

Our commitment to a Just Transition

We are committed to delivering a just transition. This commitment is aligned with the Paris Agreement target of 1.5C and considers our wider social and economic impacts. As the largest partnership housebuilder in the UK, this statement outlines how we plan to deliver a just transition.

As per the International Labour Organization (ILO) definition, we consider a just transition to be the achievement of our climate goals in a way that is fair and inclusive to everyone, leaving no one behind and creating decent work opportunities. For Vistry Group, this means considering our employees, partners, homeowners, communities and suppliers as we seek to achieve the following targets:

- 42% reduction in absolute Scope 1 and 2 Greenhouse Gas (GHG) emissions by 2030 from a 2022 baseline year.
- 51.6% reduction in Scope 3 GHG emissions per m2 of completed housing by 2030 from a 2022 base year.
- Vistry Group achieving Net Zero by 2040.

Additional Affordable Homes

We recognise the urgent need for affordable and social housing across the UK and we are focused on delivering additional affordable homes. Our goal is to make high-quality, low-carbon homes accessible to everyone, ensuring that sustainable housing is available at scale to meet the growing demand for affordable and social homes. To ensure continuous progress, we have set the goal of increased delivery of additional affordable homes each year. Our performance in meeting these targets is linked to a sustainability-linked loan. This performance metric is externally verified and published annually in our Sustainability and Corporate reports for transparency and accountability.

Employment and Skills Training

Vistry Group directly and indirectly employ around 25,000 people through our operations, subcontractors and supply chain. Recognized as a 'Top Employer' and a Real Living Wage Employer for both direct and third-party contracted staff, we are committed to providing fair and decent work opportunities across Vistry Group.

We are deeply invested in the development of our workforce. This commitment is actioned through our career development initiatives, apprenticeships and trainee programs, which have earned us accreditation with the 5% Club for our contributions to 'earn and learn' schemes. We are also promoting inclusivity in the sector through our Diversity and Inclusion initiatives, such as our Disability Confident Committed employer certification and the establishment of on-site Skills Academies. To ensure continual improvement, we have set a target for year-on-year increases in the number of learners completing training through our Skills Academies. This target is linked to our sustainability-linked loan, with performance externally verified and reported annually for transparency and accountability.

Human Rights and Modern Slavery

We acknowledge that modern slavery and labour exploitation is a prevalent social crisis within the built environment. We are committed to being an active player in the eradication of human rights violations and injustices not only within our direct site operations but also throughout our supply chain. We are engaged in industry working group Built Environment Against Modern Slavery, set up by the Supply Chain Sustainability School's (SCSS). We will focus on the highest-risk areas in our industry. To ensure robust governance and transparency, we will measure and monitor our performance in targeting these high-risk areas. Modern slavery issues are regularly discussed and advanced in our Sustainability Committee meetings, which include both Executive and Non-Executive Directors. We commit to working in collaboration with our supply chain and industry peers to tackling this social crisis effectively.

Innovation and Modern Methods of Construction

As the UK's leading mixed-tenure housebuilder, we are dedicated to pioneering decarbonisation technologies and sharing them with our partners, peers and future homeowners. This commitment supports our Net Zero goals and aligns with the Future Homes Standard, set to take effect in 2025. Our innovation journey has been catalysed with the launch of the Vistry Innovation Centre (VIC), a cutting-edge facility designed to showcase and trial smart, low-carbon technologies. We plan to further develop the VIC, creating more opportunities to implement innovative solutions and share industry best practices as we work towards decarbonizing the homes we build.

In addition to enhancing home quality, our three Vistry Works factories play a crucial role in utilising Modern Methods of Construction (MMC). MMC allows us to address the ongoing demand for high-quality homes by building more economically to help meet national housing targets with greater speed and efficiency. We aim to increase the delivery of timber-framed homes compared to traditional masonry builds. To ensure we are on track, we will monitor our performance against specific build targets set for each factory, focusing on the increase in timber-framed homes delivered per year. We will also ensure that all timber used is responsibly sourced, adhering to PEFC and/or FSC certifications and will report on our progress annually.

Local and Community Development

We are dedicated to strengthening local economies, supporting employability and fostering community development through a variety of initiatives. Our commitment extends from environmental projects like the "Pollinate in Partnership" initiative with the Bumblebee Conservation Trust to broader efforts that ensure we leave a lasting positive impact on new neighbourhoods through our Social Value initiatives.

To achieve these goals, we engage in community-driven projects and monitor programs designed to enhance local nature-based initiatives. Additionally, we focus on placemaking, guided by the Building for a Healthy Life framework, to create sustainable and vibrant communities. We track and measure our impact on local communities using the National Themes, Outcomes, and Measures (TOMs) framework, aligned with the National Social Value Taskforce. This approach ensures that our contributions to social value are transparent, measurable and aligned with national standards.

A comprehensive just transition report will be published in 2024, in accordance with TPT's framework and alignment with the Task Force on Climate-related Financial Disclosures (TCFD) reporting.