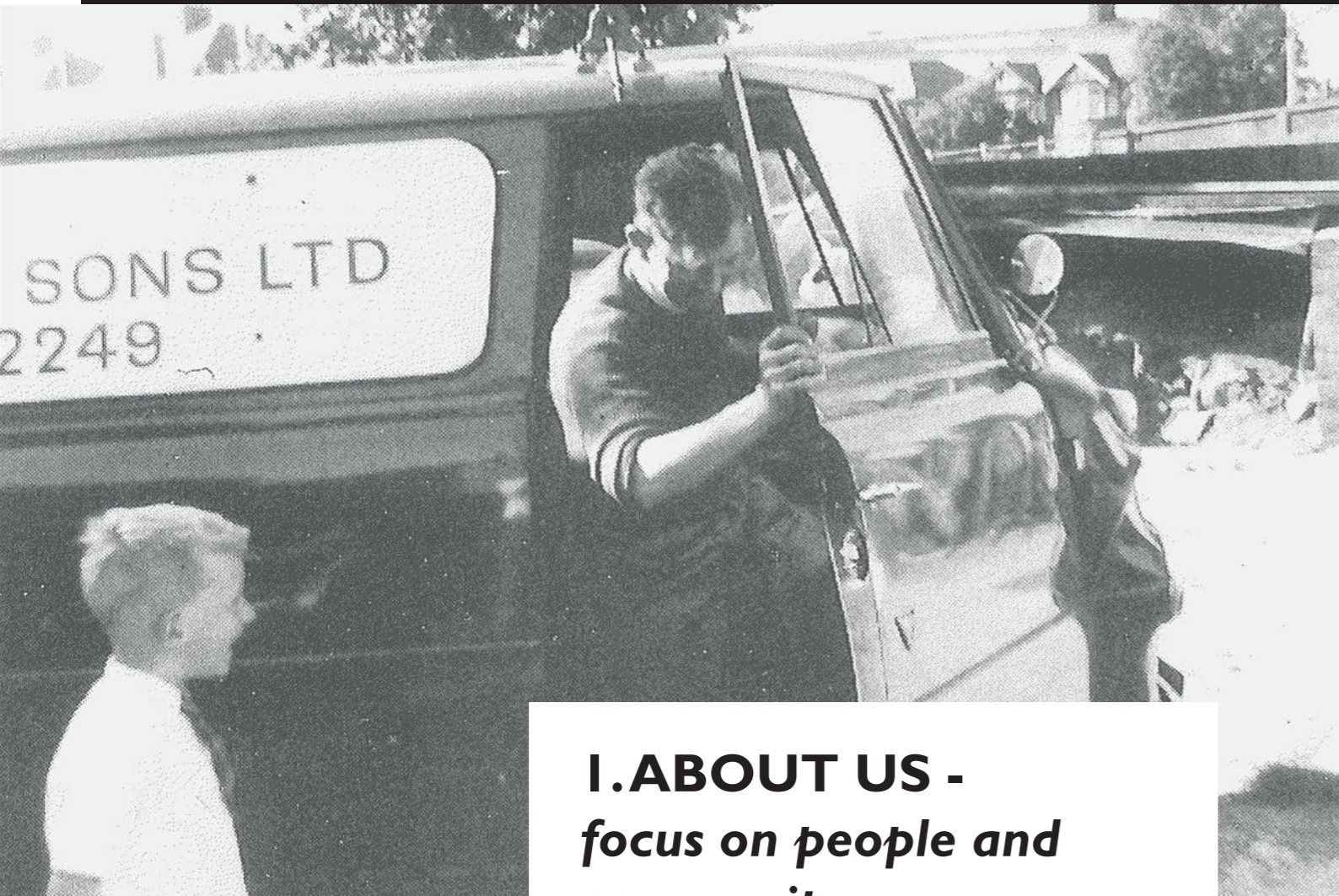


ESG Policy Statement

Working in collaboration.



I. ABOUT US - focus on people and community.

Higgins Group is a family-owned business focussed on delivering award-winning new homes throughout London and the Home Counties and operates as a community partner in the social housing sector.

We're committed to building better, stronger, safer and more sustainable communities. Higgins currently achieves this through community engagement and working collaboratively with clients, supply chains and partners.

2. OUR PURPOSE & MISSION - working in collaboration.

In light of the current global climate and ecological emergency, we're collectively faced with an existential crisis; and as a result, our purpose is driven by a compelling desire to do the right thing.

No organisation or entity can deliver the pace and scale of change required for our planet and society by itself; therefore, we're committed to doing our part by working collaboratively with all relevant stakeholders in order to leave a legacy of positive impact in our local communities.



COLLABORATIVE



RESPECTFUL



COMMITTED



RESPONSIBLE

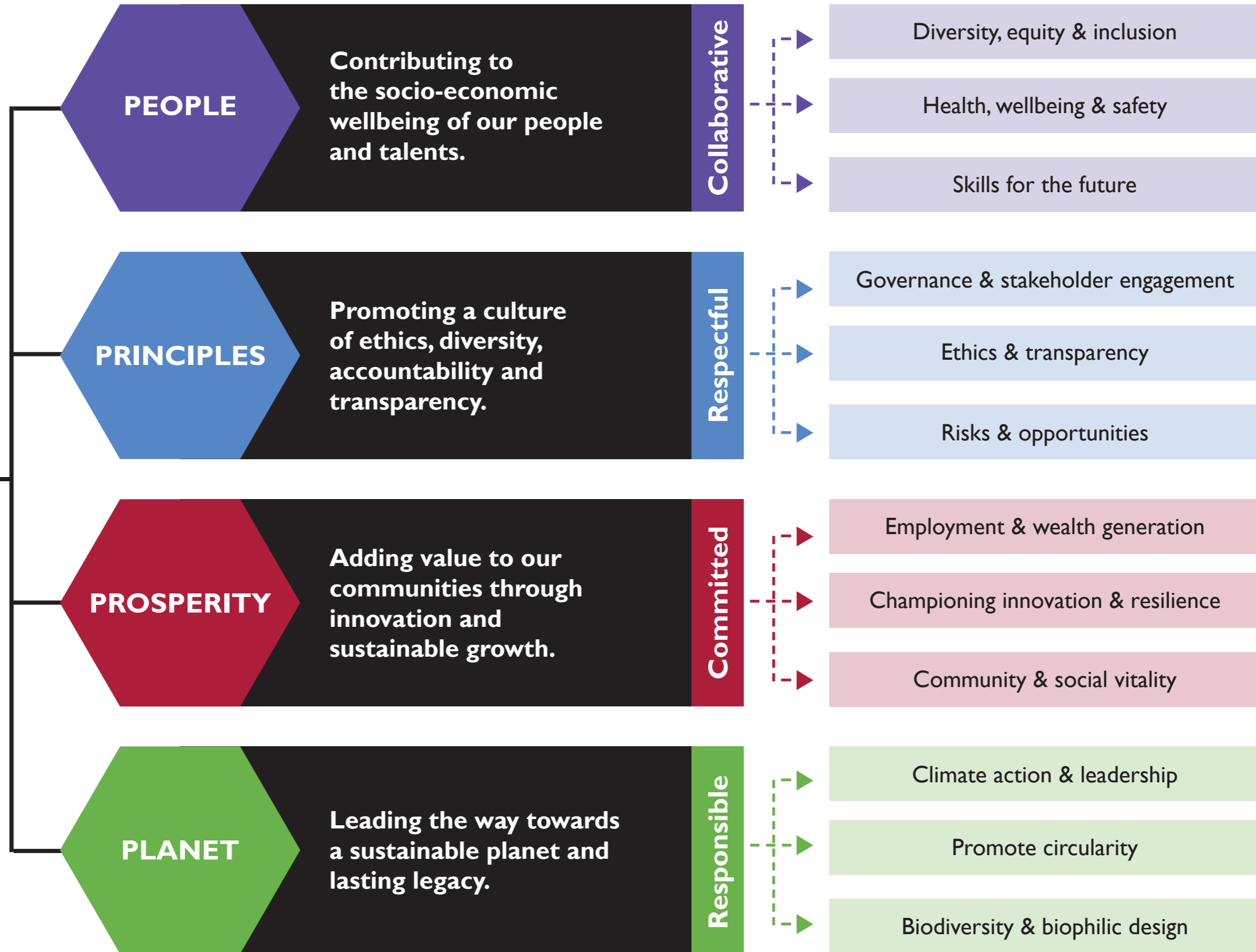
3. ESG POLICY STATEMENT - *doing the right thing.*

To demonstrate our commitment as a responsible business, we've embarked on a journey to becoming truly people-centred, socially-responsive and climate-conscious.



It's for this reason that our own ESG and sustainability strategy is built on defined sustainability outcomes and specific metrics organised under four pillars that are aligned with both our core values and the United Nations SDGs.

The four pillars of our ESG strategy are **People**, **Principles**, **Prosperity** and **Planet**.



PEOPLE



COLLABORATIVE

Diversity, equity & inclusion

- We will promote diversity, equity and inclusivity starting with our recruitment processes, welfare and promotion and our overall organisational culture.
- We will establish a DEI working group to help monitor our progress and drive applicable initiatives across our practice including our demographic representation, pay gap reports, etc.

Health, wellbeing & safety

- We will place importance on the health and wellbeing of our people and roll out associated supplementary benefits and packages for all staff.
- We will create a network of health and wellbeing champions to encourage local team activities and investments.

Skills for the future

- We will run a comprehensive series of training and development programmes tailored for staff from early-career entry through to senior leadership.
- We will invest in targeted sponsorship, mentoring and development programmes for our people and talents.

Anticipated outcome:

Contributing to the socio-economic wellbeing of our people and talents.

PRINCIPLES



RESPECTFUL

Governance & stakeholder engagement

- Governance of our ESG strategy will be overseen at board level and led by an ESG Steering Group comprising various working groups and staff representatives.
- We will support and promote diversity of thought, skills, background, gender and ethnicity at all levels particularly when it comes to our company leadership.

Anticipated outcome:

Promoting a culture of ethics, diversity, accountability and transparency.

Ethics & transparency

- We will implement and monitor a company-wide Code of Ethics which will be supported by an array of guiding policies/programmes which includes: anti-corruption/bribery, anti-slavery, etc.
- We will fairly share relevant performance information with all relevant stakeholders both internal and external.

Risks & opportunities

- We will conduct materiality assessments to regularly identify, measure and manage what matters most to us with regards to social and environmental issues.
- We will actively engage with all relevant stakeholders (internal and external) and share progress updates (successes and challenges) with regards to our ESG journey.



COMMITTED



PROSPERITY

Employment & wealth generation

- We will remunerate our staff competitively, offer additional financial benefits, pay the Real Living Wage and offer flexibility working practices/ patterns as required by individual staff.
- We will run a comprehensive series of training and development programmes tailored for staff from early-career entry through to senior leadership.

Championing innovation & resilience

- We will accelerate investment in research and development and prioritise the use of innovative and resilient design approaches to help unlock opportunities for our projects, developments and clients.
- We will seek to achieve sustainability certification for all our projects, such as BREEAM, Ska rating, etc.

Anticipated outcome:

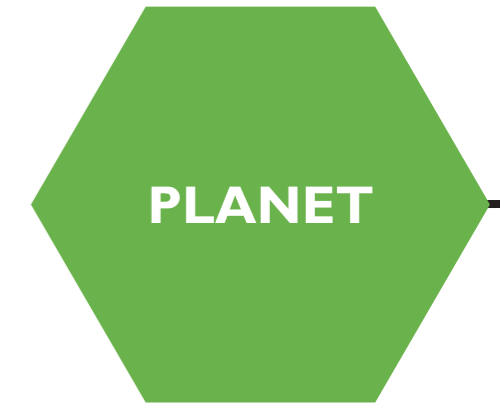
Adding value to our community through innovation and sustainable growth.

Community and social vitality

- We will support nominated local charities and/or causes in our community either through financial giving or offering of pro-bono services and volunteering opportunities to our staff for good causes as well as STEM activities.
- We will seek to use and increase spend on local suppliers wherever possible; and implement programs to promote diversity, social and environmental responsibility within our supply chain.



RESPONSIBLE



PLANET

Climate action & leadership

- We will measure our own Scope 1, 2 and 3 emissions, set annual reduction targets and seek continuous improvement of our own assets/ facilities through active monitoring of energy and water consumption, indoor environmental quality, etc.
- We will seek to become net zero carbon in our own operations by 2030 and aim to achieve this for scope 3 emissions by 2050. We will obtain green/sustainability certification for our own offices (e.g., Ska rating, BREEAM, WELL, etc.).

Promote circularity

- We will prioritise design options for the reuse and refurbishment of existing buildings over new construction to optimise the benefits of sequestered carbon and reduce environmental impacts.
- We will seek to design out waste through modular designs, integration of modern methods of construction; e.g., offsite manufacture, designing for assembly and disassembly; etc. and quantify our impacts.

Biodiversity & biophilic design

- We will seek to maximise biodiversity net gain and promote the principles of biophilic design through our development and project work.
- For the benefit of our staff and visitors, we will integrate elements of biophilic design into our own offices; i.e., providing direct and/ or indirect connections with nature.

Anticipated outcome:

Leading the way towards a sustainable planet and lasting legacy.