



## ESG Performance Data

Date: February 2024

Topic	Metric	Description	Unit	Current Targets	2020	2021	2022	2023	Trend	Change in Year
GHG	Scope 1 GHG Emissions	Total Scope 1 emissions	tCO2e		12250	11417	9558	7726		-19.17%
GHG	Scope 1 and 2 GHG Emissions	Total Scope 1 and 2 Market based emissions	tCO2e		17086	16099	9822	8318		-15.31%
GHG	Mains Gas - Offices Emissions	Total Mains Gas use in Offices	tCO2e		306	214	162	163		0.62%
GHG	Mains Gas - Sites and Plots Emissions	Total Mains Gas for Sites, Plots and Sales Suites	tCO2e		3,242	3,622	2,477	2,159		-12.84%
GHG	LPG - Sites Emissions	Total LPG use on Sites	tCO2e		386	278	275	327		18.91%
GHG	Diesel - Sites Emissions	Total Diesel Use on Sites	tCO2e		7,353	6,349	5,830	4,358		-25.25%
GHG	Business Travel Emissions	Business Travel (*by car)	tCO2e		951	943	803	711		-11.46%
GHG	Air Conditioning Emissions	Emissions from refrigerant losses	tCO2e		12	10	11	9		-18.18%
GHG	Heat - Sites and Plots Emissions	Other heat sources (market based emissions)	tCO2e				83	59		-28.92%
GHG	Scope 2 GHG Market Based Emissions	Total Scope 2 Market based emissions	tCO2e				264	592		124.24%
GHG	Electricity - Offices Consumption	Market based emissions	tCO2e			348	181	124		-31.49%
GHG	Electricity - Sites and Plots Consumption	Market based emissions	tCO2e			4302	0	409		n/a
GHG	Scope 2 GHG Location Based Emissions	Total Scope 2 Location based emissions	tCO2e		3254	3263	2591	2568		-0.89%
GHG	Electricity - Offices Emissions Location Based	Location based emissions	tCO2e		442	340	312	340		8.97%
GHG	Electricity - Sites and Plots Emissions Location Based	Location based emissions	tCO2e		2782	2891	2196	2169		-1.23%
Energy	Operational energy use	Total energy and fuel consumption from sites and offices	kWh		37,032,239	64,294,472	53,788,513	44,003,874		-18.19%
Energy	Operational energy use reductions	% reductions in energy use compared to previous years	%			73.62%	-16.34%	-18.19%		11.33%
Energy	Electricity Consumption	Total electricity consumption	MWh		13828	15217	12969	12118		-6.56%
Energy	Renewable electricity purchased	Total amount of REGO backed electricity purchased for all operations	MWh			14715	12454	10659		-14.41%
Energy	Non-renewable electricity purchased	Total amount of non-renewable electricity purchased for all operations	MWh			502	515	1459		183.33%
Energy	% of electricity procured from renewable sources	Percentage of REGO backed electricity purchased for all operations	%	100% by 2025		3.30%	96.03%	87.96%		-8.40%
Energy	Natural Gas Consumption	Total gas consumption	MWh		192934	20944	14457	12689		-12.23%
GHG	Scope 3 GHG Emissions	Total Market Based Scope 3 GHG emissions from our value chain	tCO2e			1011279	1073070	Not currently available		n/a
GHG	Normalised Scope 1 and 2 Emissions - Market Based	Normalised against 100m2 build	tCO2e / 100m2			2.84	1.75	1.67		-4.57%
GHG	Normalised Scope 1 and 2 Emissions - Location Based	Normalised against 100m2 build	tCO2e / 100m2		3.01	3.11	2.16	2.07		-4.17%
GHG	Scope 1 and 2 emissions reductions	% reduction in emissions compared to previous year	%			-5.78%	-38.99%	-15.31%		n/a
GHG	Scope 3 emissions reductions	% reduction in emissions compared to previous year	%				6.11%	n/a		n/a
GHG	Scope 1 and 2 emissions reductions against baseline	% reduction in emissions compared to baseline year (FY21)	%	42% by 2030			-38.99%	-48.33%		23.96%
GHG	Scope 3 emissions reductions against baseline	% reduction in emissions compared to baseline year (FY21)	%	25% by 2030			6.11%	Not currently available		n/a
GHG	Total number of cars in the fleet	Total number of cars (counted at the end of the FY)	Number		529	494	490	602		22.86%
GHG	Total number of EV cars	Total number for EV cars (counted at the end of the FY)	Number		1	34	97	356		267.01%
GHG	% of EV cars in the fleet	% of cars that are EV	%	100% by 2025	0%	7%	20%	59%		195.00%
GHG	CDP Climate Grade	Annual CDP climate grade as evaluated by CDP	Grade			C	B-	C		n/a
Waste	Total waste generated	Total amount of construction waste generated	tonnes		46201	41942	44430	43865		-1.27%
Waste	Waste reductions	% reduction in total waste compared to previous year	%			-9.22%	5.93%	-1.27%		n/a
Waste	Total waste recycled	Total amount of construction waste diverted from landfill	tonnes		44998	40958	43693	43116		-1.32%
Waste	Total waste to landfill	Total amount of waste sent to landfill	tonnes		1202.8	984.1	736.6	748.7		1.64%
Waste	Total hazardous waste	Total amount of hazardous waste generated	tonnes					Not currently available		0.00%
Waste	% of waste recycled	Percentage of total waste diverted from landfill	%	95.00%	97.40%	97.65%	98.34%	98.29%		-0.05%
Waste	Normalised total waste	Total waste normalised against 100m2 build	tonnes / 100m2	10% reduction by the end of FY25 against 2021	8.97	8.11	7.91	8.82		11.50%
Waste	% Change in normalised total waste	% change in total waste normalised against 100m2 build	%			-9.59%	-2.47%	11.50%		n/a
Water	Total water consumption	Total water consumption for all operations	m3		97740	170948	148945	148909		-0.02%
Water	Total water from abstraction	Total water abstracted from natural water courses (rivers, lakes, natural ponds, wells or boreholes, sea or rainwater)	m3		0	0	0	0		0.00%
Water	Normalised total water	Total water use normalised against 100m2 build	m3/100m2		18.5	33.06	26.53	29.93		12.82%
Water	Water reductions	% reduction in water use compared to previous year	%			74.90%	-12.87%	-0.02%		n/a
Sustainable Homes	Average SAP Rating	The average built SAP rating for legally complete units in the financial year	1-100				85	85		0.00%



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Sustainable Homes	Average EPC Rating	The average as built EPC rating for legally completed units in the financial year	A - G Rating				B	B		n/a
Sustainable Homes	Average DER	Average Dwelling Emission Rate (DER) is the actual CO2 emission rate of self-contained dwellings and individual flats (excluding common areas) based on the actual as built specification.	kg/CO2/m2/year				15.75	15.63		-0.76%
Sustainable Homes	Average designed flow rate of homes	Average designed flow rate litres per person per day	l/p/d				105	105		0.00%
Health and Safety	Annual Injury Incident Rate (AIIR)	RIDDOR accidents resulting in an injury divided by the average number of people employed multiplied by 100,000	Number		666	441	365	365		0.00%
Health and Safety	% Change in Annual Injury Incident Rate (AIIR)	% change in AIIR compared to previous year	%	10% year on year reduction		-34%	-17%	0%		n/a
Health and Safety	Number of fatalities	Total number of workplace fatalities for Redrow employees	Number			0	0	0		0.00%
Environmental	Cost of environmental fines	Total cost of fines, penalties or settlements in relation to environmental incidents incurred in the year	£			0	0	0		0.00%
Customers	Net Promoter Score (NPS)	NPS is a benchmark score that asks customers how likely they are to recommend a builder to a friend on a scale of 0-10.	%	54.0%	52.3%	50.1%	59.3%	50.2%		-15.35%
Customers	Net Promoter Score (NPS) Trend	% change in NPS Score	%		-1.7%	-2.2%	9.2%	-9.1%		n/a
Customers	HBF 8 Week Survey	% of customers that have moved into their home between 8-20 weeks ago that state they would recommend their builder to a friend in the HBF survey.	%	94.0%	91.9%	92.6%	94.5%	90.8%		-3.92%
Customers	HBF 9 Month Survey	% of customers satisfaction rated on the HBC satisfaction survey completed by owner-occupiers 9 months after legal completion and state they would recommend their builder to a friend in the HBF survey.	%					81.1%		n/a
Customers	Average Trust Pilot Score	Mean average of every review received on Redrow's Trustpilot page during the reporting period.	Score out of 5	4.3	4.31	4.54	4.45	4.49		0.90%
Quality	Reportable items per NHBC inspection	Number of all of the RIs received within the period divided by the number of inspections carried out on all sites registered with the NHBC	Number	0.15	0.2	0.22	0.17	0.19		11.76%
Quality	NHBC CQR Group Average Score	The average score stated as a % taken from all scored areas within a CQR report	%					87%		n/a
Quality	NHBC CQR Average Score per inspection	The average score (1-6) taken from all scored areas within a CQR report.	Score out of 6	4.5	4.13	4.36	4.44	4.56		2.70%
Community and Social Value	Average Considerate Constructors Scheme Score	An average score, out of 50, from all visits carried out by the CCS, where a report is received, in the reporting period	Score out of 50	33	35.09	36.67	38.43	39.5		2.78%
Community and Social Value	Community funds	Total spend on Community Infrastructure, S106 spend and Affordable Housing.	£m				281	285		1.42%
Community and Social Value	Tax contributions	Total tax paid including; corporation tax, employers social security,PAYE, SDLT & Council tax.	£				167	130		-22.16%
Community and Social Value	Public Open Space	Land on our developments retained or will be retained as green space of landscaped communal areas	acres				1205	1221		1.33%
Community and Social Value	Developments within 500 metres of public transport	Total % of developments within 500 metres of public transport	%				90	92		2.22%
Community and Social Value	% developments with community infrastructure	Total % of developments with buildings providing educational, youth, community, healthcare etc.	%				34	39		14.71%
Community and Social Value	Charitable donations	Total charitable donations made this year	£m				0.2	0.2		0.00%
Community and Social Value	Invemtent in Social or Affordable housing	Investment in social or affordable homes capiltised value.	£m				193	238		23.32%
Community and Social Value	% of affordable homes	% of all homes delivered that are classed as affordable this year	%				25.2	22		-12.70%
Responsibly procurement	% of timber from certified sources	% of timber with evidence of FSC or PESC certification	%	100%	99.90%	99.64%	99.98%	99.92%		-0.06%
Responsibly procurement	Subcontractor companies supported	Total number of subcontractor companies employed in the reporting period	Number				2940	1495		-49.15%
Responsibly procurement	Suppliers supported	Total number of supplier companies used in the reporting period	Number				1898	2708		42.68%
Responsibly procurement	Average time taken to pay invoices	The average time taken to pay supplier invoices and sub-contractor applications from the date of receipt	days		25.5	23.5	23.1	23.1		0.00%
Responsibly procurement	Invoices paid within 30 days	Percentage of invoices and applications paid during the reporting period within 30 days	%	100%	76.30%	79.10%	81.20%	83.30%		2.59%
Responsibly procurement	Modern Day Slavery - suppliers	% of material suppliers and manufacturers who have actively confirmed compliance with the Modern Day Slaver legislation and Redrow Code of Conduct	%	100%	100%	100%	96%	100%		4.17%
Responsibly procurement	Modern Day Slavery - labour suppliers	% of temporary labour who have actively confirmed compliance with the Modern Day Slaver legislation and Redrow Code of Conduct	%	100%	100%	100%	100%	100%		0.00%
Land and Biodiversity	% of planning applications with 10% or more BNG	Full and reserved matters planning applications granted that have a calculated BNG score of 10% or more in the year	%	100%				28%		n/a
Land and Biodiversity	% of planning applications with 20% or more BNG	Full and reserved matters planning applications granted that have a calculated BNG score of 20% or more in the year	%	100%				7%		n/a
Land and Biodiversity	Landbank plots on brownfield land	Landbank plots that are located on a brownfield site at end of FY	Number					5557		n/a



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Land and Biodiversity	Home completions on brownfield land	Total homes completed this year that are located on a brownfield site	Number				1437	1437		n/a
Land and Biodiversity	Home completions on high water stress areas	Total homes completed this year that are located in an areas of high water stress	Number				1017	1080		6.19%
Land and Biodiversity	Home completions on extremely high water stress areas	Total homes completed this year that are located in an areas of extremely high water stress	Number				0	0		0.00%
Land and Biodiversity	Number of controlled plots	Total controlled plots at end of FY	Number				29600	26070		-11.93%
Land and Biodiversity	Number of homes delivered	Total homes delivered in the year	Number		4032	5620	5715	5436		-4.88%
Land and Biodiversity	Number of active selling communities	Average number of sales outlets open in the year	Number		110	117	111	117		5.41%
Employees	Engagement Score	Overall engagement score taken from annual survey report provided by Employee Feedback Ltd.	%	80%	81%	82%	83%	84%		1.20%
Employees	Employee Turnover Rate	% of employees who leave the business in the year through voluntary attrition	%		15.3%	14.3%	19.4%	15.2%		-21.49%
Employees	Number of internal promotions	Number of internal promotions during the financial year	Number		253	211	261	235		-9.96%
Employees	% of direct employees that are trainees	% of employees who are apprentices, graduate trainees or following a training programme, academic or professional qualification	%		14.0%	14.5%	15.0%	15.9%		6.00%
Employees	Total number of training days delivered	Total number of training hours delivered as face to face, e-learning or online seminars during the financial year, divided by 6 hours to give a number of training days.	Number		5925	4083	4819	5591		16.02%
Employees	Average number of training days per employee	The average figure is obtained by dividing the total number of training days by the average number of employees in the business during the year.	Number	3	2.53	1.81	2.19	2.52		15.07%
Diversity, Equality and Inclusion	Gender Pay Gap: hourly pay Mean	The mean pay gap is the difference between the average hourly earnings of men and women	%		44.30%	5.90%	3.50%	Not currently available		n/a
Diversity, Equality and Inclusion	Gender Pay Gap: hourly pay Median	The median pay gap is the difference between the midpoints in the ranges of the hourly earnings of men and women	%		49.40%	3.00%	-0.68%	Not currently available		n/a
Diversity, Equality and Inclusion	Gender Pay Gap: bonus pay Mean	The difference between the mean bonus payments for male and female employees	%		-21.80%	150.70%	-21.30%	Not currently available		n/a
Diversity, Equality and Inclusion	Gender Pay Gap: bonus pay Median	The difference between the median bonus payments for male and female employees	%		-13.50%	-5.30%	0.50%	Not currently available		n/a
Diversity, Equality and Inclusion	% who identify as Ethnic minorities	% of self-reporting who identify as Ethnic minorities	%		5.60%	5.14%	6.64%	7.02%		5.72%
Diversity, Equality and Inclusion	% of apprentices who identify as Ethnic minorities	% of apprentices self-reporting who identify as Ethnic minorities	%				10.67%	10.55%		-1.12%
Diversity, Equality and Inclusion	% of Female employees: All employees	% of female employees overall	%		33.90%	34.06%	34.17%	33.85%		-0.94%
Diversity, Equality and Inclusion	% of Female employees: Executive Management Team	% of female employees on Executive Management Team	%		22.00%	25.00%	33.33%	33.33%		0.00%
Diversity, Equality and Inclusion	% of Female employees: Main Board (includes non-executives)	% of female employees on Main Board	%		43.00%	28.57%	33.33%	50.00%		50.02%
Diversity, Equality and Inclusion	% of Female employees: Executive Management Team Reportees	% of female employees as Direct Reports to Executive Management Team (excluding PAs and those reporting to CEO who are also on the Executive Management Team)	%		33.00%	27.27%	28.57%	22.22%		-22.23%
Diversity, Equality and Inclusion	% of Female employees: Senior Management	% of female employees within the Senior Management population	%				25.41%	25.28%		-0.51%

Indicates data not available / reported