

SUSTAINABILITY STATEMENT



LIONCOURT
GROUP

www.lioncourtgroup.com

FOREWORD



Colin Cole
CHIEF EXECUTIVE, LIONCOURT GROUP

During these unprecedented times, I have been proud to witness how the Lioncourt team has pulled together and adapted to navigate through some of the biggest challenges the construction industry has ever witnessed; our business has a great culture that is built on strong morals. With the support and guidance of our partners and stakeholders, the challenges we have faced have made us stronger and are testament to our commitment to provide quality new homes to our customers without compromise.

The Lioncourt Group endeavours to evolve and grow with our everchanging market and we are fortunate to have a versatile business that is quick to react and take the necessary action to reach our ambition of being at the forefront of sustainable home building.

Our sustainability statement has been developed with valued input from our employees, partners and key stakeholders and clearly sets out our commitment to be sustainable in every sense, supporting our people, our partners and our customers while having a positive impact on our planet.

By implementing and maintaining the initiatives within this document we can ensure that we can enjoy a successful and sustainable business for the long-term.

I look forward to continuing our journey to a prosperous and sustainable future.

Colin Cole
Group Chief Executive, Lioncourt Group



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OUR VISION

The Lioncourt Group sets new standards in the approach to sustainable development. Quality of workmanship, quality of service and customer satisfaction, as recognised by our customers through the House Building Federation 5 Star Award, are all at the forefront of our business.

The whole team at Lioncourt is focused on these very important factors and everyone strives to provide a personal touch to every new home that we build.

We do, however, recognise that the planning, procurement and longevity of our new homes is just as important as the final product. In line with increasing public awareness over the environmental impact of construction activities, and the UK Government setting a net zero carbon emission

target for 2050, Lioncourt Homes has dedicated a multidisciplinary team to research, implement and manage targets to address key sustainability challenges within our industry.

Our research has helped define the areas where our business can have the most significant contribution to meet the future sustainability challenges for our industry. We have developed five key commitments that will set out our targets and actions to achieve our aspirations:

ENVIRONMENTAL APPROACH

A respectful approach to development, minimising the impact on natural resources.

OUR PEOPLE

Actively promote and support career development and equality through departments and across all business functions.

DESIGN APPROACH

Building homes that meet the needs of our customers and future generations whilst taking inspiration from the local vernacular to enhance areas in which we build.

HEALTH, SAFETY & WELLBEING

Create a culture that puts the safety and wellbeing of our people and partners first.

LAND & COMMUNITIES

Developing sites in sustainable locations to enhance and contribute to local communities.

With clear evidence that our climate is changing, we all have a responsibility to evolve and adjust to live sustainably. Lioncourt is proud to have a business that is responsive to these changes and adapts effectively and efficiently to meet the expanding needs of our customers.



ENVIRONMENTAL APPROACH



The environment is often the first thing that people think of when you mention sustainability, and this is another important factor for the Lioncourt Group.

We are addressing key areas to protect and preserve our environment and we are committed to reducing our carbon footprint and lowering running costs for our homeowners.

Renewable energy is a key focus for Lioncourt. Solar panels are an effective renewable power source becoming increasingly popular as a way of decarbonising our energy use and saving our customers money. They also benefit from the Government's

Smart Export Guarantee, where unused solar electricity is exported back into the grid for which the homeowner is paid. Many of our homes are equipped with solar panels, generating renewable, sustainable and free electricity. Lioncourt purchase 100% of their electricity from guaranteed renewable sources, this includes site construction, sales offices and show homes.

Many of our sites incorporate elements to enhance the biodiversity of the development. We include sustainable urban drainage systems (SUDS) in the form of ponds and swales and provide areas of open meadow with tree planting and hedgerows to produce new habitat for local wildlife. All Lioncourt Homes sites incorporate

bird boxes, bat boxes and hibernacula for native species.

Throughout all our activities, we aim to reduce our waste and maximise recycling wherever possible. Our schemes range from paper, plastic and waste electrical and electronic equipment (WEEE) recycling in our offices to waste segregation and landfill reduction schemes on our building sites.

Construction activities can be detrimental to our environment and Lioncourt are aware of the important role we play in reducing our environmental impact and offsetting or improving the areas where we build.

OUR COMMITMENT TO ENVIRONMENTAL BY 2025



CASE STUDY

EASTWARD RISE MALVERN, WORCESTERSHIRE

Eastward Rise is a shining example of how Lioncourt have provided sustainable family homes within an existing community. Working closely with the local authority, the development was designed to encompass the existing trees and hedgerows to complement the surrounding countryside. The homeowners benefit from the significant areas of landscaped open space with enhanced wildlife habitat and a large pond linking to public footpaths and a natural play area.

The energy efficient houses offer cycle storage, recycling facilities, waterbutts, electric vehicle charging and solar panels to generate renewable energy.

As a regional developer, we utilise longstanding relationships with local contractors and suppliers which helps reduce travel emissions and promote the local economy. All construction waste that could not be re-used or re-purposed on site was taken away by a licensed waste management company that specialises in recycling and reducing landfill.



OUR PEOPLE



Our people, culture and values are the heart of our business and are fundamental to the achievement of our sustainability vision.

The Lioncourt Group offers a nurturing, empowering and supportive environment in which people can enter the construction industry, train, develop careers, and reach their potential.

Our commitment to people is divided into three key areas, encouraging the next generation, training and developing talent and engagement with our communities. Overarching our commitments is our desire to always ensure we are an employer

that is diverse, accessible and inclusive to all.

Creating training opportunities, including work experience, work placements and apprenticeships is at the core of our commitment to encouraging the next generation of skilled construction workers. Partnering with our supply chain and understanding the local employment needs of our diverse communities is at the forefront of achieving this commitment.

Understanding aspirations and providing career mobility is pivotal to training and developing talent. We are committed to ensuring barriers to progression are removed, knowledge willingly shared and the tools to

individual development provided. Offering higher level funded qualifications and ensuring we create trainee opportunities are measurable objectives in our commitment to train and develop talent.

The Lioncourt Group is privileged to work in a diverse range of local communities, and we recognise the positive impact our work within these communities can provide. Understanding specific needs by engaging with local authorities, education providers and charitable organisations is fundamental in ensuring we maximise the benefit for local people and leave a legacy for the whole community.

OUR COMMITMENT TO PEOPLE BY 2025



CASE STUDY

BREWER'S MEADOW OLDBURY, WEST MIDLANDS

Set in the heart of the Black Country, placed between a canal and a railway line, Brewers Meadow is a highly complex development of 84 houses and apartments. In partnership with Sandwell Council, Lioncourt Homes embarked on a pilot employment and skills strategy to provide local employment opportunities. To date the project has:

- Safeguarded 2 existing apprenticeships
- Engaged 2 new apprenticeships
- Offered 3 local employment opportunities for long term unemployed
- Created 3 Kickstart work placement opportunities
- Offered 2 work experience placements
- Provided a wide range of employment for local sub-contractors

DESIGN APPROACH



Lioncourt Homes has an experienced team that monitors and enhances our house type range to ensure every property provides flexible space that adapts to how you live.

Every home has been carefully designed to maximise functionality, incorporating essential storage space, facilities for home working and features to make our homes efficient and economical to run.

We adopt a 'fabric first' approach to construction which means that our homes include high levels of insulation, enhanced ventilation, reduced water usage and energy

saving features resulting in a comfortable home with low maintenance, saving money in the long term and keeping the carbon footprint low. Our dedicated procurement team constantly review and research the latest technology available and we provide highly efficient condensing boilers, low energy LED light fittings, A rated appliances and water saving sanitaryware in all our homes. In addition, we provide solar panels, electric vehicle charging and wastewater heat recovery systems on many of our new developments.

Lioncourt select key partners to ensure that all materials used throughout the construction process are responsibly sourced and the risk of modern slavery

is reduced. Our procurement team carries out regular checks to ensure our timber is obtained from sustainable sources and we work closely with our manufacturers to review our designs and minimise wastage.

All of our homes currently achieve an average energy rating of between 81-91% compared to 55-68% of the average UK home. To further improve, we are actively researching low carbon modern methods of construction for our future developments. This will increase our efficiency and reduce the amount of waste generated on site while maintaining the high standard of quality that we have established.

OUR COMMITMENT TO DESIGN BY 2025



CASE STUDY

COTSWOLD GATE BURFORD, OXFORDSHIRE

Lioncourt Homes, working in collaboration with Beechcroft Developments, have created a beautiful new bespoke development in the picturesque Cotswold countryside incorporating a diverse range of properties from assisted living homes to executive family homes.

All properties have been carefully considered to provide aspirational, adaptive living suitable for all walks of life. The homes are constructed in the local natural stone which blends perfectly into the local vernacular. However, behind this façade there is an array of high efficiency design and energy saving technology that make the homes low maintenance and economical to run.

Our research indicates that the energy rating of our new homes is more than 40% better than older homes in the surrounding area.



HEALTH, SAFETY & WELLBEING



Health, safety and wellbeing is key to the sustainability of our business. We consider all aspects of health, safety and wellbeing from land purchase and planning through to homeowner occupation and maintenance.

Education and training are key to our strategy. We invest heavily in training our workforce incorporating in-house and external accredited training courses. All employees undertake a structured induction before commencing activities in our offices or on our sites.

Construction is a rewarding and varied industry to work in, but statistics prove

that it can be more likely than average for employees to experience work-related stress and other mental health issues. At Lioncourt, our staff's wellbeing is a priority, and we are actively training mental health first aiders and putting measures in place to support our staff. Every employee has access to free healthcare and professional, confidential advice to ensure we continue to build a positive and caring workplace culture.

All of our sites are set up to comply with strict health, safety and wellbeing protocols. We carry out regular inspections and prepare detailed reports to monitor our performance and help to continuously improve. Health, safety and wellbeing is integral to all aspects of our business and it is our priority to ensure our staff,

customers, general public and contractors are safeguarded at all times.

Our focus is to create a safe and enjoyable working environment throughout our business; the current average number of accidents across all our sites is currently 1.5 per month (2015-2020). Out of all recorded accidents, less than 1.5 per year were reportable to the HSE which is reassuring confirmation of the effective measures that we have been put in place. Whereas our statistics prove to be encouraging, we strive to constantly improve and further reduce our figures while observing and complying with latest Government legislation and industry guidance.

OUR COMMITMENT TO HEALTH & SAFETY BY 2025



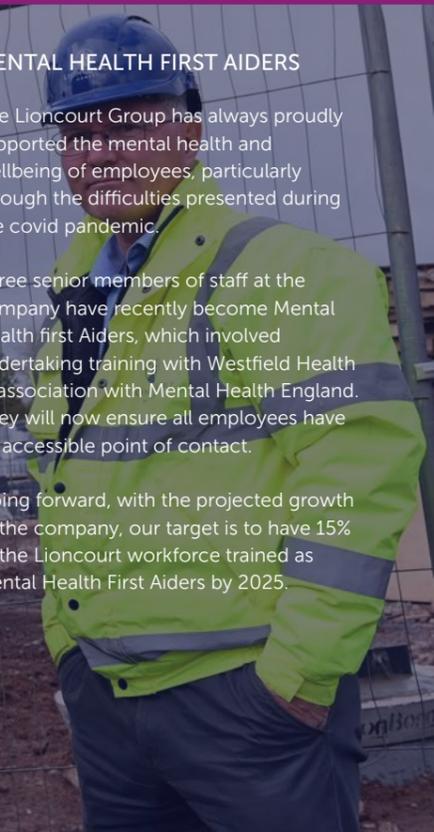
CASE STUDY

MENTAL HEALTH FIRST AIDERS

The Lioncourt Group has always proudly supported the mental health and wellbeing of employees, particularly through the difficulties presented during the covid pandemic.

Three senior members of staff at the company have recently become Mental Health first Aiders, which involved undertaking training with Westfield Health in association with Mental Health England. They will now ensure all employees have an accessible point of contact.

Going forward, with the projected growth of the company, our target is to have 15% of the Lioncourt workforce trained as Mental Health First Aiders by 2025.



LAND & COMMUNITIES



Our vision is to build communities that people aspire to live in, and we take pride in transforming dilapidated sites into new sustainable developments that can benefit the wider community.

Lioncourt are at the forefront of brownfield regeneration and have completed some particularly complex projects involving bioremediation of a former scrap yard, demolition and redevelopment of redundant MOD buildings, remediation and regeneration of old foundries/warehouses and even the removal of

WWII fuel tanks and an air raid shelter!

We carefully plan our developments to deliver a range of new homes that will provide something for everyone, from 1 bedroom starter homes to 5 bedroom executive properties. Every site is designed to give our homeowners the benefit of commuter links, public open space, security and biodiversity

Engaging in the community is an important factor for Lioncourt. In some instances, property development can be disruptive and unwelcome, so we work hard with the local authority and surrounding community to ensure

we are sympathetic in accommodating appropriate requirements. We always try to work with people to benefit and enhance the areas that we build which provides the foundation of a thriving society for the future.

As part of our development process, we invest significant funds into the surrounding communities. These funds help to support local schools and education, transport links, recycling schemes, libraries, play areas and public open space.

OUR COMMITMENT TO LAND & COMMUNITIES BY 2025



CASE STUDY

BENTHAM GREEN, BENTHAM, GLOUCESTERSHIRE

The regeneration of a former contaminated MOD site in Gloucestershire is just one of Lioncourt's achievements. The site required extensive demolition, asbestos removal and remediation to enable the construction of 49 bespoke new homes. The properties were constructed in natural materials to compliment the surrounding area of outstanding natural beauty and the design incorporated swales, ponds and large areas of open space to enhance biodiversity and support the native wildlife. 40% of the new homes were shared ownership and affordable rent providing much needed accommodation to local people.

A contribution of over £500,000 was also made to the local community to support education, libraries, sustainable transport, GP surgeries and the neighbouring village hall.





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