



LATIMER
by Clarion Housing Group

Latimer
DELIVERS MORE
SUSTAINABILITY REPORT 2023/24

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INTRODUCING LATIMER

Latimer is part of Clarion Housing Group, whose history can be traced back to the early 1900s. Today, Clarion is a social landlord and the country's largest housing association. We own 125,000 properties – homes for more than 350,000 people.

Latimer is Clarion's development arm. It was created to ensure that Clarion has an organisation capable of building homes of all tenures, for multiple communities and locations, realising our mission to play a part in tackling Britain's housing crisis.

With nearly 300 employees, Latimer is a growing and ambitious development, project management and development company, specialising in the development, project management and delivery of complex projects. We are committed to investing billions of pounds in new housing over the next decade, building at scale and creating vibrant new places to live. Surplus made by Latimer goes back into Clarion, giving the Group even more opportunities to build homes and create communities.

Along with these ambitions, we remain mindful of the ideals of Clarion. Social purpose is at the heart of Clarion, as is a passion for maximising the opportunities available to everyone who lives in a Clarion home and community. This is supported by Clarion Futures, the charitable foundation of Clarion Housing Group, with a mission to provide people with the tools and support they need to transform their lives and communities for the better.

Doing the right thing for the people and the planet is at the heart of what we do. We recognise our position as leaders in the industry, and that extends to our sustainable development practises and our long-term commitment to the people who live in our homes.



“We are a housing developer that thinks and acts in a considered and conscious way. We have an ambition to deliver more for our communities and the natural world around us.”

SUSTAINABILITY: LEADING BY EXAMPLE

We are committed to becoming a net zero carbon business by 2050.

When it comes to sustainability, we are proud to be leading by example, and with action. This year we've completed our first Future Homes Standard pilot scheme in East Hertfordshire. Further detail is available in this report. Our homes and communities are part of a bigger picture. We are committed to respecting the natural world and the places and communities that enable families to thrive.

We measure our sustainable and social impact to ensure we can improve year-on-year, which is why we publish this annual report. In the following pages, we cover our performance against a range of sustainability, environmental and social results against the Next Generation benchmark.

From the design and construction of our new homes, through to the products we specify and the investment we pour into our communities, our focus is on being a force for good for both people and the planet.

Richard Cook
Group Director of Development
Latimer by Clarion Housing Group

SUMMARY

AWARDS



Next Generation Benchmark 3rd place for second year in a row in 2023



Thornton Education Trust - Inspire Future Generations Awards 2023. Commended for with MATT+FIONA for community engagement on the Tendring and Colchester Borders Garden Community project.



Next Generation Benchmark Gold Award in 2023



Gold [5 star] award for customer satisfaction from In-House Research



Completion of our first seven Future Homes Standard homes - our trial site at Peasecroft, Cottered, Hertfordshire

PERFORMANCE

33%

of homes fossil fuel free for heating and hot water

523%

increase in trees from our projects

111

Apprenticeships on our construction sites

47%

of homes connected to solar Photovoltaic systems generating clean energy

73%

of completed projects built on brownfield sites

98%

Construction waste diverted from Landfill



PEASECROFT DEVELOPMENT

INTRODUCTION

This document covers areas of sustainability reporting specific to Latimer by Clarion Housing Group for the financial year 2023/2024. This provides some information in advance of the Clarion Housing Group Making a Difference ESG Report and annual report for 2023/24.

The focus of the data is on completed housing developments controlled by Latimer during 2023/24, excluding any homes purchased through section 106 agreements.

For 2023/24 there were 11 completed developments, either led by Latimer or through Joint Ventures. These completed projects provided 1,262 homes.

OUR APPROACH TO SUSTAINABILITY

Latimer is the development arm of Clarion Housing Group, as such we share Clarion's vision for sustainability, which is integrated with the Group Strategy. More information can be found on our group website clarionhg.com/sustainability

However, as a developer the primary focus areas are subtly different to the housing association, due to regulation and other factors. To understand the differences and identify where our focus should be we have carried out a materiality review.

MATERIALITY REVIEW

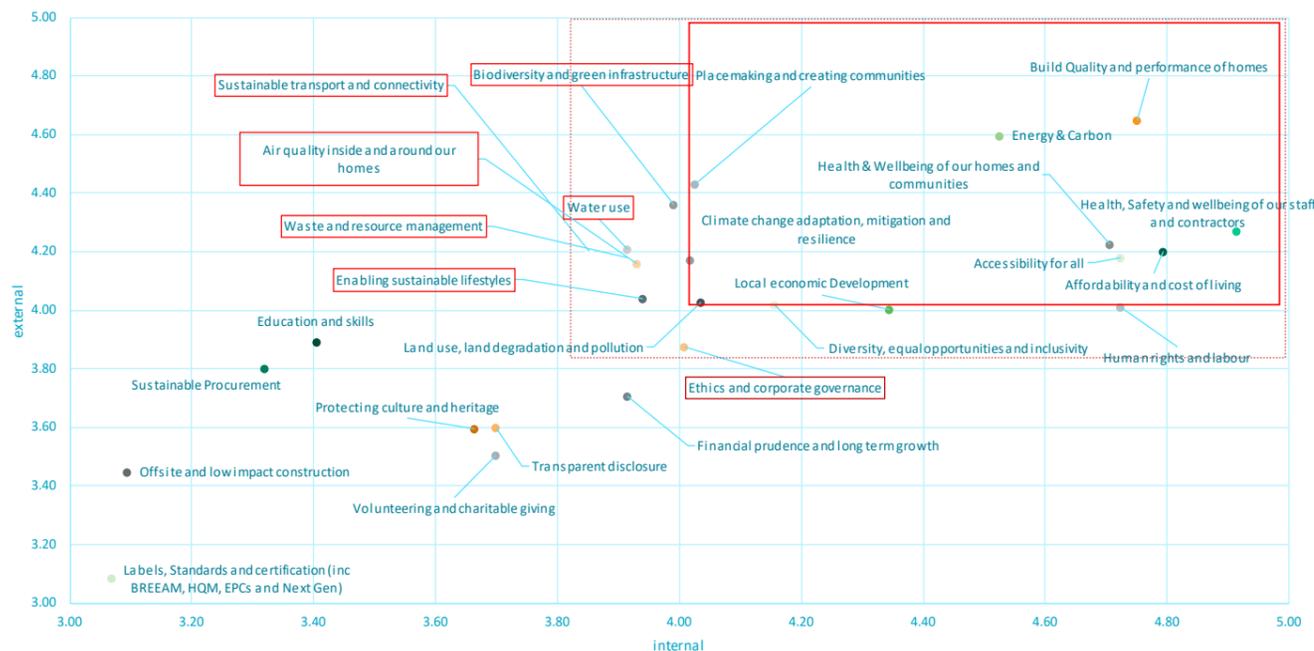
We first had a materiality review carried out by JLL (real estate and investment management services) in 2019. This helped us identify the holistic sustainability issues and impacts that mattered most to our business and stakeholders.

We carried out a new materiality review in 2023, reaching out to more stakeholders than the 2019 review. This included surveying the views of Clarion Residents, local authorities and development partners. The external stakeholder views were combined with the views of Latimer colleagues and a study of regulation and policy to create our updated materiality matrix.

From this process we identified the key focus areas and combined similar topics into the following material issues:

1. Build Quality and performance of homes
2. Energy and Carbon
3. Health, safety and wellbeing
4. Accessibility and inclusivity
5. Affordability and economic development
6. Land use, land degradation and pollution
7. Climate change adaptation, mitigation and resilience
8. Placemaking and creating sustainable communities
9. Biodiversity and green infrastructure
10. Waste and resource management (including water)
11. Ethics and corporate governance

These material issues have driven the target setting and strategy for the new homes and communities we create up to 2030 and beyond.



HIGH DEFINITION MEDIA CITY, MANCHESTER

GOVERNANCE

The Governance of Latimer's sustainability direction and performance is ultimately controlled through the Latimer board. Sustainability performance data and recommendations for change are presented to the board and agreed at regular intervals. The board is backed up by a dedicated Sustainability Committee, made up of representatives from every department across Latimer and chaired by the Group Director of Development. This committee meets quarterly, reviews our sustainability performance and helps shape changes to our sustainability targets and standards.

Annually a full review of sustainability performance is carried out against both the targets set for the year and the long-term objectives. The main focus will be around the KPIs (Key Performance Indicators) looking at energy/carbon, biodiversity, waste and water.

Sustainability now forms a key part of the business objectives for all departments within Latimer, and the director leads for each department are accountable for these objectives, which are included in their appraisals.

INCREASING SUSTAINABILITY KNOWLEDGE

We publish an annual Making a Difference ESG Report as Clarion Housing Group that records all aspects of sustainability performance across the group; social and environmental. This is available to all staff and external stakeholders and can be found at clarionhg.com/sustainability and our annual report clarion-annual-report-and-accounts-2022-23.pdf

In addition, regular update posts are made to a news stream on an internal technical portal covering sustainability topics. This is accessible to all Clarion and Latimer staff and covers updates to standards, policies, procedures, regulations and technologies. Technical notes are also produced and shared through the technical portal, highlighting the details of technical or regulation changes and the challenges projects will need to overcome. The internal comms team create a weekly news email for all Clarion staff. This includes regular updates on sustainability including our achievements in projects.

Everyone at Clarion has access to the Sustainability Hub site on the intranet - a dedicated space for all things related to sustainability. It features the organisation's sustainability strategy, including the targets, objectives, as well as helpful resources, engaging tools, and valuable insight to help all staff work together to achieve the strategic goals.

All staff have a generic sustainability-related training package online using a bespoke version of the UKGBC's (UK Green Building Council) sustainability essentials course. This is backed up with specific training for teams on the sustainability procedures and standards. Role-specific training focused on particular stages of a project (land, development, commercial, delivery and sales) are run twice a year with each team by the Latimer Sustainability Team, with relevant CPD (Continuing Professional Development) sessions run throughout the year on defined topics.

Training is based on a skills gap analysis from a survey of staff. This year we have started to use the Supply Chain Sustainability School as a resource for training. All Latimer staff are encouraged to sign up and take the self-assessment to develop personal learning plans.

DESIGN STANDARDS

All Clarion and Latimer homes are built to a series of design standards that include sustainability. These are covered in our Sustainable Development Framework, as well as design briefs and technical standards.

All new homes must be built to deliver at least a 35% reduction in carbon emissions from the Building Regulations (Part L 2013) as a minimum standard. Our Sustainable Development Roadmap highlights the timeline for further reductions to 2025 where homes will be reaching a 75% carbon reduction target.

Water efficiency is also taken into account with all new homes meeting the 105 litres per person per day standard, a 12% improvement over the Building Regulations (Part G) minimum requirements.

All new homes are built to be at least 5 dB better than building regulations (Part E) in terms of the sound transmission through party walls and floors/ceilings, to help create more peaceful places to live.

Our homes also have more healthy indoor environments as all airborne pollutants, such as Volatile Organic Compounds, emitted from products used in construction and fit-out will be below the levels defined in the Institute of Air Quality Management Indoor Air Quality Guidance document. All new Latimer homes will be fossil fuel free from 2025, so emissions from burning gas for heating and cooking will be removed.

Overheating risk is also covered, with all new homes undergoing an overheating assessment using the CIBSE (Chartered Institution of Building Services Engineers) TM59 methodology.

Outside of the home, our developments are required to include sustainable urban drainage systems to reduce the risk of surface water flooding.

PROCUREMENT

Clarion Housing Group has sustainability integrated into its Group Procurement Strategy. The strategy supports the Group Sustainability Strategy, Goals & Workstreams (based on a materiality review – see Making a Difference ESG Report):

- Recovering Nature
- Restoring Social Inequality
- Rethinking Business

The Sustainable Procurement Policy holds the supply chain to account through:

- Supply Chain Emissions Impact - Measurement and Reduction
- Supply Chain Waste Impact - Measurement and Reduction
- Collation and sharing of innovative ideas from supply base to support Clarion's initiatives

Our supplier code of conduct can be found on our website: [supplier-code-of-conduct.pdf](#)

This describes the approach we expect of all our suppliers and development partners, in terms of working professionally and responsibly.

Our statements related to Modern Slavery and Human Trafficking are available at [clarionhg.com](#)

Clarion monitors and audits our supply chain through the Achilles platform.

Our sustainability policies include a requirement for PEFC (Programme for the Endorsement of Forest Certification) or FSC (Forest Stewardship Council) certification for all timber used in construction. This is included as a contractual requirement for all construction projects. This is included in every project and is monitored through the BRE Group's SmartWaste system by our contractors.



RESEARCH

ENVIRONMENTAL RESEARCH

Clarion Housing Group is actively supporting research and innovative-thinking into housing sustainability across the sector.

In 2023, the fifth edition of the William Sutton Prize (WSP) took as its theme; Achieving a just transition to a net zero carbon future. This prize funds innovative ideas that have the potential to improve the environmental impact of the social housing sector, its communities, and individual residents.

The winners of the funding, and support from Clarion teams across a two-year programme, were:

- Bell Philips Architects - The winning proposal from Bell Phillips Architects imagines a pathway to net zero through the development of a new 'vernacular architecture' for all buildings below 11 metres using natural building materials. This will reduce embodied carbon in construction, encourage the increased production of timber and natural building products, and contribute to reforestation.
- Building with Nature/The Green Partnership - Building with Nature provides planners and developers with guidance on delivering high quality green infrastructure. Their proposal is for a framework with clear standards and guidance to better deliver the

environmental, social, and economic benefits from the introduction of biodiversity and green spaces across communities. Their aim is to create a set of comprehensive and standardised practices which demonstrate 'what good looks like' when it comes to managing and maintaining communities for the benefit of people and nature into the long term.

For the past few years Clarion has been seeking to embed circular economy principles and objectives within its regeneration programme. To build on this work Clarion have recently commissioned a two phase research project using materials audits of buildings within to provide practical understanding of the opportunities to embed circular economy practices. Findings are expected in autumn 2024 and will include local supply chain opportunities and a scaled-up estimation of the value creation, financial savings and environmental benefits which could be realised if this approach was adopted across all programmes.

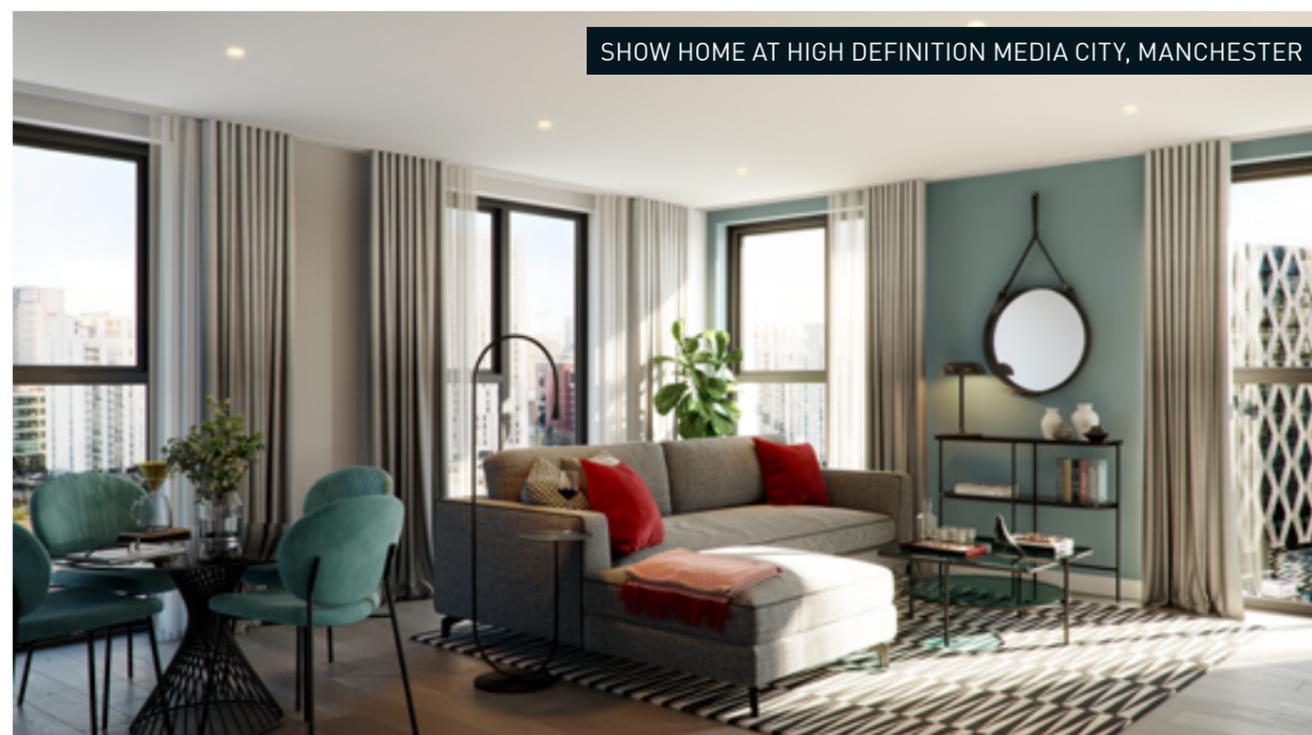
During 2023 Latimer undertook a pilot project looking at a standardised simple form of Post Occupancy Evaluation (POE) that would allow for surveying of all completed projects one-year-plus after handover. Working with our internal research team, we developed a standard questionnaire to be sent to occupants covering the main areas of design and specification that impact living in a home. This was trialled on three projects to test the question set and process. An example of the results is shown opposite.

These surveys will be rolled out across all projects during 2024. The results will be collated and analysed to provide feedback on individual projects and our employer's requirements, specifications, product selection and the design of homes.

We are also going beyond question based POE, with in-situ monitoring taking place on our Future Homes Standard Pilot Scheme in Cottered, East Herts. The seven homes have been completed and a 12-month period of monitoring will take place once tenants have moved in during May. PTE Architects have been appointed to carry out this monitoring, which will record environmental and energy-related parameters and compare back to the design. The learning will then be fed back into the design and specifications of our future homes.

These seven homes have been tested post-construction by Build Test Solutions using their SmartHTC test. This gives a measure of the actual thermal performance of the home compared to the predicted performance in the SAP (Standard Assessment Procedure) calculations. The tests included in-situ U-value measurements in addition to the HTC (overall heat transfer coefficient) testing. The results will be shared in the summer with our initial construction review report on the project.

Standard questionnaire results from occupants - covering the main areas of design and specification that impact living in a home.



SOCIAL RESEARCH

Clarion Index 2023 is our annual representative survey with 2,000 residents, which continues to collect trend data questions about residents' sustainability behaviours and attitudes (see chapter on sustainable homes and places). The customer insight provides, for example, the significance of access to high quality outdoor space which underpins the emphasis put on the accessibility and design of green spaces in Clarion/Latimer's sustainability strategy and roadmap.

Clarion continues to support two PhD Students within the EU-funded ReDwell Research consortium which is investigating the delivery of affordable and sustainable housing in Europe. In 2022/23 Clarion hosted secondments for both students.

Further research outputs and papers from their work this year include:

- Tijn Croon: Journal paper Beyond headcount statistics: Exploring the utility of energy poverty gap indices in policy design, Energy Policy, Volume 177, 2023. This cites Affinity Sutton's Fuel Poverty Vulnerability indicator work. (Ellis, 2014).

- Paper presented October 2023 at the European Federation for Living (EFL) autumn conference in Belfast. It draws on insights gained from six focus groups with professionals from Clarion Housing Group, Paris Habitat, Groupe Polylogis, Peabody, Havensteder, and Ymere.

This was developed into White Paper published by EFL November 2023.

- Leonardo Ricaurte Paper Assessing social value in housing design through POE: Contributions of the capability approach presented at the International Conference on Urban Affairs April 2024 in New York.

Both topics of shaping our fuel poverty strategy and understanding how social value-based post occupancy evaluation of designs can address the socio-economic sustainability of Clarion's new and existing homes, with the findings, foster better social interaction between occupants.

Clarion is part of the EFL Evaluating Social Impacts Co-Creation Project led by John Stevens, Senior Policy Analyst, Clarion Housing Group (and UK chair of the EFL social topics group) comparing innovative social value evaluation systems for social housing and their contribution to achieving the Sustainable Development Goals. Read the **SOCIAL-IMPACTS_REPORT_2023-HR.pdf**. The topic group will be focusing on social value from a place perspective over the coming year.

SOCIAL VALUE

HEALTH AND SAFETY

At Latimer health and safety is one of our core principles driving everything we do. While we don't directly employ the people working on our construction sites, we do require that our contractors who do maintain a formally certified Health and Safety Management System based on ISO45001. We also contractually require that our contractors have a health and safety-led site inspection strategy that involves both regular inspections and spot checks made by their directors.

For our own staff we have a role-specific Health and Safety training matrix. Every member of Latimer staff also goes through training on our Zero Incident Pledge – a behavioural change programme focussing on health and safety and reducing incidents on our projects. We also offer this training to our construction partners where they do not have something similar in place.

To help support operatives on our sites, we have developed and deliver tool box talks on wellbeing and modern slavery.

The combined AIIR (Annual Injury Incidence Rate) for 2023/24 is 84.83.

COMMUNITY AND CUSTOMER ENGAGEMENT

Latimer has a community engagement approach for all our new-build projects. This is detailed in our Community Engagement Statement, which can be found on our website.

Many of our projects now contain initiatives that promote community well-being. An example of this is our Ebsfleet Garden City- Ashmere Phase 1 project (see opposite page).

CUSTOMER ENGAGEMENT

All new homes come with a home user guide detailing the features of the home, and how best to operate them. This is given to the occupier as they move in. As we install more new technologies into the home and energy efficiency is becoming more important, these guides will contain full details of the sustainable technologies, such as heat pumps, as well as step-by-step guides on how to operate the home most effectively. For some technologies this also includes links to videos that explain the operation.

In addition to the information handed over, our customer experience team provide home demonstrations. In most cases these are carried out the day before purchase completion, so the customer has more time to focus on the details. It covers how to use their heating, hot water systems, ventilation system, water shut-off valves, controls and locations of bike and bin stores.

ESTABLISHING COMMUNITY RELATIONSHIPS POST-DEVELOPMENT.

We're driven by our commitment to quality, community and places that succeed – placemaking is a key component of this which is considered for implementation pre-construction and continues into occupation. Our approach to placemaking is bespoke and specific to each development.

Engaging residents of our new housing development communities via placemaking is essential to achieving this sense of community, fostering social connections, and creating a positive living experience and environment. We deliver our placemaking ambitions utilising a variety of methods as outlined below.

PRE-CONSTRUCTION

Early placemaking

On some of our larger developments such as Dyecoats, Leeds, we are able to undertake some early placemaking and activation via meanwhile and interim uses. Working collaboratively with local stakeholders to understand need and identify opportunity, we are working with the local Business Improvement District (BID), as well as business and start up support organisations to create an affordable commercial space for emerging new businesses on a long-term, temporary basis.

Additionally, where possible, we are also able to provide temporary accommodation as seen with our partnership with St. George's Crypt in Leeds.

Design

Critical to the success of place starts at design stage. We continuously innovate to support bringing communities together. From inclusive play spaces agreed with our internal age friendly team to community grow gardens, and communal resident areas and resident rooms, our development designs are focused on residents getting to know each other, their new community and creating a sense of belonging. Wherever possible and feasible, these spaces are a priority and integral to our design standards.

CONSTRUCTION

Updates

In addition to regular construction progress updates, and handover and occupation gets closer, we communicate the social value and community benefits being delivered because of the development. This also acts as a call to action as we include volunteering opportunities people may want to participate in.

OCCUPATION

A warm welcome

We host a welcome event and orientation sessions for new residents to introduce them to the community and provide key information about local amenities, services, and neighbourhood associations. This also includes Local businesses and resident-only discounts for our independent retail occupiers as seen in the Pavilion at Cocoa West.

Residents also receive a welcome gift (tenure specific) for their new home.

Managing Agents

As part of our tender application process, we request managing agents per development to produce a resident and community engagement plan. This then becomes a contractual requirement for the appointed managing agent.

Community newsletters (physical and electronic), noticeboards are a key communication tool to engage our residents. Resident portals and newsletters they include updates, social event listings, and key information for residents and provide the opportunity to connect, share information, and discuss community-related topics.

As seen in Graylingwell development, we facilitate the formation of interest-based clubs or groups (e.g., book clubs, gardening clubs, fitness groups) to help residents with similar hobbies connect. It is important the offer is attractive to a cross-section of our residents and neighbouring community (where applicable) and are often fully or part funded by Latimer, Clarion Futures and our managing agents. Many opportunities

are extended to the wider community in addition to our residents to encourage wider community benefit and cohesion. The final programme is agreed with residents, managing agent and Latimer to maximise the placemaking offer.

Feedback mechanism

On each development, we create a feedback mechanism including suggestion boxes where residents can provide input and ideas directly to the managing agent.

Latimer utilise In-House customer satisfaction surveys for new residents to understand their experience and areas of the sales process at various intervals. We also request feedback from residents on all aspects of managing agent delivery including placemaking and community development items.

We have introduced a Customer Committee to further explore resident opinion, experience, and feedback. To ensure we are inclusive to all residents, the opportunity to become a committee member is open to all existing residents including, leaseholder or shared owners.

We will pay each committee member £2,000 over the course of a year to help make a positive difference at Latimer and Clarion. This is the first time all our residents, irrespective of tenure, will have the opportunity to contribute to the Clarion experience and have a voice as part of a formalised group.

As well as influencing how we manage existing housing stock, the findings of the Customer Committee will be used to influence key Latimer items, including placemaking, our Employer Requirements (ER's) and our design standards to ensure our new developments reflect as much as possible of what end-users want. Annual reviews also take place via customer surveys and our index to gain the feedback from all residents, not just those who are members of the committee.

The continuation of the work of Clarion Futures remains open to new residents and local community focussed on key areas including but not limited to; employment, upskill and training opportunities, digital inclusion and financial management and community development.



CUSTOMER SATISFACTION

For 2023/24 we achieved a customer satisfaction of 91% for the second year in a row. Customer surveys were managed through In-House with 432 completed surveys. The response rate was 50.5%.

AFFORDABLE HOUSING PROVISION

Of the Latimer-controlled developments completed in 2023/24 the tenures of homes were as follows:

Tenure	Homes
Affordable Rent	200
Social Rent	25
Shared Ownership	305
Open Market Sale	731
Total Affordable Homes	530 (42%)

Of the projects that completed in 2023/2024, affordable housing (affordable/social rent and shared ownership) provision was 40% higher than the local authority minimum affordable housing provision for these sites (380 homes in total).



CASE STUDY COMMUNITY WELLBEING

- Latimer has completed 11 developments this financial year.
- 59% of completed developments have seen community wellbeing initiatives put in place, based on local need and context, including stakeholder engagement.
- 90% of the above community wellbeing initiatives have been measured.

EBBSFLEET GARDEN CITY, ASHMERE Phase 1

As the first phase of Latimer and Countryside's Ashmere development completes, we are proud to look back on the additional social value generated through additional community engagement and wellbeing initiatives.

To better understand the community's context, meaningful stakeholder engagement has taken place across Ebbsfleet Garden City. A key community engagement event was held, blending informal consultation with local signposting activities and attracted 60 local people to feedback. Through surveys and informal conversations, "Opportunities for Young People" was identified as key local themes. This feedback was reinforced by extensive desk-based research including mapping tools, deprivation analyses and meetings with local partners which highlighted negative outcomes for the young people of North West Kent.

To address this, an innovative project with St Georges School saw seven young people become peer-researchers, collecting feedback from young people on the built environment. To support local employment in this industry, 27 young people deemed disadvantaged (free school meal recipients) took part in a three-day Building Future Skills programme, delivered by the

Construction Youth Trust, with three of the young people gaining qualifications in health and safety - generating an impressive £53,078 in local social value.

The scheme has supported nine local apprentices to secure meaningful employment, generating a further £125,468 in social value. Through our charitable arm, Clarion Futures, we have also commissioned various community programmes including £4,500 to deliver Ebbsfleet Utd's Schools Engagement programme, which supported local young people in becoming more physically active. Clarion Futures has also supported a local Conversation Cafe, helping local people come together and reducing isolation.

All social value figures are calculated using the HACT (Housing Associations' Charitable Trust) Wellbeing valuation tool.



SOCIO-ECONOMIC DEVELOPMENT

SOCIAL IMPACT STRATEGY

Latimer’s social impact strategy sets targets for our development activities, while Clarion Futures (the charitable arm of Clarion Housing Group) sets the wider social impact strategy including business operations – See **Clarion Futures section of website** and **Making a Difference ESG Report**.

The Latimer strategy sets out specific annual targets that extend through to a long-term horizon up to 2030, each accompanied by a precise method for measuring the impact of our initiatives. By 2030, the jobs and training targets are collectively expected to generate more than £15 million in social value, as quantified by HACT.

Under the Jobs and Training theme, the strategy aims to achieve:

Jobs and training	
Apprenticeship	495
Full-time local employment	476
Sustained job (13 weeks or greater)	243
Accredited training course	706
Work experience	905
Work-related learning (e.g. school outreach) - no. of participants	5,951

Alongside the overarching jobs and training targets, each project within the Latimer strategy will establish specific community targets tailored to local need, enhancing our approach to creating meaningful social value. To ensure a comprehensive and responsive strategy, each project will adhere to four core themes, with an additional bespoke theme developed based on a thorough local needs assessment.

These themes are:

- Jobs and Training
- Community Engagement
- Health, Wellbeing and The Environment
- Young People
- Bespoke Theme tailored to reflect evidence-based local priorities.

To ensure the successful delivery of these targets, each project will be managed by an assigned Community and Social Impact Manager and will operate with a dedicated budget for each construction year. Our approach will be guided by rigorous local needs assessments to maximise community benefits effectively. Additionally, each project will develop a Community and Social Impact

Delivery Plan, stakeholder mapping, and maintain thorough impact reporting. The comprehensive roadmap to achieve these targets by 2030 is detailed in the strategy document.

JOB CREATION

Latimer acknowledges the labour shortage in the built environment sector and is working both internally across the Clarion Housing Group, and externally with our supply chain partners, to address this gap and develop the next generation of innovative homebuilding professionals.

Across our business we support an annual cohort of graduates and apprentices with a comprehensive rotation programme, providing experience across the development process. Figures below:

	2021/22	2022/23	2023/24
No. of graduates, apprentices and trainees employed	17	18	18
Total no. of Latimer staff	292	280	255
% of employees in trainee positions	6.16%	7.14%	7.06%

At Latimer, we understand and value our role as a developer who transforms lives and communities. We procure services with this in mind. We work with suppliers who enable vocational routes into the workplace, such as apprenticeships. Across 2023/24, 111 apprenticeships were created on our sites, in a variety of trades across the country. The 111 apprentices create the value of one apprentice for every £4.15 million procurement spend, or 0.48 apprentices per £2 million procurement spend, a significant increase on last year. Latimer has designed new reporting processes this year and envisages this progress to accelerate in the coming years.

DIVERSITY AND INCLUSION

Our diversity policies can be found on the **Equity, Diversity and Inclusion page** of our Group website. This includes our diversity strategy for working with our supply chain.

Diversity and inclusion reporting can be found in our annual report, and in our **annual gender and ethnicity pay gap reports**.

LOOKING AFTER OUR STAFF

Throughout Clarion Housing Group all employees are paid the living wage. In Latimer we also extend this requirement to our contractors as a standard clause in all contracts to ensure everyone involved in building our new homes is paid fairly.

We provide a number of benefits to our employees, including personal development programmes backed by annual reviews. More details are available on the Group’s **careers page**.

In 2020 the Wellbeing Matters strategy was launched across the group. This included training for managers, access to a confidential helpline for advice through unum lifeworks, and Mental Health First Aiders. The Additions benefits programme also has options related to wellbeing including health screening checks, cycle to work schemes and health cash plans.

LOCAL EMPLOYMENT OPPORTUNITIES

On our larger developments, creating employment opportunities is a key principle in creating a new community. One such project is our Colchester site. See our case study on page 20 of this report.

CASE STUDY BUILDING FUTURE SKILLS IN EBBSFLEET

As part of Latimer’s exciting joint venture with Countryside and the Ashmere development, in North Kent, 27 young people took part in a world-of-work programme designed to develop the skill sought by construction employers.

The Building Future Skills and Summer School programmes, were delivered in partnership with Construction Youth Trust and supported by joint venture staff volunteers to add real-world experience and problem solving to the offer.

Of the 27 young participants, 74% were from ethnic minority backgrounds and 67% were eligible for free school meals, often used as a criterion to identify those facing disadvantage. Six participants were referred from the local Youth Justice team, and we are happy to say that four of these participants gained their Level 1 in Health and Safety qualification.

Over the course of the programme, young people dived into the world-of-work, working in groups to tackle a work scenario - designing a new development for a local ‘client’. They were supported by 15 industry volunteers, who contributed more than 140 hours of their time and skills. Along the way, students took part in activities meant to improve their knowledge of built environment careers and employability skills, such as a careers networking session and mock interviews.

- 78% reported an increased understanding of different careers in the built environment



- 96% reported knowing how to go about the qualification or training they need to get the career they want
- 83% reported feeling confident completing a job application form or attending an interview



HEALTHY PLACES

DESIGN AND PLACEMAKING

As well as having standard house types designed by a registered architect, we appoint registered architects and urban designers on all Latimer projects. This helps ensure that placemaking stays high on the agenda, helping build communities that last. See our Tendring Colchester Borders Garden Community youth engagement case study on page 18.

Building sustainable communities is a driving principle for our developments. A process has been written to guide the design teams to include these principles in all of our designs. Download our **sustainable-development-roadmap.pdf** from the Sustainable Development Roadmap page of the Group website.

Of the completed projects in 2023/24, 64% included community infrastructure as part of the development. This included:

- Sustainable urban drainage features such as swales and balancing ponds to reduce flood risk
- Parks, play areas and public open spaces
- Supermarkets, commercial units and coffee shops

TRANSPORT AND CONNECTIVITY

Latimer values creating well connected places so the occupants of our homes aren't isolated if they do not have a car. We aim to provide the facilities to enable safe cycling.

Of the homes in Latimer developments completed in 2023/24, 74% had access to secure cycle storage. This is either a resident-only communal cycle shed/store or individual facilities in their property.

Looking at wider initiatives to reduce car dependency, 52% of the developments completed in the last financial year had measures in place to encourage sustainable transport. These were either car clubs or green travel plans.

The completed projects this financial year delivered 748 electric vehicle charge point installations, equating to 46.7% of new parking spaces.

Access to public transport is also important, with bus stops and railway stations ideally within walking distance of every home. Of the developments completed in 2023/24, 74% of homes were within 500 metres of a transport node and 100% of homes were within 1,000 metres of a transport node. This is measured via safe, recognised pedestrian routes.

The average Accessibility Index value for the developments completed in 2023/24 is 7. The Accessibility Index is a measure of the distance to bus stops or railway stations, and the frequency of services. The higher the number the better the public transport service is.

ADAPTABLE AND RESILIENT



WATER

Reduction in water usage is increasing in importance again, with areas of the country under high levels of water stress due to high extraction rates to meet demands. **Our Sustainable Development Roadmap** has set a minimum standard for each home to achieve a water efficiency value of 105 litres per person per day, reducing to 90 litres per person per day by 2030.

The average water-efficiency rate on projects completed in 2023/24 was 110 litres per person per day, higher than our minimum standard due to some legacy projects built under old requirements to building regulations minimum standards.

On our construction sites we are now monitoring water usage of our contractors with a target of 50% reduction in site water consumption by 2030 with 2023 as the baseline. For this financial year the site water usage was 73.7 m³/100m²(GIA) which is the baseline going forward.

MODERN METHODS OF CONSTRUCTION

Of this financial year's completed projects five schemes had MMC (Modern Methods of Construction) technologies included covering 39% of the completed homes.

These were as follows:

MMC Category	MMC Tech Used	No of Homes
Category 2: Pre-Manufacturing of 2D primary structural systems.	Panelised systems/ timber frame	477
Category 5: Pre-Manufacturing (non-structural assemblies and sub-assemblies)	Balconies	43
Category 6: Large panels, such as brick slip	Brick slip	43

CLIMATE CHANGE IMPACTS

All new land acquisitions go through a due diligence process involving the Latimer Design, Technical and Innovation team, within which the sustainability function sits. This due diligence looks at the possible impacts of future climate change including:

- Flood risk
- Overheating risks
- Water supply restrictions

If any of these factors show a high risk in the short to medium term, and cannot be easily mitigated through the design process, then the purchase will not be endorsed.



CASE STUDY

TENDRING COLCHESTER BORDERS GARDEN COMMUNITY - YOUTH ENGAGEMENT

PROJECT PURPOSE

To meet the needs of a growing population over the next 25 to 30 years for housing, employment and associated community facilities and infrastructure, Colchester and Tendring councils and Latimer by Clarion Housing Group are working together to plan for a new Garden Community.

Latimer recognised from the outset that youth engagement and empowerment were going to be key objectives for the project. The significant timeframe means young people will be its primary users. They therefore collaborated with MATT+FIONA (an award-winning social enterprise) to ensure young people's ideas and values are placed front and centre.

PROGRAMME RESEARCH

The programme draws on theoretical frameworks such as Roger Hart's Ladder of Children's Participation, which is a young-person-specific version of Sherry Arnstein's Ladder of Citizen Participation.

However the most significant research has come from the first-hand experience that both organisations hold: complementary and in-depth knowledge of community and youth engagement respectively.

Latimer and Clarion's experience in delivering and managing social housing means they are invested in creating positive communities over the long term. They therefore value community engagement and see it as integral to the success of a scheme, rather than a 'nice to have'.

PROGRAMME DELIVERY

The strategy for youth engagement and co-design aims to adopt creative methods of involvement and inclusion across different aspects of the project. The diagrams on the accompanying pages show how we have developed a programme that is both far-reaching and in-depth:

- Young People's Forum
- Schools Design Challenge
- Summer Studio



YOUNG PEOPLE'S FORUM

The establishment of a long-term, core group of representative young people – the self-named Essex Young Designers – ensures that young people's ideas weave into the work of the main design team throughout design development.

The young designers form a diverse group of 13 to 18-year-olds from the local area who meet regularly to inform the brief and design of TCBGC. They represent a broad range of communities and attend a range of schools and colleges in the area.

Workshops include site visits, design, photography, film and model making. The focus at the outset was on collecting the young people's lived experience and unique local knowledge and sharing it with the design team, as well as familiarising the young people with the vision and emerging design of the garden community. The workshops are now moving towards direct reviews of the design team's proposals. This will lead to a series of clear design decisions that are informed by the young designers.

SCHOOLS DESIGN CHALLENGE

To ensure wide reach, as well as in depth engagement, school children from across North Essex were invited to share ideas for the scheme through an open call, 'Land Sky Water'.

The challenge gave primary and secondary school students the opportunity to design and model innovative ideas for TCBGC. Schools across the local area were

given model making materials, top tips and creative support to enable students to take part.

The ideas that came out of the challenge are being taken forward by the design team as part of their briefing.

SUMMER STUDIO AND FAMILY DAYS

This part of the programme accelerated from youth engagement into full co-design. The 11 to 14-year-olds took part in an intensive summer studio creating a large-scale model of a future Garden Community they would like to see. They also made full-scale prototypes of furniture for a meanwhile garden. Professional fabricators are now taking their designs forward to create a new public realm garden and gathering space in a previously forgotten part of central Colchester, which is being developed by Beth Chatto's Plants and Gardens.

PROGRAMME EVALUATION

Firstly, it is important to state that this a very long-term piece of youth community engagement. It began almost a year ago, but it will likely continue in some way over the next 20 years, shaping the continued development of the Garden Community. As such, evaluating impact is taking place in the short term (see below) but also in the longer term. Ultimately the most important measure of success will be the creation of a socially-just, community-loved and environmentally friendly Garden Community.

OUTCOMES FOR THE CHILDREN AND YOUNG PEOPLE

Quantitative

Each part of the programme is evaluated. The most in-depth evaluation is taking place for the Young People's Forum and Summer Studio. This is young person centred and asks the young people to rate their confidence in a series of hard and soft skills. So far, we only have the feedback from the Summer Studio participants as that part of the project has completed, whereas the Young People's Forum is ongoing. All of the participants in the Summer Studio said they enjoyed taking part and many of the young people shared that they felt empowered by having trust placed in them to create their own designs.

Qualitative

Observationally and through conversations with parents and carers, we know there has been a huge growth in the confidence of the young people to vocalise their ideas and recognise that their opinions matter.

The Essex Young Designers recently presented their work at the global EcoCity Summit in London, collaborating with international placemakers to develop ideas for what a community created with the needs and wants of young people at its centre would look like. The feedback from the attendees (developers, local authorities, built environment professionals) was outstandingly positive, and it is not an understatement that most of them were blown away by the sensitivity, altruism and forward-thinking ideas of the young designers.

It has also been heartening to hear teachers and parents of children taking part that they would like to know of any future opportunities to participate again.

OUTCOMES FOR THE DESIGN OF THE GARDEN COMMUNITY

Latimer and MATT+FIONA are acutely aware that not only is youth engagement beneficial to the young people themselves, but their ideas can have a profound positive impact on the design of the development itself.

Following each workshop or project with children and young people, an in-depth report is created which is shared with the design team. The Essex Young Designers also regularly feed back to the design team directly. Below are a series of ways the children and young people have already influenced the design of the Garden Community:

- **Vision and principles:** It is clear that the work produced across the programme, that many of the key principles that guide the design process resonate deeply with the young people, particularly the principles of 'let nature lead' and 'a place for everyone'. Almost all of the young people's designs integrate nature in some way, and many of the models, especially in the Schools' Design Challenge,

are community spaces that everyone can use and benefit from.

- **Neighbourhood Places:** Many of the precedents being considered by the design team align with the ideas of the Summer Studio participants, notably the integration of nature into these civic spaces, mixed-use spaces in central locations and the provision of strong public amenities.
- **Mobility and Transport:** The Essex Young Designers have been vital in highlighting possible challenges around proposed transport and routes and offering sensitive solutions. They have embraced the desire for green routes and have enhanced these through suggesting good lighting and greater overlooking to increase safety, and in-turn public uptake of more sustainable options. These have included not making assumptions about who can use e-scooters and e-bikes, both of which have age restrictions.
- **Density:** The Essex Young Designers have created a collaborative masterplan for an imagined Garden Community, that the design team can refer to as part of their briefing. The young people thought similarly to the design team, creating lower density pockets of housing that were in closer proximity to nature, and higher density housing closer to the centre of the community, where they would be well-served by transport links.
- **Play:** Teenagers and gender requirements: A common discussion had with the young people revolves around spaces for teenagers, and how few of them there are in their local area. The planned provision of these by the design team is positive. Another example is the concept of stewardship of public spaces, something that the young people came up with themselves and fits nicely with the vision for the Garden Community.



A FEW FACTS AND FIGURES

Up to January 2024, 319 children and young people have been involved in shaping the new Garden Community. The young people vary in age from 7 (Key Stage 2) to 17 (Key Stage 5). This almost equates to the 380 adult members of the public who have attended engagement activities, demonstrating first-hand how important youth engagement is to the scheme. This is only in the first six months of the programme, so we anticipate this number will continue to significantly increase. For a more detailed breakdown of numbers per part of the programme, please see the accompanying documentation.

The young people are broadly representative of North Essex. A significant number come from Ukrainian refugee families who have settled in the area – particularly at the Family Day and Summer Studio. Anecdotally they have been extremely enthusiastic about their experiences and how nice it has been for young people to be so involved. One boy from Ukraine specifically requested that the summer studio takes place every year.

FUNDING AND RESOURCES

Additional in-kind support and value has been added through MATT+FIONA facilitating additional activities through their network, including enabling the Essex Young Designers to speak at Eco-City summit about their co-design of the garden community.

MATT+FIONA's Architecture Industry Champions, Jestico+Whiles, have also provided in-kind funding through providing Notpla paper (sustainable paper, created from seaweed) and laser cutting for the Essex Young Designers' ongoing model making.

Wider project partners include Beth Chatto Gardens and First Site Gallery in Colchester. There is also anticipation that the University of Essex will become more involved, and already provide space for sessions.

Self reflection (individual or organisation) - how has one's involvement in engaging with young people influenced your/team's own work/agency? Has it influenced your partners having been part of this initiative and in what way?

Russ Edwards, Project Director:

"Latimer recognised from the outset that young person engagement and empowerment were going to be key objectives for the project based on our own in-house analysis, however – it's fair to say that we were struggling to imagine what an appropriate strategy might look like for a project like this until MATT+FIONA joined our team. The nuanced approach that MATT+FIONA developed on our behalf enabled an impressive 'reach' for our consultation activities, ensuring that our dialogue

with young people was meaningful – giving young people, including our Essex Young Designers, genuine agency.

The whole team – including Latimer's project team and our external consultant team, is very excited to take forward the thoughts and concepts articulated through this process and to make sure that the young people will be able to see their ideas realised as they become the young adults that will live and work in the new community.

Beyond the project, this strategy will have a lasting impact on our business. The MATT+FIONA led young person engagement strategy is considered an exemplar within our business – so much so, that our Charitable Foundation Clarion Futures has unilaterally decided to provide additional funding – both to extend the project programme, but more importantly, to enable widespread replication across all of our urban regeneration and new settlement projects."

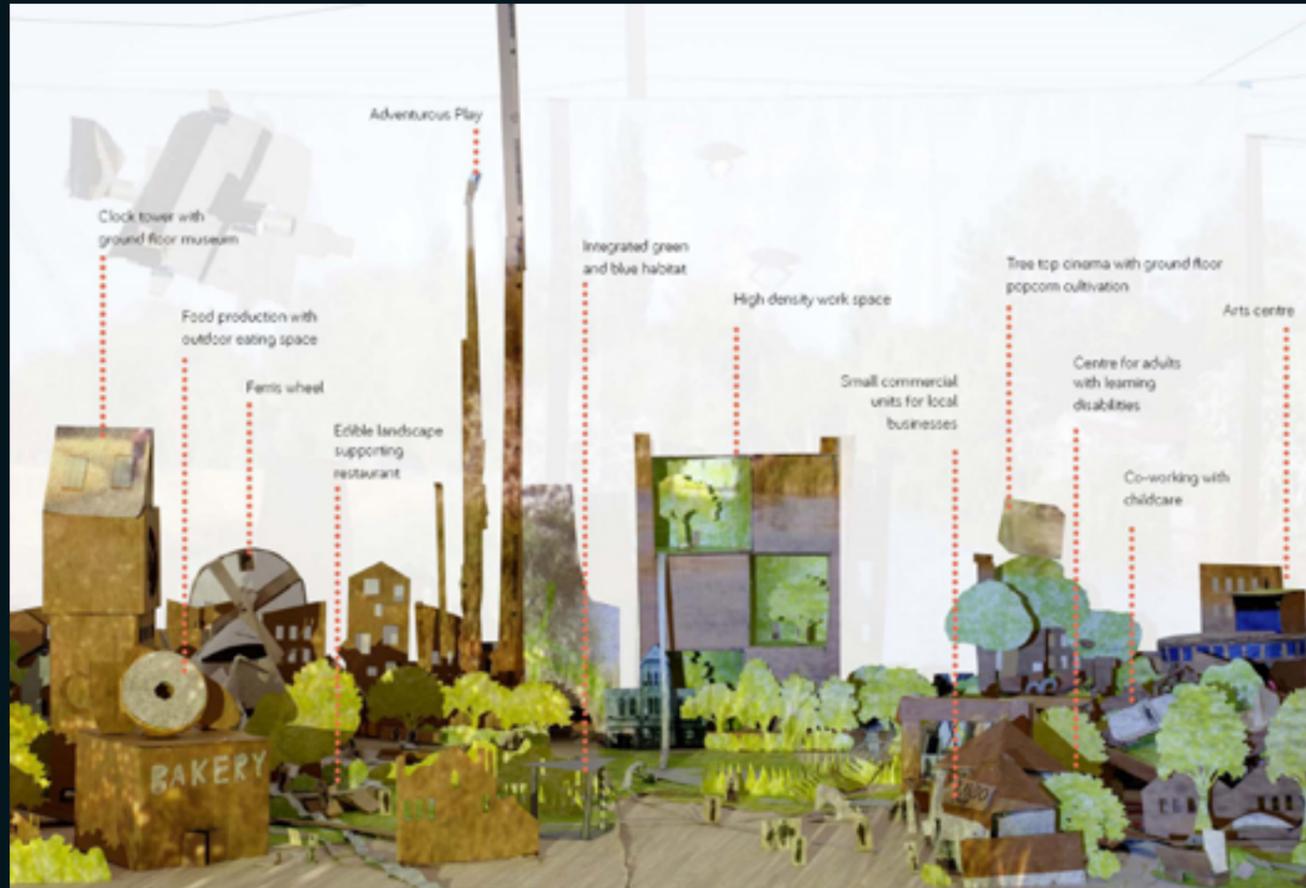
Michele King – Community and Social Impact Manager (Development)

"Most importantly, we've seen reflection and critical reflection thought processes develop across Latimer's project team and our external consultant team. This has empowered how we view engagement with young people, which has been thought of not as an event or even as a skill, but as a process – of looking back at feedback, pondering on it and implementing the feedback into the design process.

We are very lucky to have a number of people, from senior management to officers, who have been critically reflecting. This means that we have a committed team at all levels who believe in the principles and support the practice of engaging with young people throughout the design process. Ultimately, this allows for a structure where there is always someone at different levels across the team to realign thinking trends, which has made a big difference to the success and outcome of delivering the young people's engagement strategy."

Fiona MacDonald and Matthew Springett, Directors, MATT+FIONA

"It has been incredibly heartening to be using the Build Learn Connect strategy to support young people to contribute ideas on such a long-term and potentially far-reaching project. We see Latimer leading the way in their commitment to bring the next generation into the design of future new communities, and we hope other developers will learn from the benefits and value brought, and will follow in their footsteps."



TENDRING COLCHESTER BORDERS GARDEN COMMUNITY – SUSTAINABILITY HIGHLIGHTS

TCBGC is Latimer’s largest project to date and will provide over 7,500 new homes and supporting infrastructure to the East of Colchester. Sustainability has been at the heart of the masterplanning design and will be integrated into development from the moment construction starts. Some highlights on the approach to sustainability are included below.

ENVIRONMENTAL:

The project has adopted a ‘regenerative’ approach to design, with an ambition to have a net positive impact on the place. In order to make this tangible we have developed a set of regenerative objectives. The objectives follow seven themes, each with a golden stretch target.

- Land use

- Nature and landscape
- Water
- Energy and carbon
- Mobility
- Circular economy
- Social impact

We have also commissioned structural engineers Whitby Wood to prepare a strategic playbook considering low carbon approaches for superstructure through a portfolio of materials. This covers both strategies to reduce embodied carbon and looks at circularity. This looks to reduce the embodied carbon of houses to 289 kgco2e/m² and 321 kgco2e/m² for apartments.

The project has developed exemplar strategies for the provision of blue and green infrastructure which include:

- Min 10% BNG (target 15%)
- Retention and enhancement of all hedgerows
- Connection of ‘pockets’ of forestry across the site – and outside of the site, to provide comprehensive nature connectivity.
- Enhancing the two principal watercourses on site – allowing Salary Brook to establish a more natural course and encourage the establishment of wetlands in the Salary Brook valley, and bringing Six-Penny Brook out of a principally culverted condition to the surface as part of a site wide surface-based SUDS strategy.

As part of the larger masterplan it is expected that there will be a sizeable solar farm with battery storage to create an energy resilient community, taking some of the strain away from the national grid with the addition of the new settlement.

The project will be taking a radical approach to cars, making it more convenient to walk and cycle rather than drive. The masterplan has designed these car free routes throughout neighbourhoods, utilising the retained/enhanced hedgerow corridors.

COMMUNITY:

- Adoption of the TCPA (Town and Country Planning Association) Garden Community principles.
- The masterplan has been based on residential community ‘clusters’ following the principles of Robin Dunbar’s ‘number’, a well know anthropologist who identified the maximum number of people within a self-contained community as circa 150.
- Adoption a communal garden approach to neighbourhoods with mixed tenure housing, promoting social cohesion and coming together of residents.
- Aspiration to include a ‘Library of Things’ in each neighbourhood as part of a circular economy approach to community establishment.
- Adopting a progressive stewardship framework which enables community ‘ownership’ and influence of important community assets.

ECONOMIC:

- Creating jobs alongside homes and enabling a Work from Home culture
- Minimising energy bills for residents with efficient homes, on plot power generation and low carbon heating strategies.
- Social Impact from ‘day one’ – over £225k of social investment already committed to including:
 - In partnership with Tendring Community Fund and CVST £10,000 has been awarded to six local charities during 2023
 - Sponsorship of a new Greenstead Community Supermarket in the most deprived community in the area, with a two-year lease of £10,000. Support is also being given to their Enterprising Futurz business start-up programme for employees at the community supermarket.
 - Construction skills training is being offered to the local community with two qualifications available through the CSCS operatives training courses. Funding also available for the Green CSCS labourer card.
 - Supporting jobs, skills and training fairs including, Clacton on Sea Coastal Academy STEM FAIR, Paxman Academy KS5 Fair, Colchester Careers Fair, and Futures Festival for KS4 and KS5 students (ages 14-19) at Frinton-on-sea campus in Essex.





PLANET FRIENDLY ENVIRONMENTAL SITE MANAGEMENT

The environmental management of our construction activities are in the hands of our construction partners, primarily our contractors. To ensure we have good management of environmental issues on site, we now ask for our contractors to have a certified Environmental Management system following the principles of ISO 14001 or EMAS (Eco-Management and Audit Scheme).

To ensure that the construction sites deliver on these standards, our contractors are required to carry out planned inspections and spot checks of site against environmental aspects. These should be carried out by company directors and specialist environmental staff.

ECOLOGY AND BIODIVERSITY

Our group Nature Recovery Strategy sets out a target of 20% Biodiversity Net Gain for all new projects coming through the planning process from March 2024. In addition, we have set a minimum of two habitat units per hectare to ensure that a meaningful addition to the local Biodiversity is provided on brownfield sites.

Trees are an important biological feature of our sites. We aim to retain as many as possible, and plant more than we cut down.

For the projects completed in 2023/24 we retained 66.2% of the trees on the sites before development. We planted a total of 740 new trees, increasing the number of trees on these sites by 523% after development.

WASTE AND CIRCULAR ECONOMY

WASTE TARGETS

In our Sustainable Development Roadmap we have targeted zero waste to landfill by 2025 on the development projects where we have full control. This will also be a target we will encourage our partners delivering Section 106 affordable homes to us to take up as well. This target includes construction, demolition and excavation waste.

Our roadmap to waste reduction is shown below:

2021	2022	2023	2024	2025
Introduction of the use of SmartWaste to collect construction waste data from sites to benchmark performance	Target 97% of construction waste diverted from Landfill	Target 98% of construction waste diverted from Landfill	Target 99% of construction waste diverted from Landfill	Target 100% of construction waste diverted from Landfill
	Benchmark demolition and excavation waste from landfill through reporting through SmartWaste	Target 98% of demolition and excavation waste diverted from landfill	Target 99% of demolition and excavation waste diverted from landfill	Target 100% of demolition and excavation waste diverted from landfill

We have also set a target to reduce the total amount of construction waste produced by 25% by 2030.

CONSTRUCTION WASTE DATA FROM FY 2023/24

Across all Clarion and Latimer-controlled projects during the last financial year a total of 97.7% of all construction waste was diverted from landfill, a slight drop on last year.

Waste from demolition and excavation is more variable depending on site conditions. Over the past financial year 89.2% of this waste was diverted from landfill from completed projects.

The normalised construction waste produced on Clarion and Latimer-controlled projects completed in 2022/23 was 12.51 tonnes/100m² of Gross Internal Area (GIA), slightly higher than last year's value of 12.49 tonnes/100m².

	Waste Arising (Tonnes/100 m ²)	Waste diverted from landfill %
Construction waste	12.5	97.7
Demo and Excavation waste	137.12	89.2
Total Waste	147.57	89.8

TIMBER

We set a target for all timber used in the construction of our new homes to be chain of custody certified. This means that the timber or products made from timber have a certificate from the FSC (Forestry Stewardship Council) or PEFC (Programme for the Endorsement of Forest Certification).

The projects completing in 2023/24 fell just short of our target of 100% certification, with 99.9% of timber used being certified.

ENERGY AND CARBON



OPERATIONS

Clarion Housing Group has set a target to become a net zero carbon business by 2050. This covers scopes 1, 2 and 3 emissions. These were benchmarked in **2023 Making a Difference ESG Report** which included a 2022 baseline including Scope 3 for the first time.

A detailed Climate Transition Plan with pathways to net zero carbon will be published later in the year as part of the wider Clarion Housing Group Sustainability Strategy.

The carbon emissions from our construction sites have improved this year, reducing from 16.3 kg CO₂e/m² to 12.82 kg CO₂e/m².

OUR HOMES

Our Sustainable Development roadmap (available to download from www.clarionhg.com) highlights our targets for decarbonisation up to 2025. The principal target is a 75% reduction in carbon emissions of our homes in operation by 2025. We have also set a 2030 target for new homes to be zero carbon in operation. We will be using the LETI (Low Energy Transformation Initiative) definition for zero carbon, which uses the Energy Use intensity of 35 kWh/m² per year target.

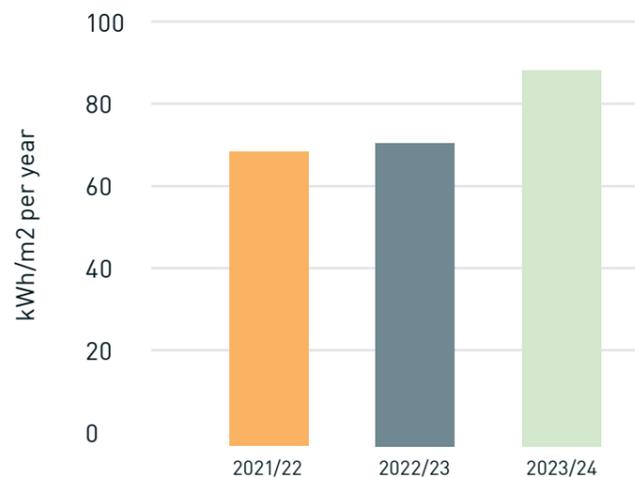
We have calculated an indicative embodied carbon value for 2023/24 using real data from typical completed projects. This year the calculation included much more accurate data as well as including landscaping and groundworks; an area that is often excluded from embodied carbon calculations. For 2023/24 our upfront embodied carbon was 589 kgCO₂e/m², with our total whole life embodied carbon being 981 kgCO₂e/m².

This is a decrease in embodied carbon compared to last year, mainly due to an increase in the number of timber-framed houses in the projects completing this year.

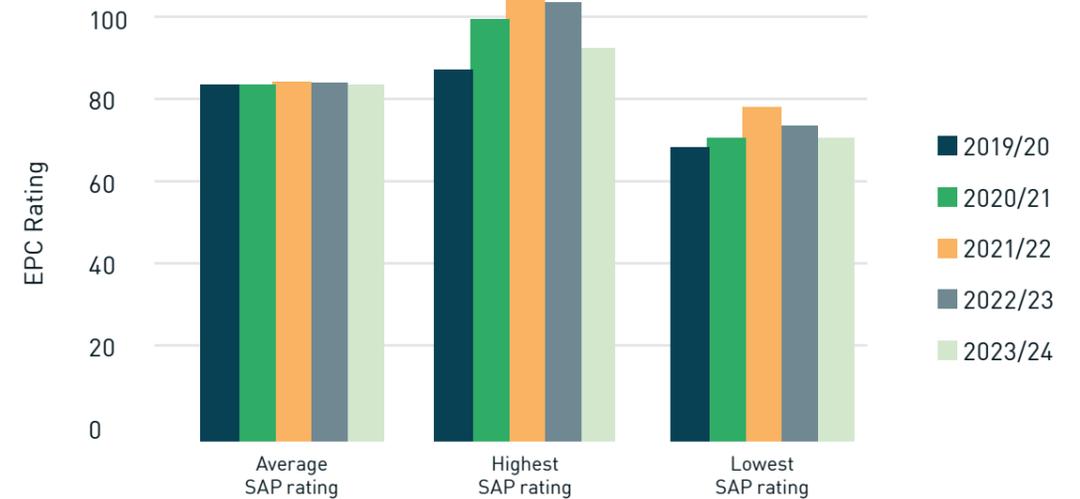
The average SAP-rating of the homes in projects completed in 2023/24 was 84.23 (excluding those purchased through Section 106 agreements). Of these homes, seven were built to future homes standard as a pilot. These also complied with Part L 2021, with the remainder complying with Part L 2013. Of homes in completed projects, 32.85% were heated without fossil fuel. These were mostly direct electric heating and hot water, with one project having hot water heat pumps and two homes with air source heat pumps for heating and hot water.

The overall carbon intensity of the new homes we completed in 2023/24 when in use has increased to 14.59 kgCO₂e/m². This is mainly due to an increase in the number of homes heated with direct electric heating completed this year.

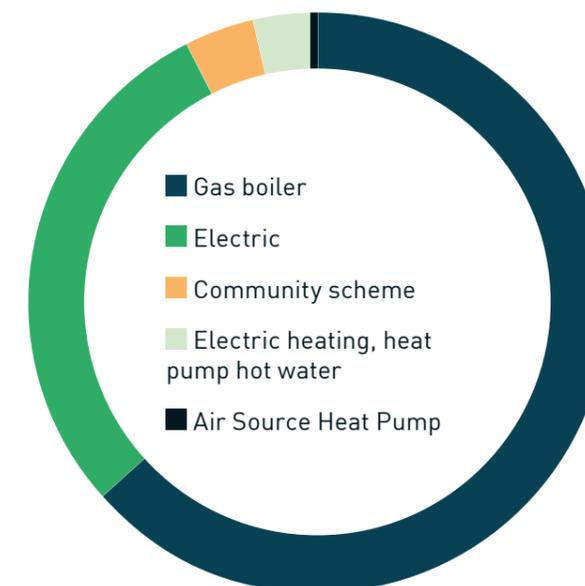
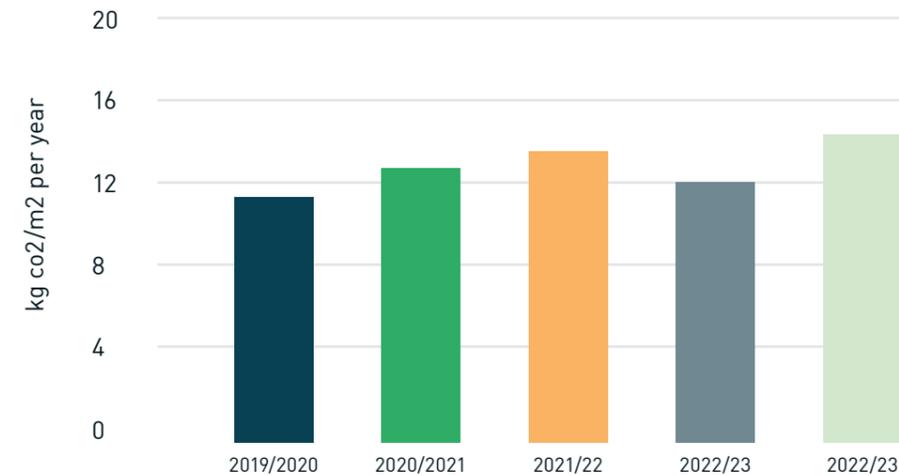
AVERAGE REGULATED ENERGY



SAP (STANDARD ASSESSMENT PROCEDURE) RATING



OVERALL CARBON INTENSITY OF HOMES



DATA

	Unit	2023/24	2022/23	2021/22	2020/21
Completed projects					
No of Project Completions	Development projects	11	14	14	17
No of homes in completed projects	homes	1261	1795	934	850
Tenures delivered					
Affordable rent	homes	200	437	335	217
Social Rent	homes	25	102		10
Shared Ownership	homes	305	866	367	477
Open market sale	homes	731	390	179	146
Replacement homes (Regen)	homes	0	0	53	0
Total affordable homes completed	%	42.03	78.3	75.16	82.82
Completed projects before development					
No of greenfield sites	Development projects	3	5	4	4
No of brownfield sites	Development projects	8	9	10	13
No of sites in areas of nutrient stress	Development projects	0	1	NR	NR
Renewable energy					
Installed PV generation capacity	kW peak	244.62	203.94	NR	NR
Estimated annual electricity generation from PV installed	kWh	208200	177964.6	NR	NR
Homes with individual PV systems	%	4.79	2.34	4	6.45
Homes connected to communal PV systems	%	42.05	34.72	4.73	16.39
Homes heating systems					
Homes heated with Air Source Heat Pumps	%	0.15	0	0	0
Homes heated with electricity	%	29.13	18.1	0	0
Homes heated with gas boilers	%	63.5	35.4	66.96	71.8
Homes heated with gas fired heat networks	%	3.65	6.85	8.93	0
Homes heated with CHP driven heat networks	%	0	38.14	24.12	5.57
Homes heated by biofuel driven heat networks	%	0	1.49	0	6.34
Homes heated with electricity with hot water heat pumps	%	3.57	0	0	14.86
Homes heated with LPG	%	0	0	0	1.42
Homes heated without fossil fuels	%	32.85	19.59	0	21.2
EPC/Energy performance					
Average EPC rating	EPC rating	84.23	84.44	84.5	84
No of homes with zero or negative regulated carbon emissions from EPC	homes	0	4	22	13
Average regulated energy consumption of homes	kWh/m ² per annum	87.43	69.8	68	NR
Completed Homes with EPC A rating	%	0.23	0.39	3.6	1.64
Completed Homes with EPC B rating	%	94.45	98.64	96.2	91.04
Completed Homes with EPC C rating	%	5.32	0.97	0.2	7.32
Carbon intensity of completed homes in operation	kg CO ₂ /m ² per year	14.59	12.01	12.73	12.44

	kg CO ₂ /m ² per year	2023/24	2022/23	2021/22	2020/21
Water efficiency					
Average water efficiency of completed homes	litres per person per day	110.02	108.05	109.69	119.17
Transport & connectivity					
Homes with access to secure cycle storage	%	76	92.1	93	98
Average accessibility index for completed homes	accessibility index	6.86	8.59	NR	NR
Completed homes within 500 m of a transport node	%	74	94.8	80.5	89.7
Completed homes within 1000 m of a transport node	%	100	100	100	94.7
Electric vehicle charge points installed	no	748	190	NR	NR
Parking spaces with EVCP installed	%	46.7	13.5	NR	NR
Completed developments with Car clubs	Development projects	0	4	2	6
Construction site impacts					
Construction waste diverted from landfill %	%	97.70	98.09	98.2	NR
Construction waste	tonnes/100 m ² (GIA)	12.51	12.49	12.4	NR
Demolition and Excavation waste diverted from landfill	%	89.20	100	NR	NR
Demolition and Excavation waste	tonnes/100 m ² (GIA)	137.12	140.25	NR	NR
Total waste diverted from landfill	%	89.80	99.31	NR	NR
Total waste tonnes/100 m ²	tonnes/100 m ² (GIA)	147.57	34.53	NR	NR
Site carbon emissions	kg CO ₂ e/m ² (GIA)	12.82	16.32	NR	NR
Site water consumption	m ³ /100 m ² (GIA)	73.7	36.99	NR	NR
Average CCS score	CCS score	42	40.36	39	38.1
Biodiversity					
Trees retained during development	%	66.2	70.3	NR	NR
New trees planted	number	740	453	NR	NR
Increase in trees from developments	%	523	328	NR	NR
Socio-economic					
Graduates, apprentices and trainees in workforce	%	5.8	6.2	7.14	7.06
Apprentices in contractor workforce	Emillion construction spend per apprentice	4.15	7.98	NR	NR
Procurement					
Chain of Custody certified timber used (FSC/PEFC)	%	99.9	99.2	NR	NR
Embodied Carbon					
Upfront Embodied Carbon (A1-A5)	kgCO ₂ e/m ²	589	674	NR	NR
Whole life Embodied carbon (A1 to C4 ex B6-7)	kgCO ₂ e/m ²	981	1119	NR	NR

NR = data not recorded

The data reported above is for fully completed projects and exclude Section 106 purchases from other housebuilders. Partial completions are not reported here and so may show different numbers of units from other Clarion reports.



LATIMER
by Clarion Housing Group