

Development With Care Policy

We are a family business with family values and a long-term commitment to a policy of 'development with care' - which will remain at the heart of our business.

The purpose of this policy is to ensure that we conduct our business in a responsible manner, with consideration for the environment, for the local communities in which we operate and for our customers, our employees and our suppliers.

We aim to grow our business and to continuously improve our environmental performance by using safe, responsible and efficient business practices and by building and maintaining positive relationships.

We recognise that everyone needs a home, clean energy and to feel part of a community, and by placing people's needs and the environment at the centre of our policies we will enable both to move forward together.

OUR VISION:

Is for our business, people, communities and the environment to move forward together

OUR STRATEGY:

Is to secure our *development with care* policy:

- **By adopting best practice**
- **By working safely and responsibly to achieve sustainable objectives**
- **By striving to meet the reasonable expectations of all who are affected by our work**

OUR VALUES:



OUR COMMITMENTS:

THE ENVIRONMENT



Our commitment is to:

- Aim for the highest practicable environmental standards through innovation and continuous improvement
- Protect and enhance the environment and its biodiversity
- Tackle climate change and support the transition to net-zero
- Use resources efficiently and minimise waste by re-using and recycling

OUR COMMUNITIES



Our commitment is to:

- Treat you with respect and consideration and strive to deliver excellence in our engagement with you
- Work with you to develop inclusive, safe, resilient and sustainable new communities
- Explore how our developments can deliver lasting tangible benefits to your local community
- Support your community with investment and opportunity

OUR PEOPLE



Our commitment is to:

- Be a diverse, supportive and inclusive employer
- Nurture and develop your talent and skills
- Create a working environment where your health, safety and wellbeing are our priority
- Provide you with fairly paid and sustainable employment in a stimulating environment

OUR BUSINESS PARTNERS



Our commitment is to:

- Listen to understand your needs and work collaboratively with you
- Build a long-term partnership with you
- Support each other to work sustainably and ethically
- Work with you to source supplies locally and create value