

Sustainability, Advanced.

How leading the way helps us attract and support new talent.

HBF Future Talent Conference

Rob Boughton, CEO of Thakeham Group

25th February 2022



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Agenda

- Who we are
- Leading the way
- Thakeham Advanced
- Attracting future talent
- Supporting new talent
- Summary



Who we are

- Founded in 2003
- 70,000 plots under control in our portfolio
- In 2022/23 we expect to complete on 800-1000 homes
- The only SME housebuilder to commit to Net Zero by 2025 across our homes, production and operations.
- Our own MMC business, Thakeham Advanced



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First and foremost, we create communities...



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Leading the way

We were the **first** UK housebuilder to sign the SME Climate Hub commitment, joining us to the UN's Race To Zero.

We are the **only** housebuilder with Net Zero commitments across our homes, production and operation.

We are the **only** developer to commit to 20% Biodiversity Net Gain.



Leading the way

We studied the commitments and ambitions across the industry before creating our Sustainability Strategy and found that housebuilders just aren't doing enough.

The Future Homes Hub is the integration between government departments and the housebuilding industry.

We have been involved from the beginning representing SMEs and are part of the leadership team - because we want to see the whole industry level up.



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NET ZERO BY 2025



From 2025, every Thakeham home will be Zero Carbon in lifetime operation.

From 2025, every Thakeham home will be carbon neutral in production.

From 2025, Thakeham will be a net zero carbon business.



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Biodiversity

- Started in 2014 with including Hedgehog Highways.
- In 2019, we started including Wildflower Seeds in handover packs.
- In 2021, we set a target of 10% Biodiversity Net Gain, rising to 20% by 2025.



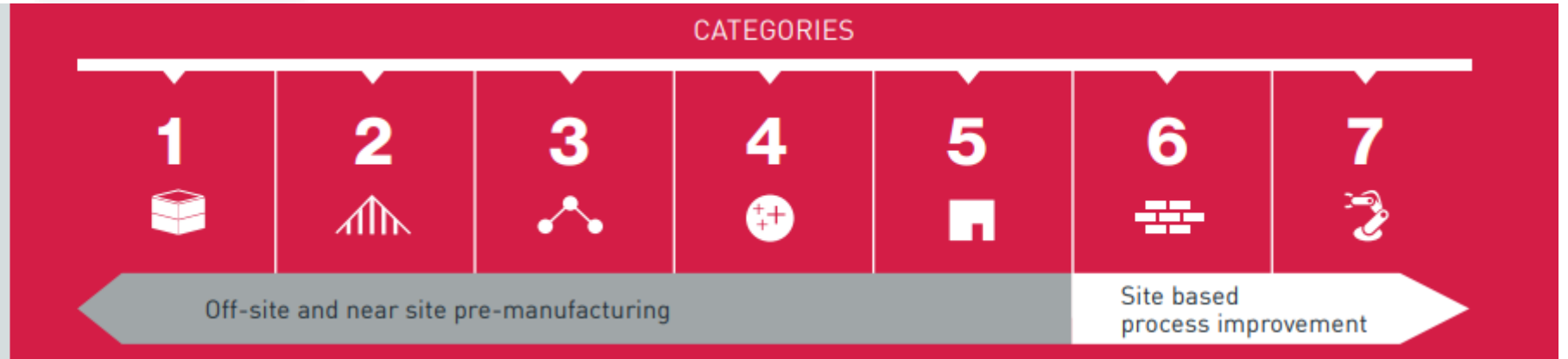
The Surrey Wildlife Trust's post-completion survey has confirmed that The Martingales development in Bookham will deliver a 41.38% biodiversity net gain.



Thakeham Advanced

WHAT IS MMC?

A range of approaches which spans off-site, near site and on-site pre-manufacturing, process improvements and technology applications.

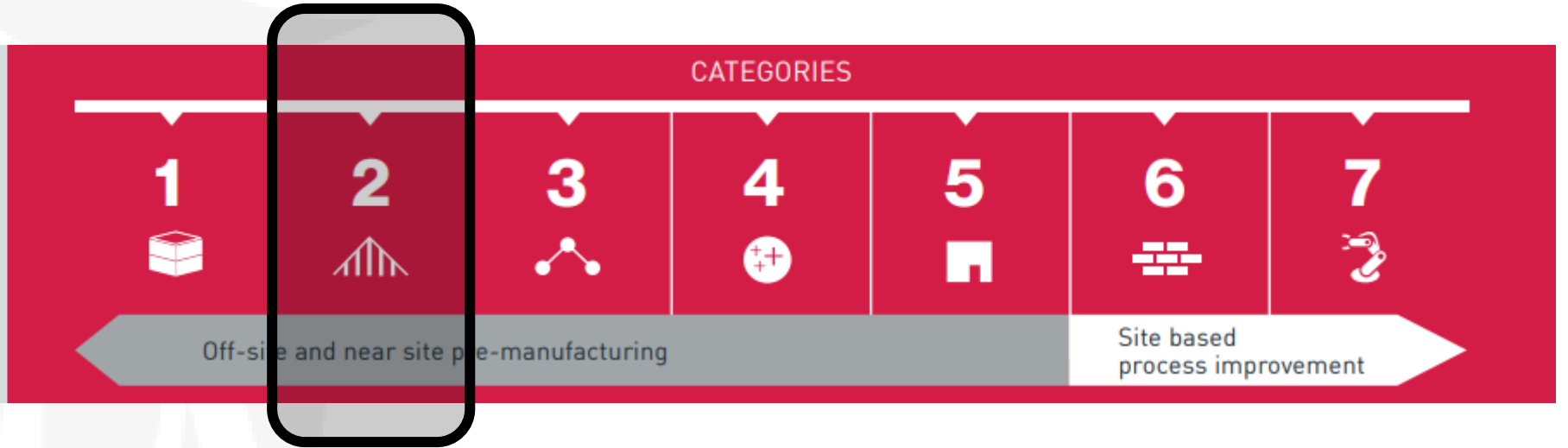


- Thakeham are determined to drive MMC forward utilising a modern, efficient, and quality focused production facility which will represent the most advanced and most automated facility in the UK.
- Strong focus on automation and the use of technology this will drive productivity and efficiency but also open up new employment opportunities than traditional construction.
- A modern facility linked to Thakeham digital backbone manufacturing in perfect harmony with design.

Thakeham Advanced

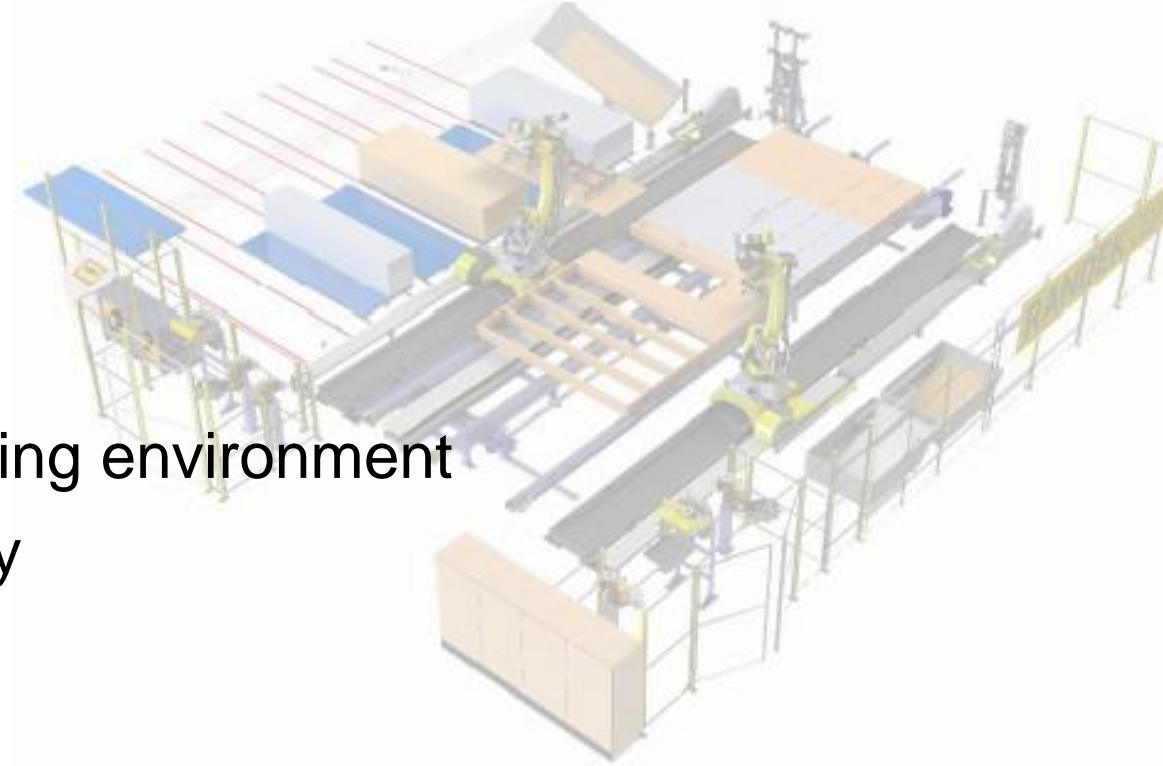
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Thakeham Advanced –

- Flat panel approach
- Targeting the highest level of automation
- Maximising the use of technology
- Unlocking new roles in construction
- Creating an inclusive and attractive working environment
- Key enabler for our sustainability strategy
 - Reducing waste
 - Centralised deliveries
 - Lower embodied carbon materials



Supporting new talent

- Structured development programme of 2-3 years for those early in career, covering everything from construction management to marketing
- Placement students, graduates and apprentices join us each year
- Employees are encouraged and supported to stretch themselves, taken on new challenges and develop their careers
- Wellbeing, physical and mental health is huge a focus for the business



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Attracting future talent

- Passionate about addressing the skills and equality challenges in the sector
- Cornerstone employer for the Careers Hub demonstrating & sharing best practice
- Our HR Director is the Chair for the Careers Hub and Vice Chair for the Skills 360 Board at the Coast to Capital LEP
- Enthusiastic signatories to the Armed Forces Covenant (Silver) – supporting reservists, their families, offering career opportunities for ex-service men and women.



Summary



Bespoke staff events.



Charity boat race



Summer BBQs.



Staff site tours



Topping out tradition.



Family area at FOS.



Community tree planting.



Hedgehog hotels.



**Net Zero and Biodiversity
Advocacy**



**Supporting local grassroots
sports with sponsorships.**

We are a fast-growing business which is why we place such a high importance on attracting future talent by creating a work environment that inspires.



Thank you

Any Questions?



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