

Sustainability Policy

Our company purpose

is to create exceptional places, spaces and homes and to make our industry better tomorrow than it is today.

What sustainability means to us in our business

To be a sustainable operator we need to understand and manage our impact on people, the environment and the economy, deliver on our company purpose and be mindful of our own business success and resilience. To achieve this, we commit to integrating a set of principles for operating sustainably into our business ethos and day-to-day decision making, as well as into our longer-term strategy.

Our sustainability principles:

- To understand how our business can best meet the sustainability needs, aims and challenges of our key stakeholders and to use this insight to guide how we prioritise our sustainability goals, policies and strategies.
- To make safety and wellbeing for all paramount across our business operations, culture and wider activities.
- To put quality at the heart of everything we do.
- To play our part in addressing the climate emergency and manage our carbon and other greenhouse gas emissions to a minimum.
- To foster fairness, inclusion and diversity within our own business and in all our business relationships and undertakings.
- To actively promote a positive, transparent and ethical culture, underpinned by clear policy and guidance, aimed at driving the highest standards of business ethics, operational security and resilience in our business.
- To comply with all applicable laws in a proactive and constructive way so we are always ahead of requirements and ready to support our partners to be the same.
- To play a proactive and innovative role in bringing forward accessible and sustainable new homes that are designed and delivered to make tomorrow better for the people who live in them, now and in the future.

Our *better tomorrow* sustainability themes and priorities:

Better *people* makers

- Promoting a robust safety culture and system wherever we work and whoever we work with, always aiming for zero accidents and incidents.
- Working to support the wider wellbeing of our workforce and those we contract with through support and education.
- Being known as an employer that looks after its teams and is a great place to work and build a career.
- Fostering inclusion and promoting diversity in recruitment, career opportunities and procurement.

Better *environment* makers

- Committing to minimising our impacts on the climate while also considering potential impacts of climate change on our business, our partners and the homes we build.
- Maintaining a robust environmental management system and knowledgeable team leaders to promote this.

Better *home* makers

- Designing homes that are efficient to run, built with quality, and made to last so maintenance costs and impacts are reduced.
- Considering inclusivity for people who are less mobile to use their homes safely.
- Giving people a choice over the final features of their new home and listening to feedback to improve quality and choice in the future.
- Helping residents understand how to operate the heating systems and appliances in their new homes more sustainably.

Better *relationship* makers

- Doing business with integrity and respect across the whole of our value chain and operating robust risk, compliance and business ethics policies, systems and checks.
- Ensuring we incorporate checks on human rights and other ethics matters, and are mindful of

- We respect and protect local environments in the planning, delivery and completion of our development sites, including bespoke, detailed site environmental plans.
- Training all our team and contractors in our Environmental Policy and site plans.
- We place emphasis on preventing waste through careful planning and aiming to achieve 100% recycling on site.

Better *community* makers

- Aiming to be considerate and neighbourly while we operate in a local area, minimising disruption of all kinds and ensuring that our contractors work to the same standards, including when in the wider community.
- Seeking to put value of all kinds, including Social Value, back into the areas where we work, through local purchasing, creating new jobs where possible, and putting something back to meet unmet local needs by leveraging our resources and putting them to good use where we can.

Fulfilling our commitments

Our Board and senior team will support Morro to fulfil its sustainable operator principles and address its priorities by making resources available and regularly reviewing progress and policy. We will underpin this by continuing to maintain recognised standards in key management systems, including ISOs 45001, 9001, 14001, Cyber Essentials and Investors in People, and will keep the need for other standards that will help us on our journey to being a fully sustainable business under regular review.

Signed:



Matthew Moore
CEO

Date: 16th July 2024