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## This Land Limited ESG Strategy (Environmental, Social and Governance)

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# Introduction...

Our Environmental, Social and Governance (ESG) culture is central to all that we do at This Land. We have developed our ESG Strategy by reviewing key ESG issues and trends, how ESG matters relate to the Company's purpose, strategy, and risks and identified the priorities, targets, key actions, and the metrics we will use to report on the progress of our targets.

The purpose of this document is to provide an overview of what ESG means to This Land, and our baseline, strategy and targets/KPIs, to deliver our ESG Strategy.

### Environmental

The Company's impact on the natural environment and its response to the challenge of climate change including: greenhouse gas emissions, energy consumption, generation and use of renewable energy, biodiversity and habitats, impact on water resources and deforestation, pollution, efficient use of resources, the reduction and management of waste, and the environmental impact of the Company's supply chain.

### Social

The Company's interaction with workers, other stakeholders and the communities in which it operates and the role of the Company in society including: workplace policies (e.g. employee relations and engagement, diversity, non-discrimination and equality of treatment, health, safety and wellbeing), ethical/responsible sourcing and social aspects and labour standards of the supply chain (including child labour and modern slavery), and engagement with and contribution to the broader community through social projects and charitable donations.

### Corporate Governance and Behaviour

The ethical conduct of the Company's business including its corporate governance framework, business ethics, policies, code of conduct and the transparency of non-financial reporting.





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# Our baseline...

To date, **90%** of the new homes we have built are **powered by electric energy only**. Our target is for all our future new developments to be 100% powered by electric energy only.

We have **zero reported injury** or lost time accidents in year 2023. We report any incidents, including near misses, and promote suggestions for improvements.

Our business operating model results in **less than 1%** of the total carbon footprint we produce being from non-construction activities, which compares with circa 7% or higher for the real estate and construction sector as a whole. \*

Our workforce and team have a balanced **diversity of gender, age, skill set** and locality to the Cambridgeshire area.

Our stakeholders have been independently interviewed regarding our ESG strategy development process:

*“... They are the only company locally that are doing anything like this. Reputation is the most important thing for This Land – anything to improve this is worth doing...” \**

We have a highly experienced board, and a strong working relationship with both the executive leadership and our shareholder, Cambridgeshire County Council.

\*As reported by independent report carried out by Grain Sustainability, October 2022.



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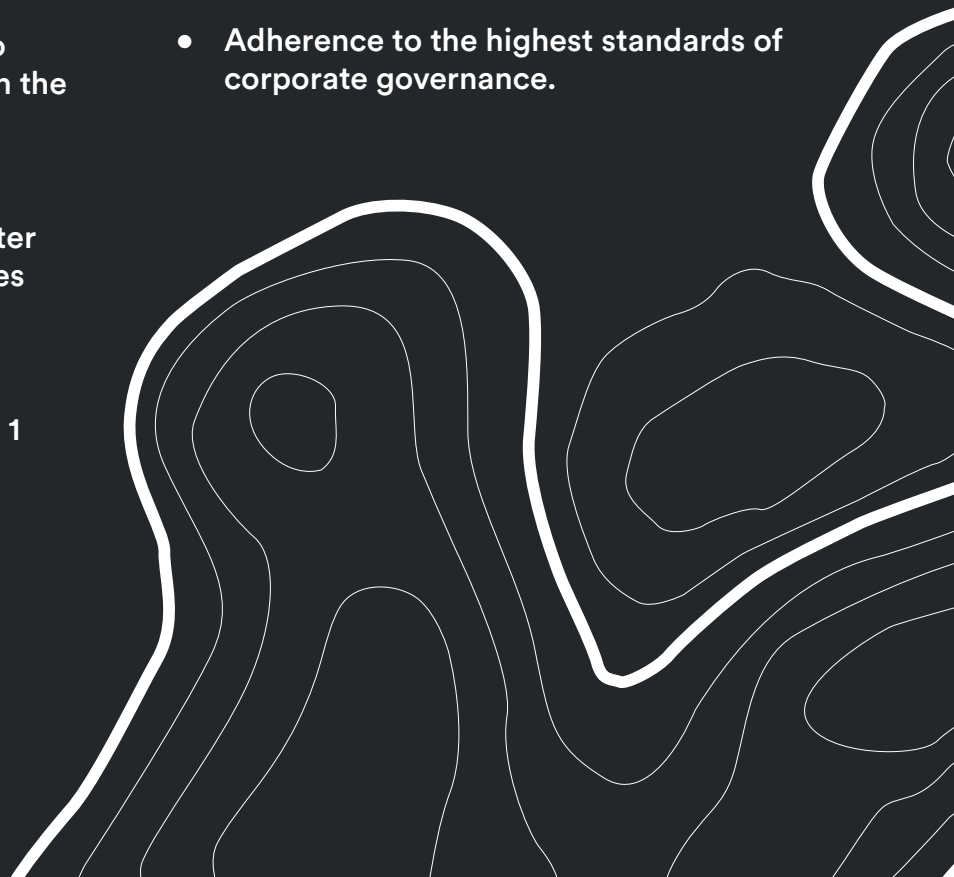
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We have robust risk and governance controls in place, with effective policies reviewed and updated regularly.

# Our strategy...

We form part of Cambridgeshire County Council's (CCC) Scope 3. Our aim is for our ESG strategy goals to align with CCC's Climate Change and Environment Strategy and encompass the following:

- Our carbon footprint to align with CCC targets.
- Pro-active management of surface water run-off from our sites to mitigate against flood risk in flood prone areas:
  - For greenfield developments, post development discharge rates to be restricted to mimic predeveloped rates.
  - For brownfield developments, discharge rates are restricted to offer at least 20% betterment on the extant discharges.
  - Utilisation of sustainable urban drainage systems to control water with integration of these features into the masterplan.
  - Focusing development into areas designated as Flood Zone 1 wherever possible.
- Biodiversity net gain target to surpass statutory requirements by 5% wherever possible.
- Exemplary H&S construction targets to surpass industry requirements.
- Community engagement targets to surpass statutory requirements.
- An equitable balance in diversity and inclusion across the workforce.
- Adherence to the highest standards of corporate governance.





# Our Targets/KPIs...

- A carbon reduction target of at least 50% by 2030: for example, we have introduced Air Source Heat Pumps (ASHP) on all our sites and will continue to make improvements to achieve this target.
- Ambition to be net zero carbon by 2045.
- Water use targeted to be below Future Homes Standard of 110l/person on all our developments by 2025 and targeting lower in future years.
- Strive to achieve an average 5% above statutory targets for biodiversity net gain (BNG).
- Targeted percentage of affordable homes to be delivered in excess of planning policy, where viable.
- Zero rate in RIDDOR and Lost Time accident rates.
- Ongoing staff wellbeing and development.
- Voluntary staff turnover below industry average.
- Develop a process for benchmarking and monitoring our ESG performance against the real estate sector and strive to demonstrate year on year improvements in our ranking within the industry.