

CHURCHILL RETIREMENT GROUP LTD ENVIRONMENT, SOCIAL & GOVERNANCE (ESG) POLICY

Purpose

Our purpose is to be the most successful housebuilder in the UK, creating retirement homes for an independent, secure and fulfilling lifestyle for our homeowners, in environmentally responsible and sustainable communities.

We are committed to supplying products and services that meet our contractual and legal obligations, and the societal and environmental requirements of our customers and other stakeholders.

Our ESG policy is regularly reviewed and communicated to our colleagues, customers, contractors, consultants, key stakeholders and our supply chain, to inform and promote wider adoption of responsible practices.

Objectives

The key Objectives of our ESG policy are:-

- To integrate the consideration of ESG and sustainable development principles into our decision-making and all business activities;
- To comply with all applicable legal and regulatory requirements and codes of best practice;
- To assess our short, medium and long-term sustainability risks and opportunities;
- To monitor our sustainability performance using appropriate benchmarks
- To drive continual sustainability improvement;
- To ensure that our colleagues have the training, skills and resources to achieve our goals;
- To make suppliers, contractors, consultants and other relevant stakeholders aware of our ESG Policy and support us in our commitment to improve our ESG credentials; and
- To evolve our ESG framework with clear goals and action plans.

Three Pillars

The Three Pillars of our ESG strategy are:-

Environmental responsibility

We will strive to minimise our impact on the environment and will continue to develop the quality and sustainability of our products to help meet evolving requirements. We are committed to working with our suppliers to identify sustainable materials and efficient use of resources.

Our aim is to mitigate, as far as is reasonably possible, our impact on the environment. The actions we are taking to ensure this include:-

- Measure, monitor and strive to reduce our carbon footprint;
- In support of the above, develop and implement carbon management plans on a business and project basis;
- Procure 'greener' energy from utility companies;
- Source goods and materials responsibly;
- Continually strive to reduce waste with emphasis on reducing the amount of waste that goes to landfill;
- Comply with all relevant environmental legislation;
- Establish environmental key performance indicators and report on performance against these; and
- Engage the workforce in sustainable practices and encourage sustainable behaviour through training and setting performance management objectives and targets.

Social responsibility

We are committed to improving the life and well-being of our customers, our colleagues and the communities in which we work, by:-

- Continuing to operate a profitable business that provides local employment, a high quality of homes for our customers, and strong financial returns for our shareholders;
- Continually striving to improve the health and safety and wellbeing of our customers and our colleagues; aiming to eliminate all risks of injury;
- Providing an equal working opportunity and a working environment in which all of our colleagues feel valued and respected;
- Supporting voluntary and charitable projects and school initiatives; and
- Encouraging our supply chain partners to implement environmental good practises and to use sustainable resources.

Governance responsibility

We are committed to developing our governance structure by:-

- Aligning our corporate aspirations with our ESG responsibilities;
- Ensuring we have a clear purpose, which is communicated both internally and externally; and
- Promoting ethical business practices and legal and regulatory compliance through robust leadership.