

SUSTAINABILITY (ESG) STRATEGY – STRATEGIC OBJECTIVES 2023/2024

ENVIRONMENT, SOCIAL OR GOVERNANCE	ELEMENT	STRATEGIC OBJECTIVE	MEASUREMENT	REPORTING
All ESG	All	For BUUK to be in the top 10% of all Global GRESB participants scores - annually	GRESB	In addition to monthly and other reporting all Environmental, Social and Governance performance will be reported in the Annual Sustainability Report
	ESG Data	Ensure that all relevant ESG performance data is adequately captured and measured and is reported on a timely basis	Annual & Board Reporting	
Environment	Compliance	No breaches of environmental legislation	Board Reporting	
	Performance	No reportable environmental incidents	SAFE System	
	Performance	No 14001 major non conformances	BSI Audits	
	Energy Centres	All Energy Centres to be decarbonised and using renewably sourced energy as their primary fuel source by 2040		
	Transport - Company Vehicles	Develop and implement a fleet decarbonisation strategy with a target of zero tailpipe emissions by 2040		
	GHG Emissions	To be Carbon Net Zero by 2040 for directly controlled operations Scope 1 and 2 and those elements of Scope 3 which are under our direct control	SECR Reporting	
		To be Carbon Net Zero by 2050 for all Scope 1, 2 and 3 emissions by 2050		
	Waste	Waste - Landfill avoidance to be a minimum of 95% of all identified waste by the end of 2025	Quarterly Reporting	
	Plastic Packaging	No 100% virgin single use plastic packaging to be in our supply chain by the end of 2024	Ongoing monitoring and reporting	
		Establish an effective process for Utility product plastic packaging in our Wolseley supply chain to be returned, collected and recycled by the end of 2024	Ongoing monitoring and reporting	
	Climate Change	Climate Change Risk Assessments to reviewed and if required revised annually and mitigation plans to be in place for any risks classified as very high	Annual Assessment & IMS document status	
To have a comprehensive Climate Change Adaption Plan in place by the 31/12/2024				
Material Sourcing and Resource Efficiency	Maximise the circularity of the supply chain by: » Maximising the amount of recycled material used in the manufacture of products and their packaging for BUUK and Maximising the volume of surplus/ waste material reused or recycled for other used products. Nominal target 75%	Initial measurement within the BUUK - WUK collaboration Project Enso		
Social	Community	To have a positive impact on local communities in areas where we are based and work	On Hand volunteering data and annual reporting. STEM support activities at local educational establishments	
	Customer Satisfaction	Customer Effort Score (CES) performing better than the UK average with a stretch target of 2.0	Customer Effort Score (CES) & Net Promoter Score NPS)	
	Modern Slavery & Human Trafficking	No breaches of Modern Slavery by BUUK or any of its Supply Chain Partners	Board Reporting	
	Health & Safety - Staff	Aspiration to achieve zero lost time injuries to our people (stretch target), with a working target of >30% improvement from previous year. No High Risk Incidents or Serious Safety Incidents. No breaches of H&S legislation and no management system Major Non-conformances	Incident rates. Living WSHS completion rates. SHEQ communications reporting	
	Health & Safety - Contractors	Aspiration to achieve zero lost time injuries across our contracting community (stretch target). No High Risk Incidents or Serious Safety Incidents.	Incident rates. Contractor reporting	
	Health and Safety - Supply Chain	Aspiration to achieve zero lost time injuries across our supply chain (stretch target). No High Risk Incidents or Serious Safety Incidents.	Incident Rates. Contractor/Supplier reporting	
	Health & Safety - Network Users	To ensure that we cause zero injuries to our customers through our operations.	MOP incident reporting	
	Equality, Diversity & Inclusion	Working with specialist consultants Essenta Partners to support our ongoing strategic efforts we shall by the end of 2024: » Undertake a BUUK diagnostic survey – to identify how we are performing through the lens of EDI currently. This will be launched in early January. » Benchmark other similar organisations - scheduled for January/ February. » Consult other Brookfield Group companies to help us to identify appropriate best practice » Undertake analysis of qualitative and statistical data to identify key areas for development. » Develop a revised EDI Strategy with consideration of the EDI survey, benchmarking etc » Action plan, objective setting, and key milestones to be defined.	Collate and evaluate data. Establish the right HR Metrics for EDI and recruitment. GPTW and Pulse survey results.	
	Stakeholder Relations - Staff	To undertake annual independently assessed cultural surveys/audits with our staff and be assessed as a Great Place to Work, a Great Place to Work for Wellbeing and a Great Place to work for Women. Response target 60% of the workforce	Great Places to Work	
	Local Employment	50% of office based employees to live within 25 miles of their reporting office	Annual Report	
Governance	Anti Bribery & Corruption	No breaches of Anti Bribery & Corruption legislation	Monitoring and parent company reporting	
	Cyber Security	Implementation of data loss prevention programme to ensure that data is well protected. Annual pen testing and annual DR testing carried out	Board Reporting	
	Data Protection	No breaches of Data Protection legislation	Board Reporting	
	Conflicts of Interest	No conflicts of interest identified by BUUK which have not proactively been formally reported in advance by the staff member concerned	Board Reporting	
	Corporate Facilitation	No breaches of the Criminal Finances Act 2017 in respect of the facilitation of tax evasion	Board Reporting	
	Code of Conduct & Ethics	Annual reaffirmation of understanding and acceptance of policy by all staff	Board Reporting	
	Regulation	To develop the Regulatory and Policy frameworks to ensure that they support the BUUK business objectives	Quarterly UK Board Updates	
		To provide guidance and clarity on how best to organise BUUK to make the most of proposed business opportunities under regulatory frameworks	Quarterly to Regulation Review Committee (CEO & CFO)	
		To ensure that BUUK remains compliant to economic regulations, its regulatory licenced and subsidiary operating codes	Quarterly to Regulation Review Committee (CEO & CFO) and any regulatory issues reported to the Board	
Financial Reporting	To comply with required climate - related financial disclosures in BUUK Group financial statements	Annual Audit Sign Off		