	9.25	9.31	10.97	11.18
Percentage of waste diverted from landfill	95.9%	97.8%	98.1%	98.4%	99.1%
<b>Society and Economy</b>					
Number of Bellway employees as at 31 July	2,387	2,595	2,904	2,998	2,889
Percentage of females	28%	29%	28%	30%	30%
Employee turnover	23.4%	21.2%	21.4%	22.4%	20.8%
Number of apprentices, graduates and trainees employed by Bellway <sup>(4)</sup>	-	-	142	155	258
Number of NHBC 'Pride In The Job' awards received	43	49	49	42	44
Number of reportable RIDDOR major injuries per year	32	37	37	32	19
Reportable incident rate per 100,000 employees	445.19	426.36	404.02	324.87	203.12
Number of health and safety prosecutions	0	0	1	0	0
Number of homes sold to Registered Providers	1,376	2,077	2,044	2,450	1,671
Charitable donations	£210,000	£292,873	£291,945	£363,057	£300,000
Employee Fundraising	£74,704	£229,047	£272,096	£391,736	£237,338
Number of units built to Secured by Design principles	4,414	3,601	3,676	3,298	2,098
Home Builders Federation star rating	4	5	5	5	5

(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

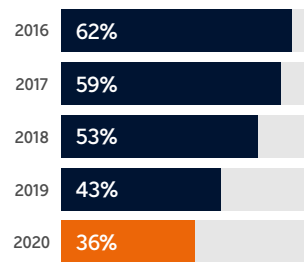
(4) Trainees included in the measure from 2018

## 2. ENVIRONMENT

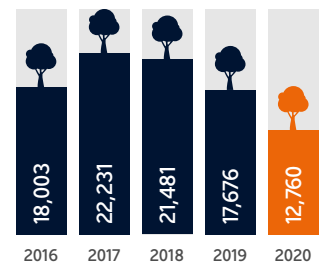
### Biodiversity and Ecology

- 186 active sites (58%) had some form of a biodiversity plan in place (2019 – 150; 44%)
- 224 active sites (76%) had Sustainable Drainage Systems (SuDS) designed into the development (2019 – 255; 74%)
- Almost 13,000 trees were planted across our developments (2019 – 17,676)
- On average 29 trees and shrubs were planted for every home built (2019 – 30)
- 36% of our homes were developed on brownfield sites (2019 – 43%)

Percentage of homes developed on brownfield sites



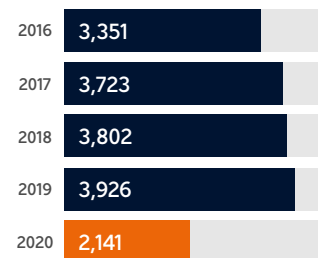
Number of trees planted



### Energy

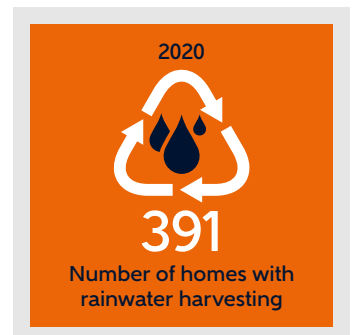
- 2,141 homes (28%) incorporated renewable and energy saving technology (2019 – 3,926; 36%)
- Our homes constructed achieved an average dwelling emission rate (DER) of 4.7% better than building regulations (2019 – 4.5% better)
- We purchase electricity from renewable sources to power our construction compounds and our divisional offices

Number of homes with energy saving / renewable technology



### Water

- 58.5% of new homes sold in the year met or bettered our '115 litres per person per day' water consumption target
- 391 homes were supplied with garden rainwater harvesting (2019 – 589)
- 224 active sites had Sustainable Drainage Systems (SuDS) designed into the development (2019 – 255), accounting for 72% of homes sold (2019 – 75%)



### PERFORMANCE AGAINST 2019/20 TARGETS

We will seek to reduce water consumption across all households to 115 litres per person per day by 2022

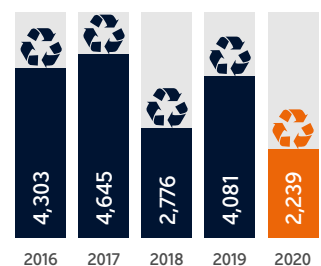
- 58.5% of our homes sold in 2019/20 achieved or bettered this water consumption rate



### Domestic and Office Waste

- 2,239 homes (30%) were constructed with integrated waste recycling facilities (2019 – 4,081; 37%)
- Bellway's office waste diversion rate has improved to 57.5% (2019 – 54.9%)

Number of homes with waste recycling facilities

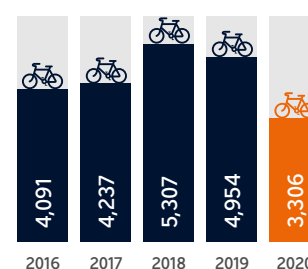


## 2. ENVIRONMENT

### Transport and Connectivity

- 3,606 homes (48%) were built with access to a cycle store (2019 – 4,984; 46%)
- 230 development sites (72%) were within 500 metres of a transport node (2019 – 308; 89%)

Number of homes with cycle stores



### Climate Change

- 20,989 tonnes of carbon emissions were produced (2019 – 25,715)\*
- 2.8 tonnes of carbon emissions per home construction were produced (2019 – 2.4)
- 6.7 tonnes of carbon emissions per Bellway employee were produced (2019 – 8.6)
- 100% of compounds were fitted with energy saving devices (2019 – 100%)
- 2,141 homes (28%) incorporated renewable and energy saving technology (2019 – 3,926; 36%)
- Our homes constructed achieved an average dwelling emission rate (DER) of 4.7% better than building regulations (2019 – 4.5% better)
- We already power many of our construction compounds on purchased renewable electricity and this year we extended that to include our divisions offices (where we have control over utilities). Over overall purchase of renewable electricity has saved 1,753 tonnes of carbon saved from entering the atmosphere this year

\* Our scope 2 emissions are now reported using the market-based method to account for electricity supplies purchased under REGO contracts.

Greenhouse Gas Emission (tonnes of CO <sub>2</sub> e) <sup>1</sup>	2020	2019
Scope 1 - Combustion of fuel & operation of facilities (including diesel and petrol used on-site and in company cars on Group business)	16,892	20,560
Scope 2 - Electricity purchased for our own use (market-based) <sup>2</sup>	4,097	5,155
<b>Total scope 1 and 2 GHG Emissions (market-based) <sup>2</sup></b>	<b>20,989</b>	<b>25,715</b>
Energy consumption used to calculate above emissions (kWh)	88,061,917	107,006,160
GHG intensity (market-based) per Bellway home sold	2.8	2.4
GHG intensity (market-based) per Bellway employee <sup>3</sup>	8.6	8.6
Scope 1 - Combustion of fuel & operation of facilities (including diesel and petrol used on-site and in company cars on Group business)	16,892	20,560
Scope 2 - Electricity purchased for our own use (location-based) <sup>4</sup>	4,877	5,518
<b>Total scope 1 and 2 GHG Emissions (location-based) <sup>2</sup></b>	<b>21,769</b>	<b>26,078</b>
Energy consumption used to calculate above emissions (kWh)	92,663,081	109,622,315
GHG intensity (market-based) per Bellway home sold	2.9	2.4
GHG intensity (market-based) per Bellway employee <sup>3</sup>	7.0	8.8
Scope 3 - Disposal of waste	1,932	2,642
Scope 3 - Emissions from employee business travel in non-company vehicles	1,799	2,354

<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.

<sup>3</sup> Based on the average number of employees during the year

<sup>4</sup> Scope 2 emissions reported using the location-based method for total electricity used which does not account for the zero carbon nature of electricity purchased under REGO contracts



## 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 groundwork contractors. Bellway's share of the usage is estimated based on forklift usage.**
- **Divisional offices where gas and electricity usage are 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.**

COVID-19 has had an impact on emissions as construction sites and divisional offices shut from late March through to early May. Scope 1 emissions fell by 17.8% with reduced site activity the key driver. Scope 2 emissions (market-based) fell by 20.5% through a combination of reasons – COVID-19 shutdown, the ongoing decarbonisation of the UK electricity mix and our increasing use of REGO (Renewable Energy Guarantee of Origin) electricity supplies. Our use of 'green electricity' has saved 1,753 tonnes of carbon from entering the atmosphere in the past year and discounting the benefit of our REGO supplies, location-based Scope 2 emissions fell by 11.6%.

Overall, total Scope 1 and 2 emissions (market-based) fell by 18.4% although with the 30.9% fall in completions (due to COVID-19 shutdown), our carbon per home sold metric rose by 16.7% to 2.8 tonnes (2019 – 2.4). However, with employee numbers largely static, our market-based emissions per employee have fallen by 22.1% to 6.7 tonnes (2019 – 8.6), broadly in line with the reduction in absolute emissions.

For the first time (under SECR - Streamlined Energy and Carbon Reporting) we have reported on certain Scope 3 emissions (waste and business mileage) and our total underlying energy use. Waste emissions fell by 26.9% due to the temporary shutdown of sites, while business mileage emissions fell by 23.6% as staff were at first furloughed then adopted remote meeting technology to adhere to social distancing. Underlying energy use (market-based) fell by 17.7%, while using the location-based method to remove the impact of 'green electricity', the fall was 15.5%.

During the year we have continued installing energy-saving technology in new compounds and maintained the use of more efficient engines in our telehandler fleet. LED lighting continues to be installed in showhomes and new guidance has been issued on the use of heating in showhomes and in homes under construction to minimise unnecessary energy usage.


### PERFORMANCE AGAINST 2019/20 TARGETS

**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)**

- COVID-19 lockdown caused a 30.9% fall in homes sold which, despite an 18.4% fall in emissions, led to a 16.7% rise in emissions per home sold. Continuing work on introducing renewable electricity into the business, and a full year of homes sold, should see us reaching our 10% reduction target by July 2021.



### Consolidated Group Emissions 2019/20 verification statement



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

4th September 2020

Dear Sirs,

We have been engaged by Bellway PLC (Bellway) to examine the greenhouse gas (GHG) emissions comprising 24,721.23 metric tonnes of CO2 equivalent, as reported in the Bellway "Consolidated Group Emissions 2019-20 Q1-Q4 FINAL" document dated 3rd September 2020.

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 2019-20 Q1-Q4 FINAL" have been presented fairly in accordance with the relevant criteria, in all material respects.



Ian Douglas  
Lead Verifier  
Zeco Energy Ltd

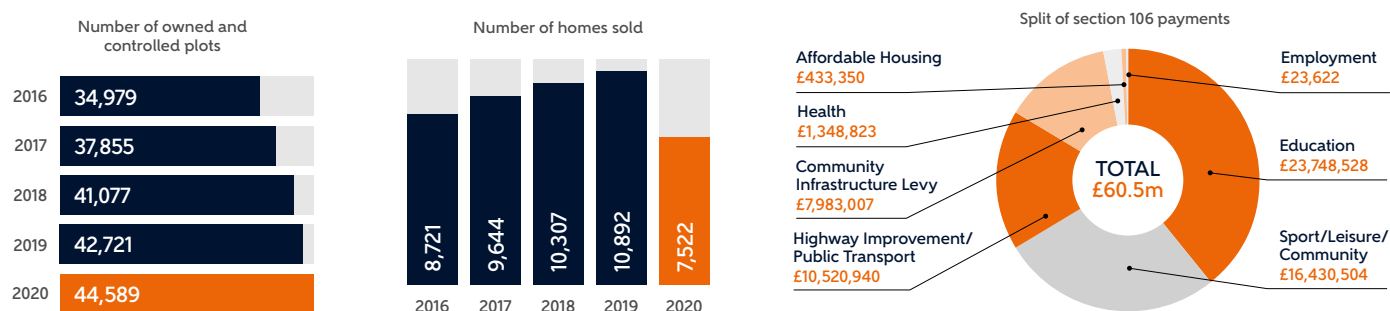
4th September 2020

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

- 7,522 homes were sold in the year (2019 – 10,892), a 30.9% fall as COVID-19 restrictions saw sites and sales offices shut from late March through to early May, after which social distancing restrictions prevented a full return to normal operation.
- 44,589 owned and controlled plots (2019 – 42,721) representing 5.9 years' worth of supply (2019 – 3.9 years)
- 36% of our homes were developed on brownfield sites (2019 – 43%)
- £60.5m was committed in community investment through Section 106 and Community Infrastructure Levy (2019 – £77.3m)



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

- 100% of directly supplied timber came from certified sustainable sources (2019 – 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 25 days (2019 – 26 days)

#### PERFORMANCE AGAINST 2019/20 TARGETS

**We will maintain 100% timber sourced from sustainable sources and maintain our score in the WWF Timber scorecard as 3**

- We achieved this target and all timber continues to be procured from sustainable sources



**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 has continued 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 99.1% of waste diverted from landfill (2019 – 98.4%) - rates have risen year-on-year from 82.3% in 2012
- Tonnes of waste per home sold rose to 11.18 (2019 – 10.97) but an action plan is in place to address this in 2020/21, specifically on the quantity of rubble disposed of

#### Waste Performance

Waste Category	15-16	16-17	17-18	18-19	19-20
Timber (t)	6,923	10,511	11,980	15,091	12,635
Aggregates (t)	16,432	19,188	21,141	29,464	20,439
Plasterboard (t)	3,562	4,110	5,401	7,074	5,533
Mixed metals (t)	477	1,322	1,372	1,582	1,452
Mixed waste (t)	46,830	53,771	56,830	62,227	47,101
Electrical (t)	1	9	33	18	22
Hazardous (t)	37	164	19	75	13
Total (t)	74,262	89,075	96,776	115,531	87,195
Diverted (t)	71,226	87,196	94,966	113,667	86,377
Diverted (%)	95.9%	97.8%	98.1%	98.4%	99.1%
Waste (t) per Home Built	8.52	9.25	9.31	10.97	11.18

### 3. CONSTRUCTION

#### PERFORMANCE AGAINST 2019/20 TARGETS

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

- Progress is on-going



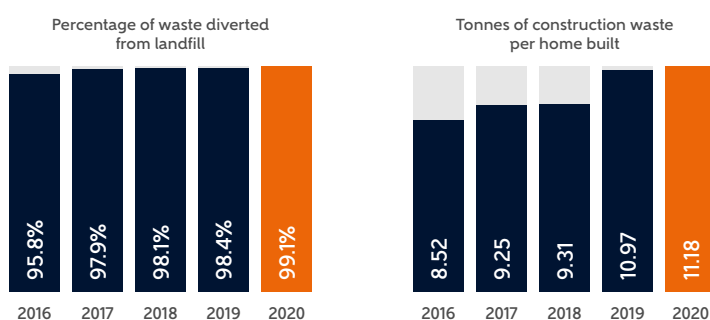
We will maintain the proportion of waste diverted from landfill on construction sites at 98% or above

- We increased our waste diversion rate sixth year, reaching 99.1% (2019 - 98.4%)



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

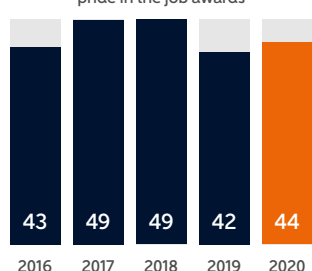
- Work has continued on this target, introducing specific initiatives to reduce rubble waste



#### Construction Site Management

- 44 of our site managers won National House Building Council (NHBC) Pride in the Job Awards (2019 - 42). 17 of these managers went on to win Seal of Excellence awards while a site manager from our North London Division won a Regional Award in the multi-storey builder category
- As part of a drive to deliver quality homes, built to a high standard, our sites achieved an average of 0.24 NHBC Reportable Items per inspection (2019 - 0.19), against an internal target of 0.3 reportable items per inspection
- Given COVID-19 lockdown and the resultant social distancing restrictions, the NHBC did not operate their Health and Safety Awards in 2020. We look forward to Bellway site managers being successful in these awards in 2021

NHBC (National house-Building Council)  
pride in the job awards



## 4. SOCIETY AND ECONOMY

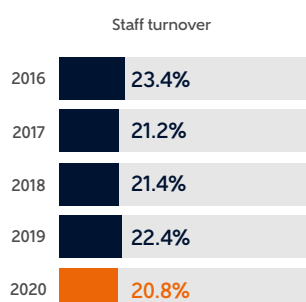
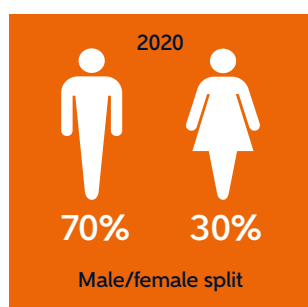
### Bellway Employees

- The total number of Bellway employees (as at 31 July 2019) fell slightly to 2,889 (2019 – 2,998)
- We delivered 4.1 training days per employee (2019 – 5.1) despite the challenges of a COVID-19 interrupted year
- We increased the number of graduates, trainees and apprentices across the business by 42% to 258 (2019 – 182) and by the end of the year we had 8.3% of colleagues in a 'learning and earning' position
- 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 £1.9 million to schemes that invest in and support the training of workers across the construction industry (2019 – £1.7m)
- 44 of our site managers won National House Building Council (NHBC) Pride in the Job Awards (2019 – 42). 17 of these managers went on to win Seal of Excellence awards while a site manager from our North London Division won a Regional Award in the multi-storey builder category
- Given COVID-19 lockdown and the resultant social distancing restrictions, the NHBC did not operate their Health and Safety Awards in 2020. We look forward to Bellway site managers being successful in these awards in 2021
- Employee turnover remained broadly static to 20.8% (2019 – 22.4%)
- We estimate that our 'COVID-19 impacted' construction activities supported between 19,700 to 23,400 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
- We have launched an overarching Health & Wellbeing programme with monthly and quarterly focus on specific areas of health and in light of the COVID-19 lockdown, we dedicated the full month of May to highlight the importance of mental wellbeing, providing colleagues with useful guidance and links to ensure they looked after both their physical and mental wellbeing
- We operate several Employee Listening Groups across the company which have helped shape several new policies new policies relating to flexible working
- Our focus on diversity and inclusion saw the Group awarded The Financial Times Diversity Leaders 2020 award, where we ranked 286 out of 700 companies across Europe

### PERFORMANCE AGAINST 2018/19 TARGETS

We will increase the number of graduates, trainees and apprentices in the business compared to 2019, helping to address the industry-wide issue of skills shortages

- We successfully increased the number of graduates, trainees and apprentices by 41% to 258 (2019 – 182)



## 4. SOCIETY AND ECONOMY

### Charitable Giving

- We raised and donated £328,493 for our charity partner Cancer Research UK (CRUK) (2019 – £494,812).
- This brings the total raised and donated to CRUK since August 2016 to £1,603,672
- Overall Bellway charitable donations and fundraising amounted to £537,338 (2019 – £754,793)

The 2020 lockdown and social distancing restrictions have significantly impacted on opportunities to raise funds for CRUK at a time when the charity is forecasting a £150 million fall in income as a result of COVID-19, funds that would normally have been spent on research into cures for cancer. We are still striving to reach our £2 million target by July 2021 but given ongoing social distancing restrictions this will be a difficult total to reach.

Despite the restrictions in the second half of the year, employees, subcontractors and suppliers were still able to raise £140,134 (2019 – £283,841) and combined with Bellway's 'double matching' of employee fundraising, the total raised reached £239,820. To support CRUK in this difficult time Bellway made an additional donation of £88,673 to the charity, lifting the full year total to £328,493 (2019 – £494,812). This brings the total raised and donated to CRUK over the life of our four-year partnership to £1,603,672, with £807,720 as a result of fundraising by our employees, sub-contractors and suppliers.

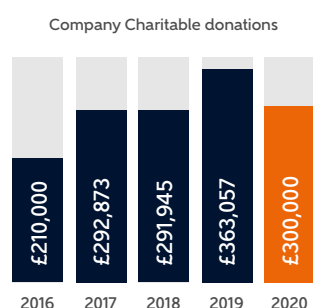
Bellway also matches employee fundraising for other charitable causes and this year employees raised an additional £110,551, slightly up on last year despite the COVID-19 'lockdown' (2019 – £107,895). Our divisions have also continued to support charities and community groups local to their operating area, with some specific focus on the NHS, local food banks and other charities supporting communities during the pandemic.

In total, across all our charitable activities, Bellway, our employees, subcontractors and suppliers have raised and donated a total of £537,338 to good causes this year (2019 – £754,793), of which £237,338 was raised by our employees, subcontractors and suppliers (2019 – £391,736).

### PERFORMANCE AGAINST 2019/20 TARGETS

**We will extend our partnership with Cancer Research UK for a further two years and aim to increase our fundraising and donation total across the combined five-year period to at least £2 million by July 2021**

- We have continued our work for CRUK, although fundraising opportunities have been heavily impacted by COVID lockdown and social distancing. We ended year 4 of the partnership with a total of £1.6 million in fundraising and donations



## 4. SOCIETY AND ECONOMY

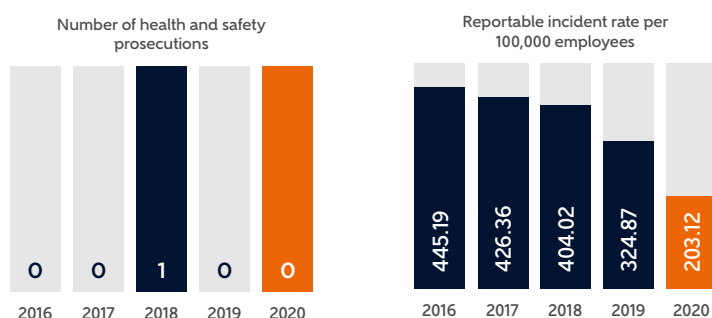
### Health and Safety

- We have successfully reduced our RIDDOR seven-day reportable incident rate for the fourth year in a row, down 29.2%, to 203.12 incidents per 100,000 site operatives (2019 – 324.87)
- We delivered safety briefings addressing at all development sites, specifically addressing 'slips, trips and falls' and 'working from ladders' issues
- We achieved a National House Building Council (NHBC) Safety Score of 0.714 (2019 – 0.856), a performance that was over three times better than the industry average of 2.257
- Given COVID-19 lockdown and the resultant social distancing restrictions, the NHBC did not operate their Health and Safety Awards in 2020. We look forward to Bellway site managers being successful in these awards in 2021
- We continue to undertake a range of health awareness activities in partnership with Cancer Research UK. We have also launched an overarching Health & Wellbeing programme with monthly and quarterly focus on specific areas of health and in light of the COVID-19 lockdown, we dedicated the full month of May to highlight the importance of mental wellbeing, providing colleagues with useful guidance and links to ensure they looked after both their physical and mental wellbeing

### PERFORMANCE AGAINST 2019/20 TARGETS

We will maintain a safe working environment at our sites and in our offices by maintaining RIDDOR rates at 2018 levels or below and by delivering 'slips, trips and falls' and 'working from ladders' safety briefings at 100% of sites with the aim of reducing accident trends in this area compared to 2019

- Our RIDDOR seven-day reportable incident rate in 2020 was 203.12 (2019 - 324.87), the fourth year in a row we have successfully reduced this rate



## 4. SOCIETY AND ECONOMY

### Economic Development

#### Overall

- We estimated that Bellway's construction activities in 2019/20 contributed £782.5 million<sup>1</sup> in gross value added (GVA) to the UK's economic output (2019 - £1.3bn)
- A £135m contribution to public finances through tax revenues (corporation tax; PAYE; NI) was made to central government as a result of Bellway's activities (2019 - £211m)
- An estimated £69.2m boost was provided to local authority finances through new Bellway homes - council tax receipts and New Homes Bonus payments (2019 - £71.1m)
- Bellway spent £1.4bn in our supply chain (2019 - £1.7bn), with around £1.2bn remaining in the UK (2018 - £1.5bn)

#### Finance

- With the impact of COVID-19, turnover fell by 30.7% to £2,225.4m (2019 - £3,213.2m)
- £43.8m was paid in corporation tax, up 2.3% (2019 - £124m)
- £17.4m was paid in Employers National Insurance to government (2019 - £17.4m)
- £155.2m was paid in salaries to employees (2019 - £164.1m)

#### New Homes

- With the impact of COVID-19, new homes sold fell by 30.9% to 7,522 (2019 - 10,892)
- There was an estimated £41.1m<sup>2</sup> boost to the local economy through one-off spend from new Bellway home owners (2019 - £59.5m), followed by an estimated £229.1m<sup>3</sup> ongoing annual local spend by these households (2019 - £324.5m)
- 22% of our homes were delivered to affordable housing providers (2019 - 22%)
- 27% of our homes were sold to first-time buyers (2019 - 30%), helping just over 2,400 homeowners get their first foot on the property ladder

#### Investment

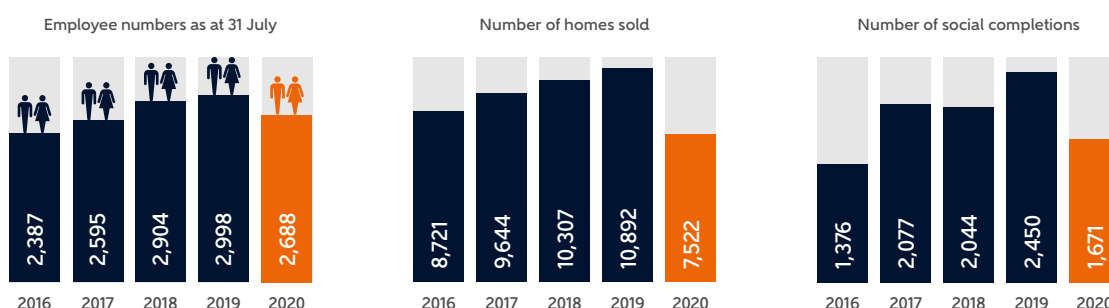
- £60.5m was committed in community investment through Section 106 and Community Infrastructure Levy in the past year (2019 - £77.3m)
- We directly employ 2,889 people (2019 - 2,998 people)
- We estimate that between 19,700 and 23,400<sup>4</sup> jobs are supported by our construction activities, both 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 8,026 direct jobs supported by Bellway in the house building industry

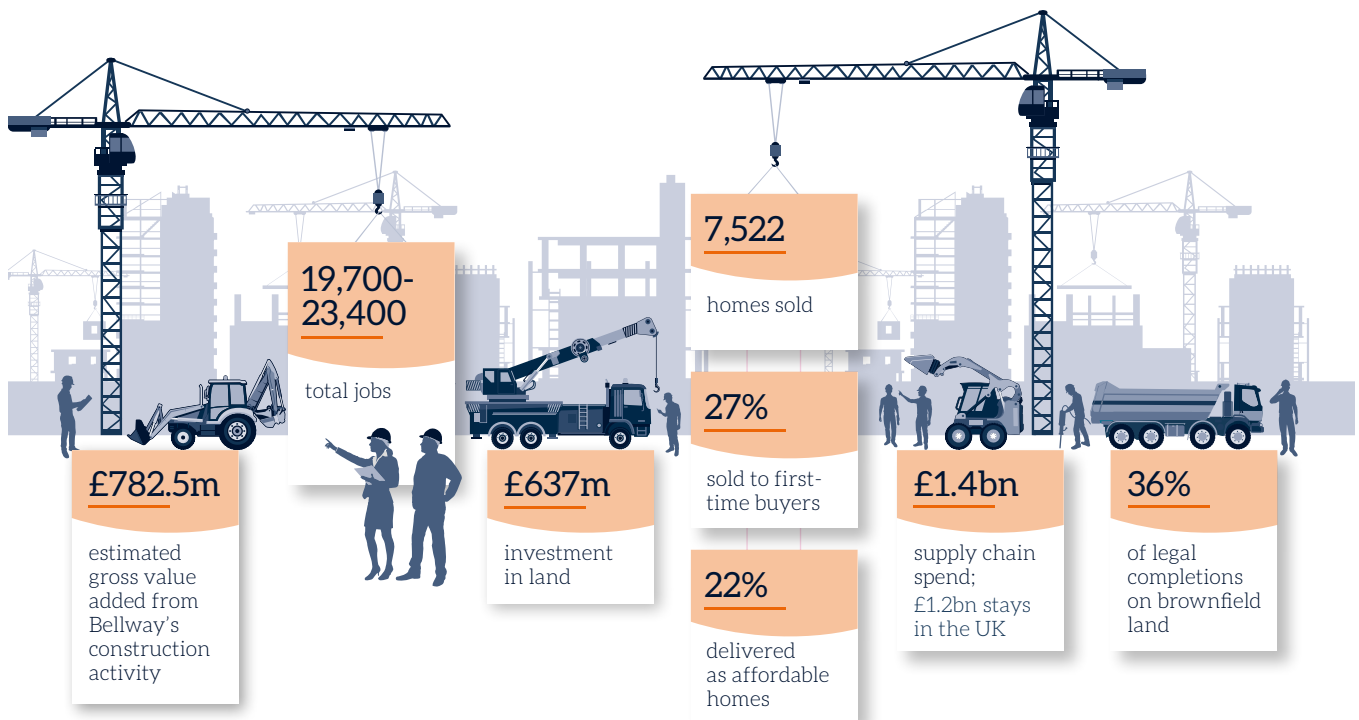
2. Estimated one-off spending on a new home of at least £5,462 - The Economic Footprint of House Building in England and Wales (2018) by Home Builders Federation and Nathaniel Litchfield & Partners

3. Estimated using average UK household weekly expenditure figure of £585.60 per week (Office of National Statistics Family Spending Survey 2019)

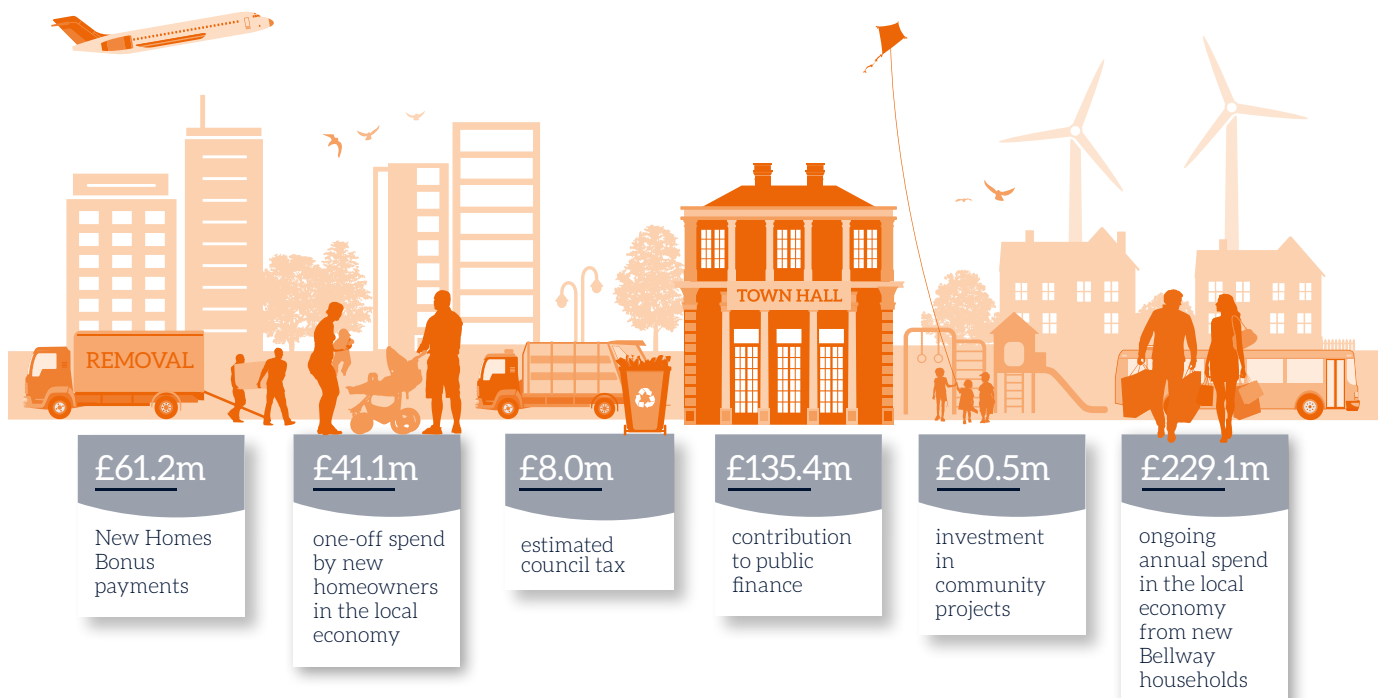
4. Using data/metrics from The Economic Footprint of House Building in England and Wales (2018) by Home Builders Federation and Nathaniel Litchfield & Partners



## 4. SOCIETY AND ECONOMY



### Bellway Homes Economic Footprint 2019-20<sup>1</sup>



<sup>1</sup>These figures have been calculated by applying a range of publicly available metrics to Bellway data for 2019-20 year.



## 4. SOCIETY AND ECONOMY

### Customer Engagement

- We retained our 5 Star Homebuilder rating from the House Builders Federation (HBF) (2019 – 5 Star) for the fourth year running. This means that at least nine out of ten of our customers would recommend Bellway to a friend
- 44 of our site managers won National House Building Council (NHBC) Pride in the Job Awards (2019 – 42). 17 of these managers went on to win Seal of Excellence awards while a site manager from our North London Division won a Regional Award in the multi-storey builder category

#### PERFORMANCE AGAINST 2019/20 TARGETS

We will deliver quality homes and customer satisfaction and maintain a recommend score of at least 90% in the HBF new home buyers' survey, equating to a five-star rating

- We regained our 5 Star Builder status for the fourth year running, with at least 90% of our customers saying they would recommend Bellway to their friends (2019 – 5 Star)



### Creating Sustainable Communities

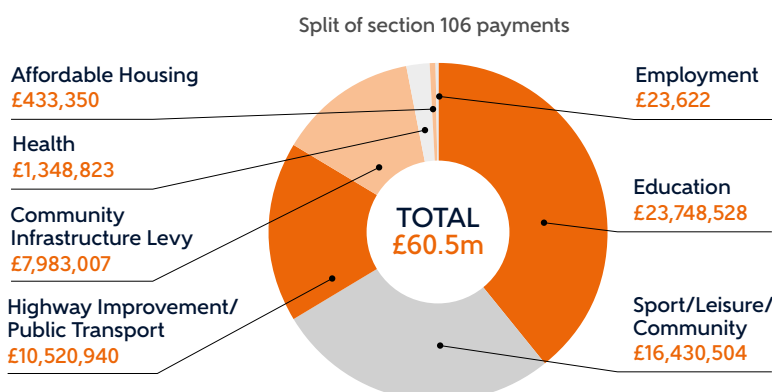
- 22% of our homes were delivered to affordable housing providers (2019 – 22%)
- 27% of our homes were sold to first-time buyers (2019 – 30%), helping just over 2,400 homeowners get their first foot on the property ladder
- £60.5m was committed in community investment through Section 106 and Community Infrastructure Levy in the past year (2019 – £77.3m)
- We estimate that between 19,700 and 23,400 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

#### PERFORMANCE AGAINST 2019/20 TARGETS

We will develop a school engagement pack for primary and secondary schools for use by divisions by July 2020

- Due to the impact of COVID lockdown we were unable to deliver this target but work will continue in 2020/21



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