

'Better with Bellway' Sustainability Strategy

Data sheets



Customers and Communities

Target	KPI	2025	2024	2023
Increase year on year the HBF 9-month survey score with the objective of achieving 82% by December 2026. (%)	 	88.5	80.1	80.6
Retain five-star ⁵ homebuilder status (>90% 'Recommend a Friend') and improve our score to 95% by July 2025. (%)		95.4	91.6	91.1
Each division to engage with four local schools by July 2025. (Number of schools we have engaged with)		601	664	-



Employer of Choice

Target	KPI	2025	2024	2023
Achieve a >90% average score in our Employee Engagement Survey of staff who would recommend Bellway as 'a great place to work' over a three-year period (FY23 – FY25). (%)	 	89.0	90.3	91.0
Reduce voluntary employee turnover rate to 18% or less by July 2027. (%)		14.8	18.3	21.9
Improve gender diversity of our directly employed workforce to a 60/40 male/female split by July 2025. (%)		66/34	66/34	69/31
Improve gender diversity of our senior leadership teams to 75/25 male/female split by July 2025. (%)		80/20	80/20	79/21
Increase percentage of our workforce in an 'earn and learn' role to 10% and maintain 5% club gold membership by FY27. (%)		7.2	6.5	8.3

Key:

 Link to remuneration – see pages 124 to 149 of the Annual Report and Accounts 2025.



Building Quality Homes, Safely

Target	KPI	2025	2024	2023
Reduce the annual RIDDOR rate to below the three-year rolling average by July 2025.		166.88	170.99	221.15
Increase the ratio of mental health first aiders to 1 in 10 (10%) by December 2024. (%)		10.0	9.0	5.8
Increase the number of employees receiving mental health awareness training to 1 in 5 (20%) by December 2024. (%)		20.7	14.6	10.4



Charitable Engagement

Target	KPI	2025	2024	2023
Raise £4 million for Cancer Research UK by the end of December 2024. (£m)		4.14	3.76	3.14
Promote volunteering within Bellway to benefit local charities and good causes, donating 4,000 hours of employee time to charities/good causes by July 2026. (Hours)		2,260	496	-
Extend the CRUK partnership for a further year and increase the fundraising/donation total to £5m by the end of December 2025. (£m)		4.57	3.76	31.4

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Sustainable Supply Chain

Target	KPI	2025	2024	2023
Undertake discovery meetings with top 50 suppliers on joint sustainability and embodied carbon topics by December 2024.	✓	50	-	-
Top 500 subcontractors to be registered with the Supply Chain Sustainability School by July 2026.		98	75	-



Resource Efficiency

Target	KPI	2025	2024	2023
Reduce waste per completed unit by 20% by July 2025. (achieving 7.1 tonnes per completed unit)	✓ (R)	5.7	7.1	8.6
Achieve landfill diversion rate above 99% year on year.		99.7	99.2	99.5
Reduce construction site water usage against a base year of FY21 by July 2025. (m ³ of water per 1,000m ² of completed homes)		343.2	270.3	231.7
Build a third of homes in timber frame by the end of FY26. (%)		14.4	12.1	11.4



Carbon Reduction

Target	KPI	2025	2024	2023
Reduce 'absolute' scope 1 and 2 emissions by 46% by July 2030 against FY19 baseline. (tonnes CO ₂ e)	✓ (R)	48.3	44.7	35.6
Reduce scope 3 emissions by 55% by July 2030 against FY19 baseline. (tonnes CO ₂ e per m ² floor area)	Yes	1.43	1.40	1.52



Nature

Target	KPI	2025	2024	2023
Deliver the Bellway BNG+ promise on all new sites secured. (%)	✓	12.3	10.0	10.0
Deliver one wildlife feature per house by July 2025. (%)		70.0	-	-

Key:

(R) Link to remuneration – see pages 124 to 149 of the Annual Report and Accounts 2025.