






Taylor Wimpey and the UN Sustainable Development Goals



We aim to support progress on the UN Sustainable Development Goals through our business and our work on sustainability. We have analysed the goals and their related sub-targets to identify those of most relevance to our business. The following table shows the goals and targets we've identified, our potential impact whether positive or negative, and the progress we have made during 2019. We have used this analysis to inform our latest materiality assessment.



| | Relevance to our business | Our impact | Progress in 2019 |
|---|---------------------------|--|---|
|  Goal 1: No poverty End poverty in all its forms everywhere | | | |
| 1.2 By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions implement nationally appropriate social protection systems and measure for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable. | Low – medium | Lack of skills, housing costs and low wages or insecure employment all contribute towards poverty in the UK. We can play a part in addressing these issues particularly through our support for homelessness charities, by building affordable housing on our sites and through investing in skills and education. | In 2019, around 23% of our completions were designated affordable housing (2018: 23%) – housing made available at below market rates. We donated and fundraised £1.31 million for registered charities and community groups (2018: £1.28 million), supporting projects that promote aspiration and education and that help to tackle homelessness for seriously economically disadvantaged groups. We supported the St Mungo's Construction Skills programme that helps long term unemployed clients to transition into paid employment and partnered with the EY Foundation to support young people from socially deprived backgrounds to gain work experience. See pages 18, 49 and 51. |
|  Goal 3: Good health and wellbeing Ensure healthy lives and promote well-being for all at all ages | | | |
| 3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being | Medium | Mental health is a significant concern in our industry with Government data showing that suicide rates are particularly high among men working in construction. The way we plan, design and build our homes and developments can influence the health and wellbeing of future residents and enable them to adopt healthier lifestyles. We manage risks relating to contaminated land through our Land Assessment and Management Process (LAMP). | We partner with charity Mates in Mind to deliver mental health training for our managers and employees and have appointed 132 mental health 'first aiders' to support managers and employees dealing with mental health issues. We also launched our first physical health campaign in 2019 and installed defibrillators on all our sites. We were involved in the Healthy New Town initiative which explored how to plan and build healthier places and we are partnering with other house builders to co-fund a PhD at Birmingham University exploring health and wellbeing in new homes. We updated our approach to managing remediation risks at site level. See pages 17, 21 and 46. |
| 3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination | | | |


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| <div><div>4</div><div>QUALITY EDUCATION</div></div> <div>Goal 4: Quality education Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</div> | | | | |
| 4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university | High | There is a skills shortage in our industry. We are investing in training and education to increase the number of people with technical and vocational skills. This includes through our training programmes for existing employees, our apprenticeships, management trainee and graduate programmes and the work we do with schools and further educational establishments. We are working to increase the number of women and diverse candidates joining our apprenticeship and trainee programmes. | We recruited 498 new people into our apprenticeship, management trainee and graduate programmes (2018: 372) and now have 634 apprentices gaining technical skills across five core trades (bricklaying, carpentry, painting, scaffolding and joining). Entry-level positions make up around 16% of our total workforce up from 13% the previous year. Our employees completed over 12,270 training days in 2019 (2018: 10,772) and many gained new qualifications through our Academy programmes. We work with Leonard Cheshire Change 100 to provide work experience for undergraduates with disabilities and began partnering with Sponsors for Educational Opportunity London which prepares talented students from ethnic minority or low socioeconomic backgrounds for career success. See pages 43-45. | |
| 4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship | | | | |
| 4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations | | | | |
| <div><div>5</div><div>GENDER EQUALITY</div></div> <div>Goal 5: Gender equality Achieve gender equality and empower all women and girls</div> | | | | |
| 5.1 End all forms of discrimination against all women and girls everywhere | Medium – high | We aim to increase female representation in our business including at all levels of leadership. Our Diversity Policy sets out our commitment to diversity, equal opportunities, and no discrimination. | We have 71% males and 29% females across the Company, with 50% female on the Board and 44% female on our GMT as at 31 December 2019. Our diversity steering committee leads our efforts to increase diversity. All our senior leaders have completed our 'Open Minds' training on the business case for diversity and addressing unconscious bias. Our third Gender Pay Gap report showed that our mean pay gap is 2% and our median pay gap is -4% which continues to be significantly lower than the UK average. See pages 45 and 46. | |
| 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life | | | | |

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| <div>  Goal 6: Clean water and sanitation Ensure availability and sustainable management of water and sanitation for all </div> | | | |
| <p>6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally</p> | Low – medium | <p>We are working to improve operational water efficiency on our sites as well as providing water efficient homes to our customers. Our remediation processes ensure we protect local water quality near to our building sites. We integrate green infrastructure to protect and enhance water-related ecosystems.</p> | <p>All the homes we build have integrated water efficiency measures, including water meters, low flow taps and showers, and dual flush toilets. On our sites, we integrate sustainable drainage systems that decrease flow rates to watercourses, increase infiltration into the ground and improve water quality. Our water intensity (the amount of water used per square metre of build) decreased by 2.9% year on year. See pages 19, 22 and 38.</p> |
| <p>6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity</p> | | | |
| <div>  Goal 7: Affordable and clean energy Ensure access to affordable, reliable, sustainable and modern energy for all </div> | | | |
| <p>7.2 By 2030, increase substantially the share of renewable energy in the global energy mix</p> | Medium – high | <p>We build energy efficient homes for our customers which reduces running costs and cuts carbon emissions.</p> <p>We aim to reduce energy use in our business too, including from our construction sites and office buildings. We help support the renewable energy industry by purchasing green tariff electricity.</p> | <p>Our house types include a range of sustainable design features from energy efficient walls and windows, to insulated loft space and energy efficient fixtures and fittings. During 2019 we began researching and trialling products that can further improve the energy performance and reduce the carbon footprint of our homes. We purchase green tariff electricity for our sites during construction and plan to extend this to cover our offices, and all our new sites, show homes, sales areas and plots before sale. See pages 19 and 34.</p> |
| <p>7.3 By 2030, double the global rate of improvement in energy efficiency</p> | | | |

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|  Goal 8 – Decent work and economic growth Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all | | | |
| 8.1 Sustain per capita economic growth in accordance with national circumstances and, in particular, at least 7 per cent gross domestic product growth per annum in the least developed countries | High | We support progress on this goal through our business growth which contributes to UK GDP and as a significant employer. We invest in skills and apprenticeships for young people and are working with suppliers to improve standards in our supply chain. Traditionally fewer women and ethnic minorities have been employed in our industry and we aim to increase the diversity of our workforce. There is a risk of modern slavery occurring in the construction industry supply chain and we are working with suppliers on this issue. We use land and natural resources to build our homes and we aim to improve resource efficiency in our operations. The health and safety of people working on or living near our sites is our top priority. | Our Group revenue was £4,341.3m in 2019 and we directly employed on average 5,796 people across the UK. We are investing in R&D to improve efficiency and sustainability including through building our Project 2020 prototype homes. We are working with suppliers and in our business to increase resource efficiency. We have recruited a network of Sustainability Champions, one from each of our regional businesses, to champion resource efficiency at the local level. In 2019, our energy use intensity and water intensity reduced, however waste intensity increased. We recycled 97% of construction waste. We have a particular focus on helping more young people join our industry. We recruited 498 new people into our apprenticeship, management trainee and graduate programmes in 2019 and 16% of our workforce are in entry level roles. Our third Gender Pay Gap report shows that our mean pay gap is 2% and our median pay gap is -4% which continues to be significantly lower than the UK average. Health and safety remains a top priority and in 2019, our Annual Injury Incidence Rate (AIIR) for reportable injuries per 100,000 employees and contractors was 156 (2018: 228). See pages 19, 30-32, 34, 36, 38, 40-41 and 45. |
| 8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation in accordance with the 10-Year Framework of Programmes on Sustainable Consumption and Production, with developed countries taking the lead | | | |
| 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value | | | |
| 8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms | | | |
| 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment | | | |

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|  Goal 9: Industries, innovation and infrastructure Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation | | | |
| 9.1 Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all | Medium | We invest in infrastructure and facilities that benefit our customers and the surrounding community, and help ensure the long term success of our developments. The majority of this contribution is made through our planning agreement obligations (Section 106 agreements, Section 75 agreements and Community Infrastructure Levy payments). | During 2019, we invested £447 million in local communities via planning obligations (2018: £455 million). This included affordable housing, community and leisure facilities, transport infrastructure, educational funding, jobs for local people, public art and green spaces. We are looking at how we can increase early delivery of community infrastructure to maximise its positive impact. See page 17. |
|  Goal 11: Sustainable cities Make cities and human settlements inclusive, safe, resilient and sustainable | | | |
| 11.1 By 2030, ensure access for all to adequate, safe and affordable housing and basic services and upgrade slums | High | We aim to create thriving and inclusive communities where customers want to live and can enjoy a good quality of life. We are developing our approach to placemaking to help us plan and build inclusive and sustainable communities. Access to affordable housing remains a major challenge for many people and we want to play our part in addressing this. We also support this goal through our work on sustainable transport, home energy efficiency, managing flood risk, and investing in green spaces and community infrastructure. | The majority of our developments include affordable housing. In 2019, around 23% of our completions were designated affordable housing (made available at below market rates). We promote best practice in placemaking through our internal design competition, the work of our urban designer and local design leads and Design Academy training. We invest in roads, public and community transport, walkways and cycle paths as part of our obligations within the planning system. In 2019, around 57% of our UK completions were within 500 metres of a public transport node and around 74% within 1,000 metres. We integrate accessible green and public spaces into our developments and our 'Guide to Green Infrastructure and Biodiversity' helps our teams integrate quality interconnected green and blue infrastructure and landscape design on our sites. The effects of climate change will increase flood risk in the UK. We take the risk of flooding on our developments extremely seriously and identify potential flood risk as part of our site selection process. We do not buy land unless we can mitigate flood risk. See pages 15-19, 21-22 and 37. |
| 11.2 By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons | | | |
| 11.3 By 2030, enhance inclusive and sustainable urbanization and capacity for participatory, integrated and sustainable human settlement planning and management in all countries | | | |
| 11.7 By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities | | | |

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| <div><div><div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div><div></div></div><div>Goal 12: Responsible consumption and production</div></div> | | | |
| 12.2 By 2030, achieve the sustainable management and efficient use of natural resources | High | We use significant volumes of natural resources to build our homes. We aim to be a resource efficient business. Our Waste and Resources Working Group oversees our approach to resource efficiency and includes senior managers from our health and safety, production, procurement and sustainability functions. The environmental footprint of our supply chain including energy and water use, carbon emissions and waste is many times greater than that of our direct operations. We aim to work with suppliers to use resources efficiently and to select sustainable materials with a lower environmental footprint. | Our network of Sustainability Champions, one from each of our regional businesses, champion resource efficiency at the local level. Waste volumes have increased over the last few years and we aim to address this. We recycled 97% of construction waste. We are working on resource efficiency and sustainable sourcing with suppliers including through the Supply Chain Sustainability School. We aim to be transparent about our performance and we report on progress each year through our Sustainability Report, Annual Report and Accounts and by participating in investor led initiatives such as CDP. We use our internal communications channels to engage our people on sustainability. For example, teamTalk, our internal magazine included articles on climate change, waste, skills and other aspects of sustainability in 2019. We provide information on sustainable lifestyles to our customers through our House to Home manual. See pages 34, 38, 40-41 and 54. |
| 12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment | | | |
| 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse | | | |
| 12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle | | | |
| 12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature | | | |
| <div><div><div><div>13</div><div>CLIMATE ACTION</div></div><div></div></div><div>Goal 13: Climate action</div><div>Take urgent action to combat climate change and its impacts</div></div> | | | |
| 13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries | Medium | Climate change is one of the most pressing global issues. We contribute to climate change through the carbon emissions from our business and supply chain and the homes we build. We want to play our part in tackling climate change by reducing our carbon emissions in line with climate science. We are monitoring and responding to climate change risks that may affect the communities and homes we build. | Our target is to achieve a 50% reduction in our direct emissions (scope 1 and 2) intensity by 2023 against our 2013 baseline (tonnes of CO ₂ per 100sq metres of completed homes). We have reduced our direct emissions intensity by 43% since 2013, and are on track towards our target. During 2020, we will set a science-based target to ensure we reduce emissions across our operations, homes and supply chain in line with the Paris Agreement. We disclose climate-related risks through our reporting and CDP Climate. The effects of climate change will increase flood risk in the UK. We take the risk of flooding on our developments extremely seriously and identify potential flood risk as part of our site selection process. We do not buy land unless we can mitigate flood risk. See pages 22 and 35-37. |
| 13.2 Integrate climate change measures into national policies, strategies and planning | | | |

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|  Goal 15: Life on land Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss | | | |
| 15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements | Medium | Use of land for housing development can contribute to loss of biodiversity. We have measures in place to help us protect and enhance biodiversity on our sites. We can also support this goal through sustainable sourcing of natural resources like timber. | We carry out an ecological impact assessment for all sites, including assessing any protected species or habitats. We use ecologists' reports to identify measures needed to protect biodiversity and these recommendations are embedded into a Site Specific Environmental Action Plan, part of our environmental management system. Our Guide to Green Infrastructure incorporates recommendations from the Wildlife Trust and helps us implement green infrastructure that supports biodiversity. We launched our Home for Nature Toolkit in 2019 which includes practical ideas for how we can enhance biodiversity on every site. We are holding meetings with our regional businesses to raise awareness of the toolkit. In 2020 we will establish a set of biodiversity metrics to measure improvements to biodiversity on our sites. We use a lot of timber on our developments and want to make sure it comes from sustainably managed forests. Our tender documents and trade specifications state that we require all suppliers to supply timber from responsibly managed forests certified by recognised schemes. We participate in CDP Forests, the investor-led disclosure initiative. See pages 37 and 41. |
| 15.2 By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally | | | |
| 15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species | | | |
| 15.9 By 2020, integrate ecosystem and biodiversity values into national and local planning, development processes, poverty reduction strategies and accounts | | | |

Introduction

Building sustainable communities

Managing land, planning and engagement

A great service for customers

A safe place to work

Cutting our environmental footprint

Sourcing responsibly

Our people

Partnering with charities

Governance and management

Performance summary