



Sigma Homes

OUR VISION OF A  
BETTER SUSTAINABLE  
HOUSEBUILDER



## OUR VISION: TO SUSTAINABLY BUILD DESIRABLE, LOW-IMPACT HOMES THAT ARE FIT FOR THE FUTURE

At Sigma Homes we recognise our reliance on the natural world. Many building products are sourced from the environment – or raise environmental challenges in their extraction and processing. Our developments benefit from their location in the local landscape and in turn must be sensitive to them.

In common with other house builders, we face a rapidly changing environment. Climate change and the need to decarbonise all business and industrial sectors drives much of the regulation and focus in our sector. However, there is also increasing attention on the sources and types of materials we use and the impacts that our developments can have upon nature and biodiversity. We also recognise opportunities, to provide people with comfortable, desirable homes that are fit for a changing future.

We have a responsibility to our customers and the communities within which we operate to run an efficient business, reduce the raw materials and energy we use and enhance the sustainability of our products, supply chains and business activities to progressively minimise our impacts.

We are passionate about building and enhancing a leading position in sustainability that reinforces our purpose and company ethos. We want to anticipate, meet, and exceed the evolving requirements of our customers and increase environmental, social and commercial value.

## OUR AMBITIONS

### FOR THE BUSINESS

1

Maintaining and developing our leading reputation by improving the sustainability performance of our operations, developments, and homes.

2

Serving and supporting our customers while minimising our negative impacts and maximising our social and environmental value.

3

Improving our efficiency and building a lean, resilient, and future-fit company, adapting to changing circumstances and requirements.

### FOR OUR CUSTOMERS

1

Providing high quality developments and homes, together with more sustainable choices to home buyers and housing associations.

2

Building homes that exceed regulatory requirements for efficiency, renewable energy and comfort.



## HOW WE'VE DETERMINED WHERE TO FOCUS OUR EFFORTS

**In sustainability it is important to review what issues are important for us, but also, crucially, what is important for our stakeholders.**

Therefore, materiality is at the heart of a meaningful approach to sustainability. Materiality is simply a thorough assessment of the importance of relevant issues to inform our priorities.

As a business, we have conducted a materiality assessment to ensure that our management priority and focus is upon the environmental and social (sustainability) issues which are most important to both our business and to the concerns of our multiple stakeholders.

These issues are referred to as 'material issues' and include themes such as build quality, carbon emissions of supply chain, home design, and ethical working practice to name but a few.

We will use the identified material issues to inform and underpin the creation of ambitious goals for the coming years within our developing sustainability strategy.



# AREA OF FOCUS No.1

## OUR HOMES AND DEVELOPMENTS



As we rely upon access to land and use raw materials sourced from forestry and mining, we have a strong relationship with and dependency upon the natural environment.

The challenges faced by the natural environment mean that we have a responsibility to choose land wisely and to ensure that either on-site, or through balance with off-site mitigation schemes, our developments produce a net improvement in biodiversity.

The impacts related to construction materials are typically a large proportion of lifetime environmental impact. So, our choices are important. They also reflect the impacts associated with maintaining buildings and the energy required to heat them.



### SITE DESIGN

Optimising site design for biodiversity, climate adaptation, customer requirements and economic aspects.



### HOME DESIGN AND BUILD QUALITY

Continuing to ensure that we improve building design, prioritising energy efficiency while maintaining the Sigma quality standard. Meeting and exceeding customer expectations while reflecting the changing climate.



### PRIORITISING SUSTAINABLE AND RENEWABLE MATERIALS

Optimising choices of materials and material sources for our buildings to reduce the environmental footprint of construction.



### ENVIRONMENTAL PERFORMANCE OF HOME

Ensuring that the performance of homes in use exceeds minimum requirements by prioritising reduction in the use of energy and water, minimising maintenance requirements and promoting renewable energy use.

# AREA OF FOCUS No. 2

## OUR SITES



Location is of great importance to our home buyers, but also to us. We want to build high quality and attractive homes in areas where people want to live.

However, we recognise these needs must not be met at the expense of the environment. Therefore, in this pillar we focus on aspects that ensure and support an integrated approach to reducing significant construction impacts, and ensuring our construction sites are run safely and efficiently.



### FLOOD RISK AND ECOLOGY

Ensuring we target development areas of low long-term flood risk and include mitigation measures that exceed regulatory requirements where necessary. Making sure that ecological value is protected and enhanced through our activities.



### MINIMISING OPERATIONAL IMPACTS AND ECOLOGY

Ensuring that our construction activities pursue efficiencies in energy and water use, reduce waste and maximise the positive use of residual materials. Ensuring that the carbon impact of choices and activities is reflected in our decision making.



### HEALTH, SAFETY AND WELLBEING

We have an excellent track record in health and safety on our sites and will continue to prioritise the health and wellbeing of our staff and those of contractors, through clear contract requirements and on-site management.

# AREA OF FOCUS No.3

HOW WE  
RUN OUR BUSINESS



A best practice approach to sustainability requires a consistent and integrated approach to the way we run our business.

As awareness of global challenges grows so does the attention we receive, together with our responsibility to improve our performance and disclose our progress.

Our customers expect us to build great homes, but increasingly also to take care of range of related social and environmental issues.

We have always looked after our customers, suppliers and staff and we are striving to do better.



## PEOPLE AND ETHICAL WORKING PRACTICES

To ensure our staff have equal opportunities and are supported in skills development and personal growth. Promoting diversity, inclusion, equity and opportunities for young people.



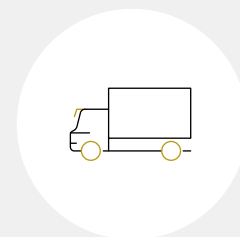
## GOVERNANCES

Ensuring sustainability is considered in decision making through developing clear ownership and accountability.



## RESPONSIBLE MARKETING AND SALES

Ensuring our communications are clear, accurate and substantiated.



## RESPONSIBLE PROCUREMENT

Further integrating sustainability criteria into our procurement specification and contracts and ensuring modern slavery risks are well understood in the management of suppliers.



## SUSTAINABLE OPERATIONS

Reducing environmental impacts and waste from our operations.

# SPECIFIC GOALS, TARGETS AND RESULTS FOR 2023

## OUR SITES



### MECHANICAL PLANT

To source non diesel mechanical plant.

#### TARGET

Explore and monitor alternatives e.g., rechargeable batteries/ biofuel.

#### RESULT & SPECIFIC GOALS FOR 2024

**Working on achieving target:** Biofuel is not currently viable due to wear and tear on equipment. Additionally, it is not regularly available and is still difficult to source on a large scale. We will keep reviewing and looking to incorporate in the future, when it is viable and more frequently available.



### HEALTH & SAFETY

To continually monitor and review our almost perfect accident and incident rate records.

#### RESULT & SPECIFIC GOALS FOR 2024

**Achieving target:** Currently at a 0 accident and incident rate, with the national average being 2.6.



### SITE WELFARE AND OFFICES

To use 100% eco-friendly units on all our sites.

#### TARGET

Careful sourcing of energy saving units. Over the next few years investigate battery packs, solar etc.

#### RESULT & SPECIFIC GOALS FOR 2024

**Achieved target:** All our welfare units are now green and eco-friendly. We're also looking at installing solar panels on these units.



### SITE DESIGN

To target a 10% Biodiversity Net Gain Score on all new sites prior to mandatory requirement coming into place.

#### RESULT & SPECIFIC GOALS FOR 2024

On course to achieve target.



### OPERATION IMPACT AND EFFICIENCIES

Seek to continually improve recycling on site and reduce waste.

#### TARGET

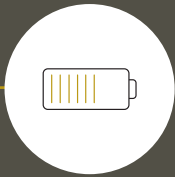
We are currently working to establish a baseline level of our waste that is recycled on site. Once we have that level, we can look to continuously improve each year.

#### RESULT & SPECIFIC GOALS FOR 2024

**Achieving target:** We have established a baseline and are constantly recycling more material and reducing wastage on-site. We now have timber and plaster board skips on all sites helping to segregate and recycle more waste.

# SPECIFIC GOALS, TARGETS AND RESULTS FOR 2023

## OUR HOMES & DEVELOPMENTS



### OUR HOMES AND DEVELOPMENTS

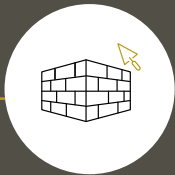
To develop a plan for hitting SAP A rating on all new sites going forward.

#### TARGET

Our Plan: Testing battery storage on two of our upcoming developments. Having this battery storage will mean we hit an SAP A rating on the specific dwellings.

#### RESULT & SPECIFIC GOALS FOR 2024

**Unable to achieve target:** We were unable to install battery storage on our new homes at Cuckfield and Haywards Heath. However, we are looking to include battery storage for a number of new homes at Summers Field, Barns Green in 2024.



### BUILD QUALITY

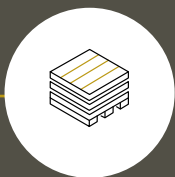
To achieve and maintain high customer satisfaction.

#### TARGET

Achieve a minimum of 90% on "would you recommend your builder to a friend?" survey.

#### RESULT & SPECIFIC GOALS FOR 2024

**On course to achieve target:** We are now on Trust Pilot, working to achieve a minimum 4-star review rating. Overall progress has been made.



### MATERIALS CHOICES & SOURCING

To develop a plan to implement more environmentally friendly building materials.

#### TARGET

We will constantly monitor the market for more environmentally friendly building materials.

#### RESULT & SPECIFIC GOALS FOR 2024

**Achieved target:** The timber we use is FSC and PEFC certified and sourced from local builders' merchants. On our Cuckfield site, we use UK-sourced cladding that is finger jointed to save on wastage.

## HOW WE RUN OUR BUSINESS

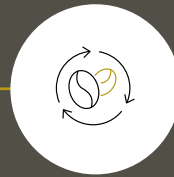


### OPPORTUNITIES FOR YOUNG PEOPLE

To continuously offer opportunities for young people within our team and to local people.

#### RESULT & SPECIFIC GOALS FOR 2024

**Achieving target:** We had students from Collyer's (our local college) participate in a week of work experience. We also did a talk to the Collyer's Geography students about Sigma Homes and the housebuilding industry.



### SUSTAINABLE OPERATIONS

To implement greater recycling and energy saving measures in the office.

#### RESULT & SPECIFIC GOALS FOR 2024

**Achieved target:** We have adopted paperless invoicing for our whole financial department. In addition, we use FSC recycled paper throughout the office and promote recycling whenever possible.



### RESPONSIBLE PROCUREMENT

Create a plan/checklist to ensure we responsibly source materials across our business.

#### TARGET

Ensuring our suppliers and consultants conform to environmental and social responsibilities.

#### RESULT & SPECIFIC GOALS FOR 2024

**Achieving target:** Each requirement is assessed at the time with a view to changing and improving where viable.



### STAFF WELLBEING

To offer appropriate non-judgemental support to all staff.

#### RESULT & SPECIFIC GOALS FOR 2024

**Achieving target:** We have numerous posters on site and provide information leaflets offering support to all site staff. We are also considering providing mental health training to employees in the office and to site managers.