



**LATIMER**  
*by Clarion Housing Group*

# Latimer's Legacy

**OUR SUSTAINABLE DEVELOPMENT ROADMAP**

**From 2025 – 2030 and beyond**

# FOREWORD BY CHIEF DEVELOPMENT OFFICER – RICHARD COOK

Back in 2021 we launched our first Sustainable Development Roadmap, setting out our ambitions for delivering sustainable homes and communities up to 2025. We are proud of the progress we have made since then, with the crowning achievement being a Gold Award and second place finish in the NextGeneration sustainable housebuilding benchmark. This makes us the most sustainable not-for-profit housebuilder in the country.

We have used this position of leadership in the industry to drive forward greater change. We have moved away from homes heated by fossil fuels, and pushed our development partners to focus more on construction waste and site impacts. On top of this we have completed our first Future Homes Standard homes in the village of Cottered in Hertfordshire, and are committed to sharing the lessons we have learnt here with industry and Government.

The lessons learnt will also feed into our new developments, including large new communities such as our Tendring Colchester Borders Garden Community in Essex, which we hope to be the most sustainable development we have ever built.

But we are not going to sit on our laurels. This document sets out our plan for sustainability in Latimer up to 2030 and beyond. We will now be setting targets to reduce the embodied



carbon of the homes we build as well as working towards building homes that are net zero carbon in operation. We have set an industry leading target of 20% net gain in biodiversity on our projects and will continue to push our development partners to reduce the environmental impact of our construction sites. This will include reducing construction waste and moving to cleaner energy on construction sites. Our focus on social

value will also continue, with a push to create more jobs and apprenticeships through our development activities.

We set out this new Sustainable Development Roadmap in a time of uncertainty and change, but one thing is for certain and that is the need to act on reducing our impact on the planet as quickly as possible.

**Richard Cook**  
Chief Development Officer



# DEVELOPING OUR APPROACH TO SUSTAINABILITY

Latimer's approach to sustainability has been developed through alignment with the Clarion Housing Group Sustainability Strategy. This follows three strategic pillars covering an environmental, social and governance (ESG) aligned framework.

The strategic pillars of the Group Strategy and underlying focus areas are shown to the right.

To help gain a greater understanding of the specific areas of focus the Latimer business needs to deliver against the market drivers we have carried out a materiality review, which is covered in detail in the next section of this document.



## Recovering Nature



Energy and Carbon



Resources and Materials



Biodiversity and Nature



## Restoring Social Equality



Social Value



Wellbeing and Placemaking



Climate Resilience



## Rethinking Business



Disclosure and Sustainable Finance



Equity, Diversity and Inclusion



Ethics and Procurement

# SUSTAINABLE DEVELOPMENT GOALS

Our goals are aligned with the United Nations Sustainable Development Goals. Latimer's business particularly contributes towards the following SDGs.



**SDG 1: End poverty**

Through building energy efficient homes we can do our part in reducing fuel poverty by lowering energy bills.



**SDG 3: Good health and wellbeing**

Health and wellbeing is an important part of the design of our new homes. We include aspects of design that reduce noise and air pollution as well as encouraging active travel.



**SDG 7: Affordable and clean energy**

We are committed to delivering renewable energy on new projects where practical through solar photovoltaic arrays.



**SDG 8: Decent work and economic growth**

We look to create jobs through our developments, either directly in the construction workforce or by building retail and commercial elements to complement our new homes.



**SDG 11: Sustainable cities and communities**

We exist to build homes and create communities, playing our part in tackling the housing crisis. We are committed to building sustainable, thriving communities.



**SDG 12: Responsible consumption and production**

We promote the use of recycled building materials through circular economy principles.



**SDG 13: Climate action**

Our new homes are built to reduce the CO<sub>2</sub> emissions emitted during operation as well as reducing the embodied emissions during construction.



**SDG 15: Life on land**

We have set an ambitious minimum standard of 20% biodiversity net gain on all new projects to help reduce the loss of biodiversity in the UK.

# MATERIALITY REVIEW

To gain a clear understanding of where we should be focusing our efforts, we carried out a materiality review for Latimer. This provided an opportunity to update our focus areas and compare how views had changed since our first materiality review in 2019.

The review was based on stakeholder surveys of Latimer colleagues, customers who live in one of our homes, development partners and local authorities where we have developments. In total, the review was based on 82 responses. This was combined with a review of legislation to create the matrix and identifying the most material sustainability issues we should be focused on.

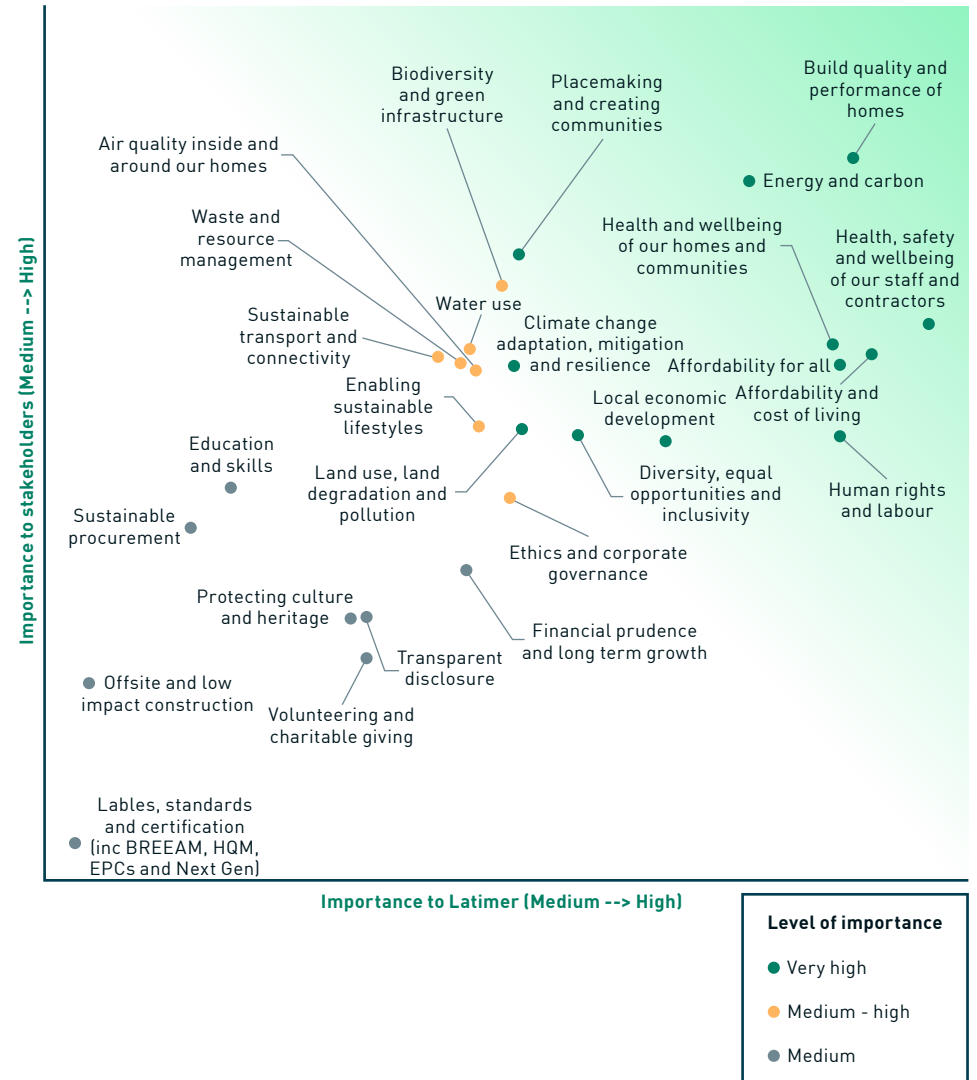
The most material issues were identified as:

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
11. Water use
12. Ethics and corporate governance

The following pages of this document will set out our response to these focus areas in terms of targets, aspirations and actions.

To ensure we remain aligned with business priorities, stakeholder requirements and legislative drivers, we will carry out materiality reviews every two years.



# OUR PRIMARY FOCUS AREAS

From the material issues identified, we have six focus areas which align with our Group Sustainability Strategy. These are:

- 1. Operational carbon** – achieving this target, related to how the homes we build perform in use, is vital to remain on the trajectory to keep climate change impacts within the 1.5 – 2 °C warming world scenarios. The UN and World Green Building Council have said that all new buildings built from 2030 need to be net zero carbon in operation to meet the 2050 Paris Agreement targets.
- 2. Embodied carbon** – construction is a very carbon intensive industry, with a significant amount of carbon emissions coming from materials manufacture and construction site activities. Embodied carbon from construction represents 26% of Clarion Housing Group's total carbon emissions.
- 3. Resource efficiency** – wasted materials not only impact costs but also have significant environmental impacts for no useful gain, such as pollution from manufacture or transport to site. The move to a more circular economy is a vital part of our sustainability journey
- 4. Nature and biodiversity** – the UK has lost significant amounts of biodiversity leading to what many call a nature crisis. Therefore, we must be responsible in ensuring that in building new homes we create spaces that add to nature rather than take away.
- 5. Social value** – our approach to social value is based around three themes aimed at helping the people living in the community around our developments. These are:
  - Investing in future talent
  - Creating vibrant and cohesive communities
  - Building healthy and sustainable neighbourhoods
- 6. Sustainable placemaking** – To ensure the new places and communities we build remain sustainable for as long as possible we will focus on three areas. These are:
  - Connected communities enabling car free living
  - Focus on health and wellbeing including access to green space
  - Designing to limit the impacts of future climate change.



# OPERATIONAL CARBON

Our Roadmap to 2025 took us a significant part of the way along the journey to zero carbon. Our target for fossil fuel free developments and 75% reduction in CO<sub>2</sub> over 2013 building regulations is a solid foundation from which we can push further.

Over the next five years we will investigate how best to deliver the final element of the zero carbon journey to ensure we have the most cost effective option that works on a whole life carbon basis. The industry is undergoing significant change in this area with the Future Homes Standard (FHS) coming in 2025 along with the Home Energy Model replacing SAP as the nominated energy/carbon calculation tool. This, together with the UK Net Zero Carbon Building Standard (UKNZCBS) and Government commitment to decarbonise the electricity grid, means we are constantly reviewing this target. We are fully committed to delivering zero carbon ready homes from 2025, ie thermally efficient homes without direct fossil fuel energy systems.

We understand and are supportive of the targets set by the World Green Building Council and others that state all new buildings must be net zero carbon

(NZC) in operation by 2030 in order for us to meet the 1.5°C global warming limits. To this end, we will target 100% reduction in CO<sub>2</sub> emissions from Building Regulations by 2030; that is zero emissions from regulated energy uses, which cover heating, hot water, cooling, ventilation and lighting.

We will use pilot projects to refine our approach, while monitoring changes in electricity grid carbon intensity and low carbon products coming on to the market. This will include reviewing fabric specifications around a principle of reducing heat demand, as well as the technologies we use. Our intention is to reach zero carbon in operation following the UKNZCB standard definitions by 2040 at the latest.

The UKNZCB standards define the overall energy performance required for each home and development utilising the energy use intensity (EUI) metric.

We already have our Richmond College project with two blocks designed to Low Energy Transformation Initiative (LETI) standards (UKNZCBS 2040 limits) and started on site in 2025.

The UKNZCBS EUI limits will hit 35 kWh/m<sup>2</sup> per annum by 2040. The limits for preceding years can be found at [nzcbuildings.co.uk](http://nzcbuildings.co.uk).

We recognise that it may not always be possible to deliver net zero carbon in high density developments on site due to limited ability for renewables

such as solar photovoltaics (PV) to meet the required demand. In this case we would look to off-set the residual carbon following the hierarchy shown below with accredited offsets being the last resort.

In addition, we have already delivered a number of Zero Bills homes in partnership with Octopus Energy, which supports our aim to reduce fuel poverty. We look forward to continuing this strategic partnership and will explore opportunities on projects to deliver a proportion of Zero Bills or equivalent homes on projects out to 2030.

## Carbon Hierarchy

### Our new carbon design principles

- 1 Reduce energy demand on site
- 2 Move to low or zero carbon energy
- 3 Generate clean electricity on site (Solar PV)

### How we will look at excess carbon emissions in the future

- 4 Offset emissions on another Clarion new development
- 5 Offset emissions on an existing Clarion asset

# OPERATIONAL CARBON ROADMAP

	2025	2026	2027	2028	2029	2030	2040
Targets	FHS in force  All new homes zero carbon ready (fossil fuel free)	Review and define final net zero carbon home specifications		All projects starting on site zero regulated emissions		All new homes completed zero regulated emissions	All new homes completed net zero carbon by UKNZCBS EUI limits
Research and Development	Results of FHS trial post occupancy evaluation (POE) published  Further trials of FHS and net zero carbon homes start.	Results of POE on NZC homes	Further trials to test and refine approach				



# EMBODIED CARBON

With operational carbon reducing, the largest carbon impact from housebuilding is that created from construction activities and materials production, known as embodied carbon. At the end of the financial year 2022-23 we carried out a baselining exercise using as-built data from representative sites and calculated our upfront embodied carbon for that year to be 694 kgCO<sub>2</sub>e/m<sup>2</sup> across the completed portfolio.

Using this data and the current industry benchmarks/targets, we have set minimum standards for 2025 and 2030 based on an architectural review.

This review has also looked at what is possible with the materials currently available on the market, and what are expected to become more mainstream by 2030. Due to the restrictions in the materials that can be used on high rise buildings due to fire regulations, we have set separate targets and minimum standards for low rise (under 11m) and high rise (above 11m).

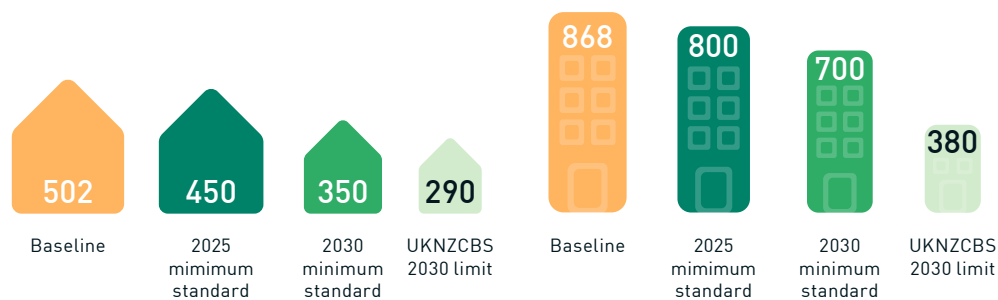
These standards are shown in the graphic and will reduce to 350 kgCO<sub>2</sub>e/m<sup>2</sup> for low rise and 700 kgCO<sub>2</sub>e/m<sup>2</sup> for high rise by 2030.

We are creating a toolkit with materials that can be used to reach these targets and beyond. This will be linked with our product book designs to allow for early design stage predictions of upfront carbon. We will also be requiring our contractors to provide details of the materials used during construction in order to produce an accurate as-built calculation for monitoring our performance year on year.

Our ambitions will be to follow the UKNZCBS's embodied carbon targets for the relevant building types. The 2030 stretch targets are shown for 2030. For other years see [nzcbuildings.co.uk](https://www.uknzcbs.co.uk).



## Upfront Carbon Target (A1-5) (kgCO<sub>2</sub>e/m<sup>2</sup>)



Upfront embodied carbon kgCO<sub>2</sub>e/m<sup>2</sup>  
Low rise (buildings below 11m)

Upfront embodied carbon kgCO<sub>2</sub>e/m<sup>2</sup>  
High rise (buildings above 11m)

# RESOURCE EFFICIENCY

We would need 2.6 Earths to provide the resources we need if the whole world lived like UK citizens. This statistic highlights the need to manage the resources we use efficiently. For Latimer the most critical resources relevant to the construction of new homes are the building materials we use.

Minimising waste reduces the impact of our construction activities on the planet, reducing materials extracted, manufacturing and transport emissions. Water is also becoming a limited resource across large areas of England. Efficient water fittings in homes and the use of non-potable water in construction will help to alleviate the strain on our water infrastructure.

## Construction waste

Over the lifetime of the previous roadmap (2021 to 2025) we have reduced construction waste from 12.5 to 10.8 tonnes/100m<sup>2</sup>. This is across all sites from a number of different contractors. This is high compared to some other housebuilders and needs to be improved. Our target is to reduce construction waste by 5% year on year to 2030. We also have an aspiration to reduce waste levels further to the BREEAM exemplary target level of 1.9 tonnes/100 m<sup>2</sup> by 2040. This equates to a 30% reduction in construction waste from the 2021 baseline value.

To achieve these annual improvements we will be taking the following actions.

- Improving site management practices – sharing good practice across partners
- Improved design principles and guidance to reduce waste
- Exploration of alternative construction methodologies and products such as modern methods of construction (MMC)

In addition to reducing waste, we will be looking at the life of the materials we use, and the materials found on the brownfield sites we develop.

To this end we will be producing a circular economy strategy building on approaches developed for the GLA in London and initial studies on our Merton Regeneration scheme. This will focus on material lifecycle, reuse, recycling and waste management.

## Water Efficiency

We have already set out a minimum standard for water efficiency for our new homes, meeting the optional standard in Part G of the Building Regulations of 110 litres per person per day.

With water supply being a major concern in some parts of the UK, we want to further reduce the impacts of building new homes by reducing water usage further. We have selected the target set by the Future Homes Hub industry roadmap of 90 litres per person per day as the most relevant. We will look to meet this performance ahead of the Future Homes Hub target date of 2035 and delivery homes to this target by 2030.

In addition to the water used in homes, we will be working with our delivery partners and contractors to reduce potable water used on construction sites by 3% each year to 2030. This is equivalent to a 21% reduction over the baseline year of 2023.



5%

ANNUAL REDUCTION IN CONSTRUCTION WASTE



3%

ANNUAL REDUCTION IN WATER USED DURING CONSTRUCTION



ALL HOMES TO BE DESIGNED TO USE NO MORE THAN

90 LITRES

PER PERSON PER DAY OF WATER BY 2030

# NATURE AND BIODIVERSITY

Biodiversity Net Gain (BNG) is now mandatory on all new developments as part of the Environment Act. We will endeavour to deliver 10% BNG onsite for all projects going forward, avoiding the need for offsetting biodiversity units.

Since March 2024 all new projects submitting planning applications have targeted 20% BNG in line with our Group Nature Recovery Strategy. For section 106 purchases from other housebuilders, there has been a 10% minimum BNG requirement from the same date from which BNG regulations apply, with an aspiration of achieving 20% net gain on all S106 purchases by 2030.

All projects must achieve a minimum of two biodiversity units per hectare to ensure that a meaningful amount of biodiversity is added on brownfield sites.

We have set an offsetting hierarchy to ensure that the value of the biodiversity created benefits our customers and communities first. If a site cannot create the 20% uplift on site, the remainder should be offset on existing Latimer/Clarion estates.

A biodiversity toolkit is included in our suite of Employer's Requirements documents and design briefs. This has links with the wider Clarion Housing Group Nature Recovery Strategy.

In addition, we have committed to the Future Homes Hub's Homes for Nature initiative. This initiative targets new planning applications from September 2024 and will run until at least 2030

The commitments only apply to low-rise houses at present and requires:

- One bird-nesting brick or bird box for every new home built
- Hedgehog highways on all developments
- All decisions guided by an ecologist
- Annual reporting of numbers.



## BNG Hierarchy

### Our approach to BNG and offsetting

- 1 — Deliver BNG through **ONSITE** measures
- 2 — Deliver BNG through **ONSITE** measures and **OFFSITE** measures on existing Clarion communities within the Local Planning Authority.
- 3 — Deliver BNG through **OFFSITE** measures
- 4 — Purchase Biodiversity Credits

# SOCIAL VALUE

As a leading developer, we are committed to delivering social value that extends beyond the physical structures of our projects. By embedding community and social impact into the heart of our operations, we ensure that each development positively impacts the communities in which we work.

Our approach is centred on three core social value themes:

- Investing in future talent
- Creating vibrant and cohesive communities
- Building healthy and sustainable neighbourhoods

Our objectives aligned to each of our themes are to:

- Address the skills shortage in the construction and built environment sectors by creating pathways for education, training, and employment opportunities.
- Prioritise building inclusive and thriving communities where residents actually want to live, through meaningful community engagement and investment in social infrastructure.
- Contribute to achieve sustainable and healthy neighbourhoods by integrating green spaces, promoting healthy lifestyles, and embedding sustainable practices into our developments.

2030 Targets	Measure
Social value	£90m
Work experience placements	240
Jobs created	200
Construction careers information, advice and guidance events	100
Apprenticeships	625
Qualifications provided to the workforce	250
Green skills training hours	1,000
Staff volunteering	550



Our operating model is the framework through which we deliver this social value. By assigning a dedicated Community and Social Impact Manager to each development we:

- Conduct a thorough community needs assessment
- Engage with key stakeholders
- Set CITB benchmarked employment and skills targets
- Ensure that our projects are aligned with local priorities and contribute to lasting community well-being
- Have a ring-fenced budget for social impact activities
- Track, monitor and evaluate our activities.

We engage stakeholders at all levels to build partnerships that enhance our social value efforts. By collaborating with local authorities, community groups, and key partners, we align our initiatives with community needs. Together, we aim to deliver measurable outcomes that support social well-being, economic growth, and sustainability, creating resilient communities that thrive long after our developments are complete.

While our community targets are tailored to each development, we have set key targets to achieve by 2030:

Initiative	25-26	26-27	27-28	28-29	29-30
Work experience placements	22	44	44	65	65
Jobs created	18	36	36	55	55
Construction careers information, advice and guidance events	9	18	18	27	28
Apprenticeships	125	125	125	125	125
Qualifying the workforce	23	45	45	68	69
Green skills training hours	91	182	182	273	272
Latimer staff volunteers	100	105	110	115	120

#### HACT Social Value Profiled by Year

Target	25-26	26-27	27-28	28-29	29-30
HACT social value	£16m	£17m	£18m	£19m	£20m

#### Impact Measurement

We measure the impact of our initiatives on each project to track progress, demonstrate value, and ensure accountability.

Currently, we report social impact using both the HACT and TOMS frameworks, as these are widely recognised across the housing and construction sectors.



# BUILDING IMPACT YEAR BY YEAR

This roadmap sets out our intended direction for delivering social value across Latimer. It is a flexible guide, and where possible we will accelerate progress to maximise impact sooner.

## 2024-25

### Setting the direction

Launch our refreshed community and social impact strategy .

Introduce a consistent framework to guide delivery across developments.

Establish common standards for measuring and capturing value.

Build confidence in our approach through stronger data and assurance.

## 2025-26

### Embedding our approach

Strengthen alignment between strategy, delivery and governance.

Support internal teams and partners to deliver with greater consistency.

Improve the visibility and integration of social value across projects.

Develop clearer insight into performance and progress.

## 2026-27

### Evolving for greater impact

Place greater emphasis on outcomes and what matters most to communities.

Identify and share good practice from across our portfolio.

Strengthen how we evaluate and learn from delivery.

Ensure social value contributes meaningfully to placemaking and legacy.

## 2027-28

### Scaling what works

Expand the reach and ambition of high-impact initiatives.

Deepen collaboration with communities and delivery partners.

Embrace innovation to meet emerging needs and priorities.

Increase the depth and breadth of our social value offer.

## 2028-29

### Shaping the future

Demonstrate the long-term impact of our work and investment.

Contribute to thought leadership and sector best practice.

Influence wider change through collaboration and evidence.

Position Latimer as a leader in delivering social value through development.

# SUSTAINABLE PLACEMAKING

At Latimer we don't just build homes, we create places where people can thrive. The areas around the homes and the connections to the wider community, if well designed, allow our customers to live healthy and sustainable lifestyles while building connected communities.

In order to deliver this outcome, we focus on three priorities of sustainable placemaking: limiting the impact of the risks of climate change, health and wellbeing and connectivity

## Placemaking and climate resilience

To ensure we have a sustainable future for all our new homes and communities we will ensure all schemes are risk assessed against future climate change physical risks, and have all medium risks mitigated in design by 2030.

## Health and wellbeing

We want to ensure that the masterplan of all our new communities is valuable to the people who call it home. Therefore, we will be requiring that every project undertakes a review against the Building for a Healthy Life principles. On top of this we will make sure that every home has access to green space, as this has been proven to have significant physical and mental health benefits. This space could be a private back garden, or a communal park.




























## Connectivity






























Developing connected communities is the final approach to sustainable placemaking. We want to make sure that our customers can live comfortably without the need for a private car. Where we have influence we will design for 20 minute neighbourhoods. We will also include the following principles:





























- Secure cycle storage provision for all homes
- Clear routes for active travel (walking, running and cycling) to important public transport nodes and community amenities
- Provision for electric vehicle charging
- Provision for centralised delivery points to reduce the amount of delivery miles
- Where appropriate cycle hire, including cargo bikes, and car club facilities available for the use of residents and visitors.



# OUR ACTIONS AND TARGETS TO 2030 AND BEYOND

Roadmap category	Target or action (All actions by 2030 unless otherwise identified)	Material issue mapping	Clarion Housing Group Sustainability Strategy focus area	SDG
<b>Operational carbon</b>	All new homes fossil fuel free from 2025 (excluding connections to existing heat networks so long as they have a decarbonisation plan).	Energy and carbon		
	Working towards all new homes to be zero carbon in operation for regulated energy (100% emissions reduction over Part L).	Energy and carbon		 
	All new homes to meet the UK NZCBS operational carbon limits (EUI) by 2040.	Energy and carbon		 
	All projects to have a simple post occupancy evaluation (POE) (high level survey and review) one year after completion.	Build quality and performance of homes		
	Target at least 5% of completed homes each year to have post completion testing or performance monitoring.	Build quality and performance of homes		
	Annual reporting on POE indicating any gaps between designed performance/intent and as-built performance.	Build quality and performance of homes		
	Integrated feedback and review process to consider all POE and monitoring results into design standards and employer's requirements.	Build quality and performance of homes		
	Minimum EPC B to ensure the homes are cost effective to run from 2025.	Affordability and economic development		 
	Average EPC rating of 86 or higher.	Affordability and economic development		 
	Target delivery of 10% of new homes a year to be built to Zero Bills standard with Octopus Energy or alternative approaches.	Affordability and economic development		 
<b>Embodied carbon</b>	Upfront embodied carbon to be reduced to 350 kgCO <sub>2</sub> e/m <sup>2</sup> for low rise and 700 kgCO <sub>2</sub> e/m <sup>2</sup> for high rise.	Energy and carbon		

Roadmap category	Target or action (All actions by 2030 unless otherwise identified)	Material issue mapping	Clarion Housing Group Sustainability Strategy focus area	SDG
<b>Resource efficiency</b>	We will continue to prioritise building on brownfield sites, reporting the split of brownfield and greenfield developments completed each year.	Land use, land degradation and pollution		
	All of our construction sites to follow industry good practice guidance on the control of water pollution from construction activities such as the guidance from CIRIA (C532).	Land use, land degradation and pollution		
	All of our construction sites to follow industry good practice guidance on the management of air quality during demolition and construction activities, such as the guidance from IQAM.	Land use, land degradation and pollution		 
	Target zero construction waste to landfill.	Waste and resource management		
	Target an annual reduction of 5% of all construction waste..	Waste and resource management		
	Target construction waste generation to be at BREEAM exemplary level of 1.9 tonnes/100m <sup>2</sup> by 2040.	Waste and resource management		
	Embed circular economy principles in the design and construction all projects.	Waste and resource management		
	Minimum water efficiency standard of 110 lpppd on all new homes completed from 2025.	Waste and resource management		
	Work towards a water efficiency performance of 90 lpppd on all new homes.	Waste and resource management		
Target an annual 3% reduction in site potable water usage from construction activities.	Waste and resource management			
<b>Nature and biodiversity</b>	All new homes to have access to outdoor green space, either private or shared.	Placemaking and sustainable communities		
	Target all developments to have 20% BNG.	Biodiversity and green infrastructure		
	Target all developments to have at least 2 habitat units per hectare.	Biodiversity and green infrastructure		
	All developments to achieve 10% BNG on site as a minimum, without offsetting.	Biodiversity and green infrastructure		

Roadmap category	Target or action (All actions by 2030 unless otherwise identified)	Material issue mapping	Clarion Housing Group Sustainability Strategy focus area	SDG
<b>Social value</b>	Generate £90m Social Value (HACT).	Affordability and economic development		
	Provide 240 work experience placements.	Affordability and economic development		
	Create 200 jobs.	Affordability and economic development		
	Deliver 100 construction careers information, advice and guidance events.	Affordability and economic development		
	Create 625 apprenticeships.	Affordability and economic development		
	Provide 250 qualifications to the workforce.	Affordability and economic development		
	Provide 1,000 green skills training hours.	Affordability and economic development		
	A total of 550 staff volunteering over five years.	Affordability and economic development		
<b>Sustainable places</b>	Staff and contractors - This is covered by our Zero Incident Pledge, managed by the H&S team, and through HR and procurement policies.	Health, safety and wellbeing		 
	Target all homes to meet the indoor air quality requirements as set out in the Institute of Air Quality Management's Indoor Air Quality Guidance: Assessment, Monitoring, Modelling and Mitigation.	Health, safety and wellbeing		 
	All homes to have a 5 dB improvement over the Approved Document Part E acoustic performance levels for the passage of sound between dwellings.	Health, safety and wellbeing		 
	All homes to meet the minimum recommended daylight levels as defined in BS EN 17037.	Health, safety and wellbeing		 

Roadmap category	Target or action (All actions by 2030 unless otherwise identified)	Material issue mapping	Clarion Housing Group Sustainability Strategy focus area	SDG
Sustainable places continued	Integrate the principles of PAS 6463 – Design for the mind – Neurodiversity and the built environment – Guide into the designs of our homes and communities.	Accessibility and inclusivity		
	Integrate principles of age friendly design utilising guidance from HousingLIN, Habinteg and others.	Accessibility and inclusivity		
	Integrate good practice design principles for child friendly neighbourhoods utilising guidance from City for Play, RTPi, and others.	Accessibility and inclusivity		
	Ensuring all homes are built to M4(cat2) adaptable standards for disability.	Accessibility and inclusivity		
	New land and projects to be purchased based on limiting future risk of of the impacts of the physical risks of climate change such as flooding.	Climate change adaptation, mitigation and resilience		
	By 2030 all new homes will be designed to mitigate against predicted climate risks in the medium term.	Climate change adaptation, mitigation and resilience		
	The impacts of long-term climate risks will be identified and disseminated to relevant stakeholders on all new homes.	Climate change adaptation, mitigation and resilience		
	All new developments to be reviewed against the Building for a Healthy Life principles.	Placemaking and sustainable communities		
	All new homes to have access to secure cycle storage on plot or communal.	Placemaking and sustainable communities		
	Target 90% of all new homes to be within 800 m of a public transport node (bus stop, railway station etc).	Placemaking and sustainable communities		
Embed the principles of 20 minute neighbourhoods in the design of new developments.	Placemaking and sustainable communities			
Areas covered by Clarion Group strategies	Diversity, equal opportunities and inclusivity.	Diversity, equal opportunities and inclusivity		
	Human rights and labour.	Human rights and labour		
	Ethics and corporate governance.	Ethics and corporate governance		



# GOVERNANCE

## Governance of targets and approach

Our sustainability targets, approach and performance are reviewed by two bodies:

The Latimer Board – senior leaders who have the ultimate sign off.

The Sustainability Committee – representatives from across Latimer to ensure sustainability works across the development lifecycle.

Project performance and specifications are tracked through project gateway process, which includes reporting of KPIs and specifications.

## Benchmarks

Latimer is a member of the NextGeneration Benchmark for housebuilders. Our target is to maintain our Gold award and target a top three position.

## Supporting functions

Procurement policies and procedures are governed by the group procurement team. Suppliers are vetted using the Achilles system.

HR policies are managed centrally in the group. The Latimer Sustainability Team regularly check sustainability knowledge across the development teams and assist in developing learning plans.

## Reporting

Latimer specific sustainability data is reported each year in our dedicated publicly available sustainability report. This highlights progress against KPIs set out in our sustainability roadmap

Additional information is reported in the annual group Making a Difference Report, which maps Latimer data with the wider group inline with the SRS reporting framework.



# TOOLS AND SUPPORTING STRATEGIES

## Supporting design teams

To support design teams in delivering sustainability, all project teams are given access to the Employer's Requirements, which contain subject specific briefs as well as a master technical specification. There is a specific sustainability briefing document as part of the Employers Requirements detailing how the Roadmap targets are implemented on a project level.

## Project benchmarking

Our Sustainability Framework includes a scoring mechanism to allow projects to be compared and performance benchmarked. This is constantly reviewed to ensure that it remains relevant.

## Nature Recovery Strategy

In order to deliver Clarion Housing Group's biodiversity ambitions we developed a Group-wide Nature Recovery Strategy setting out our targets and approaches for both new build and existing estates. The [Nature Recovery Strategy](#) is available on the Clarion website.

## Clarion Housing Group Transition Plan

The Climate Transition Plan presents Clarion Housing Group's pathway to net zero carbon across existing homes, new developments and business operations by 2050. The [Climate Transition Plan](#) is available on the Clarion Housing Group website.





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*by Clarion Housing Group*

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