

## Nature Policy

Our purpose is to create better places where people and planet prosper.

### Targets

We are committed to:

- Delivering at least a 10% net gain in biodiversity through all new planning applications in England from January 2024 in line with the requirements of the Environment Act 2021.
- Using our experience in England to develop a biodiversity target for our sites in Scotland.
- Developing a strategy for biodiversity that permeates our business, including supply chain, operations, design, and strategic land.
- Delivering at least one integrated measure for nature per plot through all new planning applications from September 2024, and monitoring the success of those measures
- Developing KPIs for measuring our progress on supporting nature

### Our Approach

- We are committed to following the hierarchy of mitigation to minimise losses of existing biodiversity in our development designs.
- Ecology expertise is deployed on all development sites to assess risks and to manage impacts in line with legislation and best practice.
- We will always seek to deliver biodiversity gains through on-site enhancements in the first instance. This supports our goals of creating climate resilient, sustainable developments with easy access to nature for all.
- Where offsite nature gains are required, we will seek to identify the best possible locations to maximise benefits.
- We will continue to explore how adaptation for climate change can support biodiversity.
- We are committed to ensuring that we can increasingly recognise and mitigate risks to nature within our supply chain.
- We will work with contractors who will secure the benefits of our biodiversity improvements into the future.

### Governance and Reporting

We will report our progress on biodiversity in our Annual Report. Our policy commitments and progress are regularly reviewed through our corporate governance processes.



Stewart Lynes, Chief Executive Officer

# creating better places where people and planet prosper

We are building homes in a way that allows us to build better places for people to belong. We are building better homes for homeowners to live in, better places where healthy communities and nature can flourish. We are also working hard at being a better business where our employees, suppliers and subcontractors feel motivated and encouraged to fulfil their potential.



sustainable living

We are committed to meeting our own sustainability targets and supporting our customers to live sustainably



building responsibly

From the way we acquire land to working towards net zero, and from reducing waste to using sustainable timber, we are focused on building responsibly



happy customers

From first contact to settling in, we want our customers to enjoy the process and feel satisfied with every aspect of our service



healthy communities

Beyond the four walls of a new home, we create spaces that encourage real communities to grow and prosper



thriving teams

We take care of our people through robust wellbeing initiatives, putting safety first, being open and inclusive and supporting them through training and up-skilling



informed investors

We value transparency and straightforwardness in each other and are committed to demonstrating those qualities ourselves



valued partners

We value our suppliers, subcontractors, local communities, planners and land owners, and demonstrate that every time we interact with them. We are also committed to supporting a wide and diverse range of charities



quality homes

We build to the highest standards and hold ourselves accountable to our delivery of that commitment

millert homes

 a better place