

OUR SUSTAINABILITY STATEMENT



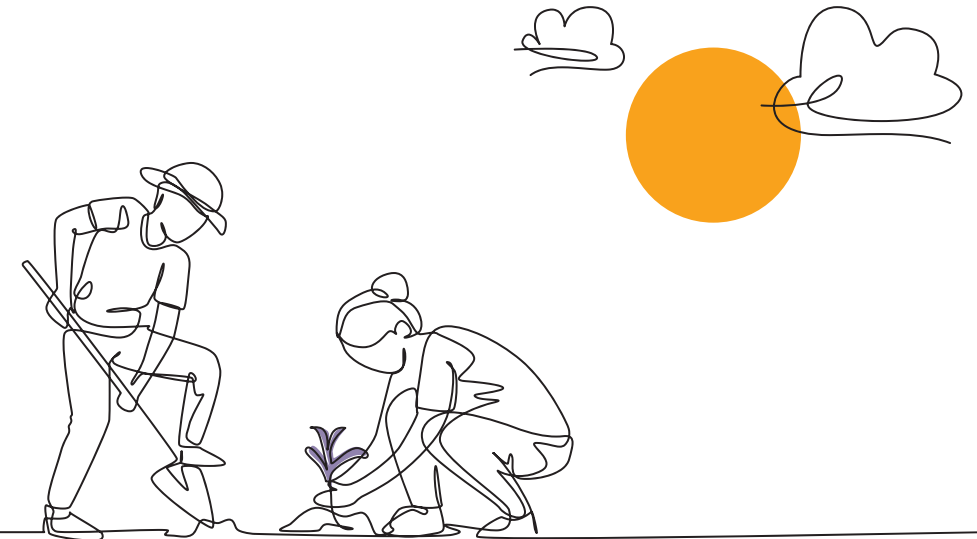
McCARTHY STONE

Life, well lived



In alignment with the United Nations' Sustainable Development Goals, the McCarthy Stone Sustainability Strategy can make an **important contribution** to more than half of the targets set, making a **significant impact to 5 key goals:**

- 1 Good health and well-being
- 2 Decent work and economic growth
- 3 Sustainable cities and communities
- 4 Climate action
- 5 Life on land



McCarthy Stone is the UK's **leading developer and manager** of retirement communities.

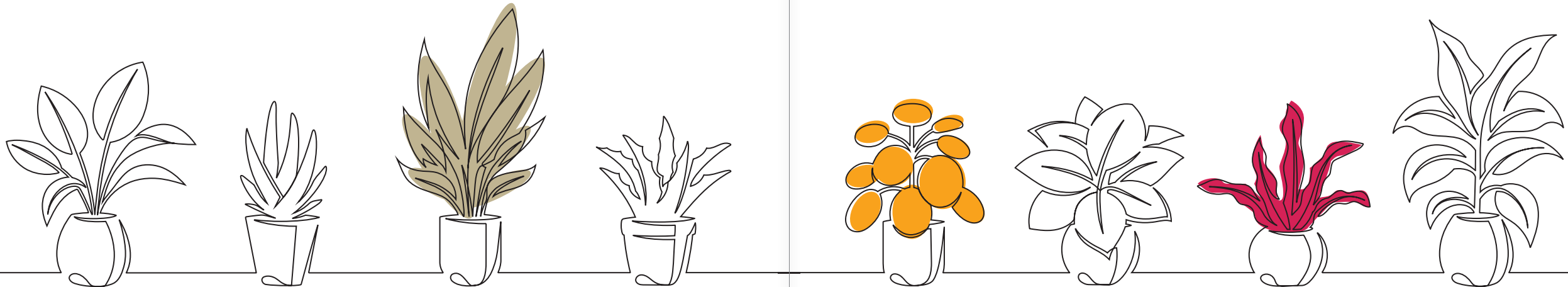
Our customers maintain their independence within a beautiful, secure, contemporary private home, while enjoying the peace of mind that help and care is on hand if needed. Our communities make a positive difference to the lives of our customers and we are focused on supporting and championing the role, wellbeing and happiness of older people in society.

All developments built since 2010 are managed by our in-house management services team, providing peace of mind that we will look after customers and their properties for the long term. We currently operate 475 developments across the UK for more than 20,000 people.

Our commitment to quality and customer service continues to be recognised by residents. In March 2021, we received the full five-star rating for customer satisfaction from the Home Builders Federation for the sixteenth consecutive year – making us the only UK developer, of any size or type, to achieve this accolade.

Later life is often misrepresented and we live in an ageist world. Therefore, we also want to provide a more positive view of what it means to be old. That means supporting, campaigning and speaking up for our customers and highlighting their contribution to society, as well as championing their role, wellbeing and happiness.

At the same time, we want our developments to be sustainable; built for the long-term, with minimal footprint during construction and use, supporting nature and making a clear positive contribution to the places they are in.



Sustainability at
McCarthy Stone flows
from our **Purpose**,
Vision and **Mission**.



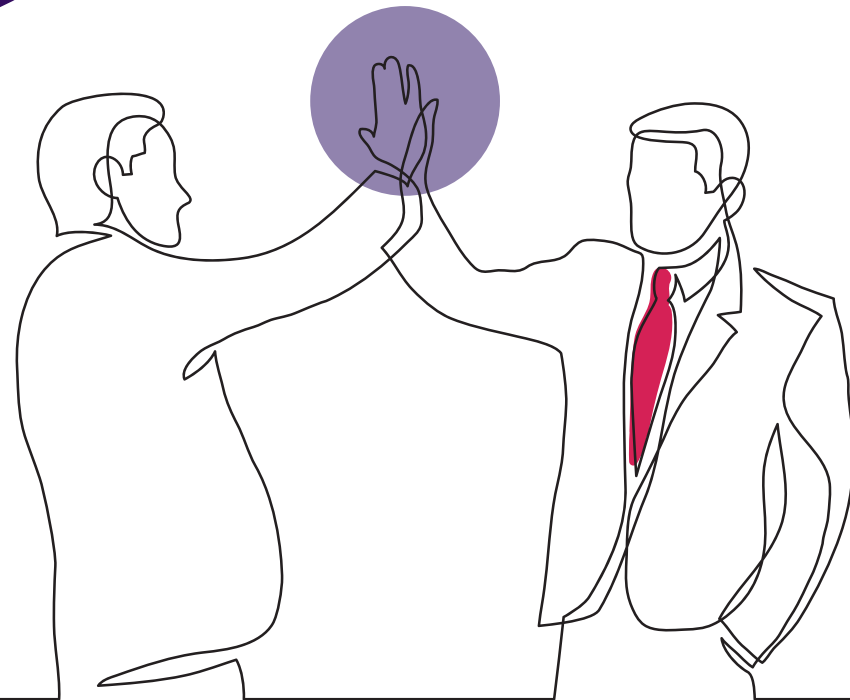
- **Purpose:** Championing the role, well-being and happiness of older people in society
- **Vision:** Creating communities for our customers that nurture a sense of belonging, independence and peace of mind
- **Mission:** To be the natural choice for later living – by developing beautiful, sustainable and more affordable places to live, with flexible services and a choice of ownership options, designed around our customers and their families

All of these ideas – our support for people, and our desire for environmental sustainability – come together in our Sustainability Strategy.



SUSTAINABILITY STRATEGY AND OBJECTIVES

We have defined
four imperatives in
our Sustainability
Strategy.



CREATING COMMUNITIES

As a champion for older people, our developments have a strong social purpose. We support independent, connected lives in thriving communities. We are part of the fabric of social care in the UK. We help residents stay healthy and independent for longer.

Our objectives

- Our customers will be more satisfied, happier and feel their lives are more worthwhile (v ONS4 as a benchmark of the general population)
- Establish a £1m Charitable Foundation aligned with these sustainability goals
- Form external partnerships to advocate for the role of older people in society
- Develop an awareness of dementia among our employees and how they can help improve the lives of people living with dementia

SUSTAINABLE LIVING

We take a whole-life approach to sustainability; low lifetime impacts, peace of mind for residents, smart technology, positive local investment in towns and cities, and building with biodiversity and aesthetics in mind.

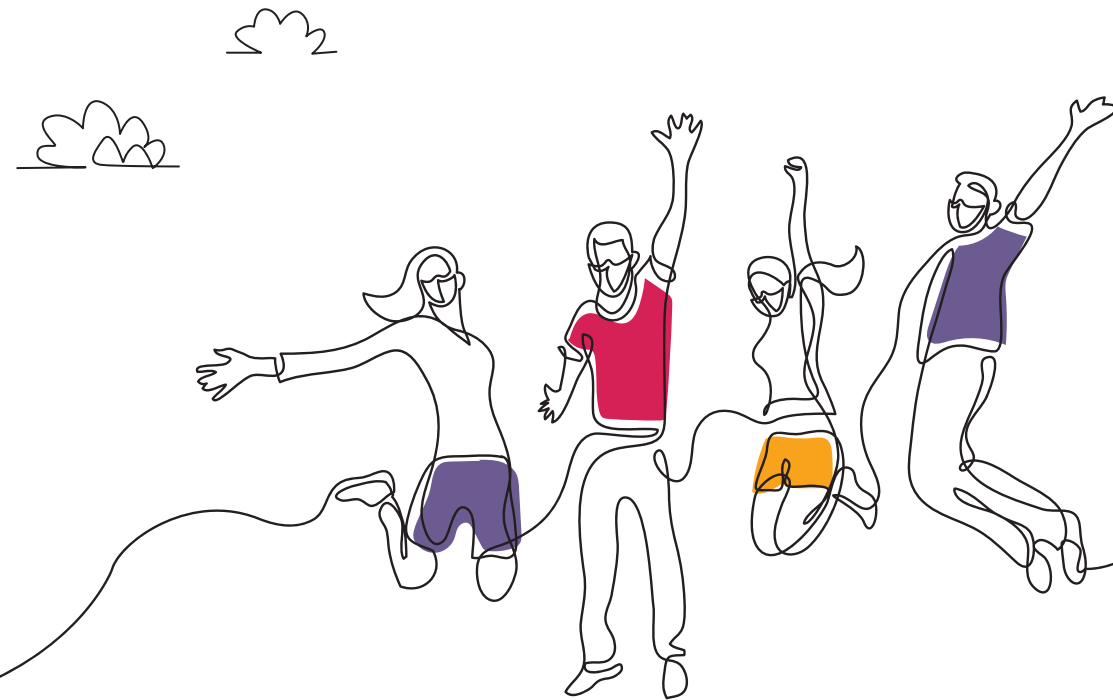


Our objectives

- Net Zero Carbon for all new buildings by 2030
- Net biodiversity gain at all new sites from 2023
- Increase the number of new homes built with Modern Methods of Construction (MMC)
- Establish a Sustainable Sourcing policy and assess all key suppliers against it
- Reduce energy use in our existing buildings

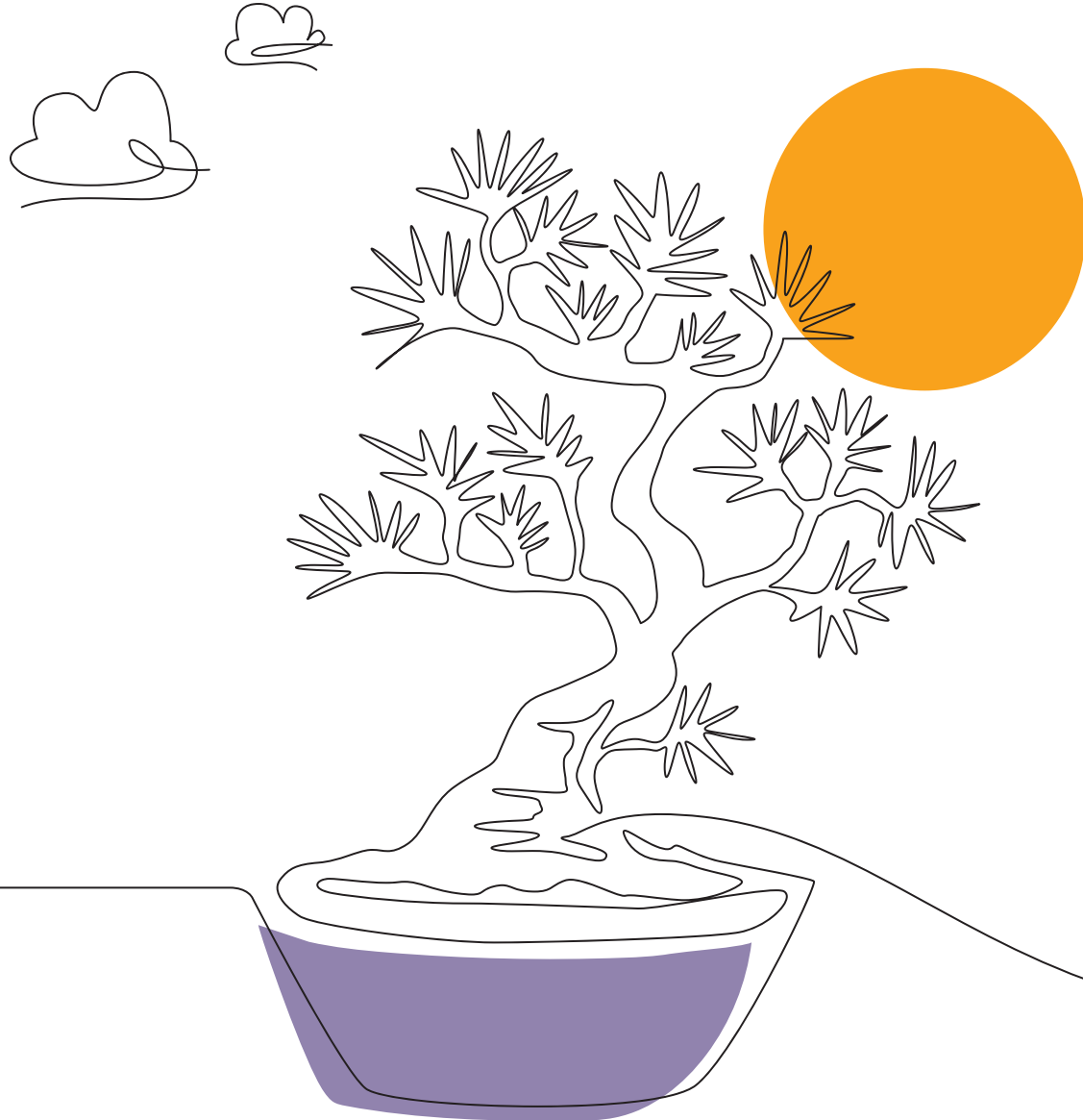
DEVELOPING PEOPLE

We develop our people as our success depends on them. We invest in our people – their skills and capabilities. We value a diverse and inclusive team. We partner with others to achieve these outcomes.



Our objectives

- Great Places to Work certified by 2023 and beyond
- We meet or exceed the Great Places to Work benchmark for training and development by 2023 and beyond
- Fully utilise the apprentice levy
- Champion Equality, Diversity and Inclusion and create a diverse business that looks to address its needs by offering real opportunities to underrepresented groups and builds an external reputation as the voice equality and an aspirational place to work



BUILDING CLEAN AND GREEN

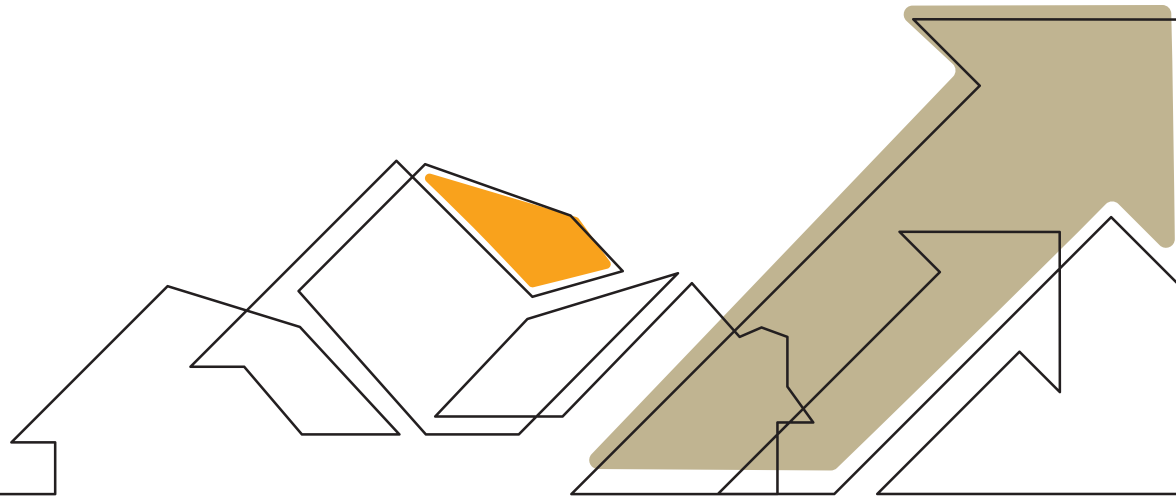
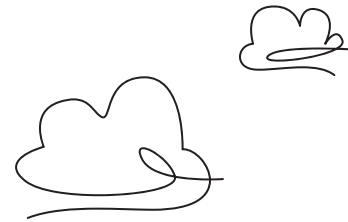
Efficient building is clean building; we reduce waste, cut our energy use and drive towards zero Carbon wherever we work. Our sites are as safe and good-neighbourly as we can make them.

Our objectives

- 99% of our site waste to be diverted from land fill and waste per home continually reducing
- 100% of our new sites to be Considerate Constructors
- Zero accidents, always



GOVERNANCE AND REPORTING



The Group Sustainability Committee, led by our CEO, oversees the **Sustainability Strategy**.

Separate management committees oversee the four strategic imperatives (one addresses the two environmental elements, and the other the two social elements).

These committees track progress towards a set of detailed objectives, which include the actions shown above.

A third committee focusses on Governance and reporting, ensuring the Group is compliant with its wider obligations and is responsible for the quality and integrity of our external disclosures.

IN OUR FIRST YEAR, WE FOCUSED ON...

1

CREATING COMMUNITIES

- Released a report in later life in Britain
- Raised awareness of dementia amongst all staff
- Launched the McCarthy Stone Foundation

Our long-term aim is

- Build a £1m Foundation
- Keep our customers healthy and happy



2

SUSTAINABLE LIVING

- Developed a tool to footprint our new buildings
- Partnered with biodiversity charity

Our long-term aim is

- Build zero carbon developments by 2030
- Improve biodiversity on all our sites



3

DEVELOPING PEOPLE

- Great places to work certification
- Launched an apprentice scheme in Developments
- Offered 100 new care NVQs

Our long-term aim is

- Bring new talent into our industry
- Train hundreds of people to provide care



4

BUILDING CLEAN AND GREEN

- Measured and report our carbon and waste
- Increased our recycling
- Registered our new sites as Considerate Constructors

Our long-term aim is

- Divert 99% of our waste from landfill across all sites
- Be 100% Considerate Constructors

McCARTHY STONE

Life, well lived

Further Information:

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BOURNEMOUTH
BH8 8AQ**

<https://www.mccarthyandstone.co.uk/>

Life for later living:

<https://mccarthystoneconsultation.co.uk/bristol/wp-content/uploads/sites/304/2021/04/WPI-Homes-for-Later-Living-Healthier-and-Happier-13.09.19.pdf>

January 2022