

ENGINEERING | ENERGY | SUSTAINABILITY

Cordia UK's

By Hydrock Consultants Ltd January 2024

Sustainability Goals and Objectives

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Sustainability Objectives*

CORDIA



Introduction

Cordia UK is a leading property developer in the West Midlands striving to deliver innovative, sustainable modern homes in Birmingham and across the West Midlands. Cordia has embarked upon a journey to become a people-centred, socially responsible and climate-conscious business.

Hydrock Consultants have been appointed to develop a bespoke and holistic sustainability strategy that will guide this journey. The strategy will provide a framework through which environmental and socially responsible practices will be integrated into Cordia's business activities and projects.

As part of the strategy development process, several workshops have been held with Cordia's Senior Leadership Team to discuss and gain a better understanding of the key drivers for their sustainability strategy, the values and aspirations of the company and the priority sustainability areas.

This document introduces the delivery framework and overarching sustainability objectives that have been developed through this process.



Overarching Objectives

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Built & Natural Environment

REDUCE the environmental impact of our projects across all stages.



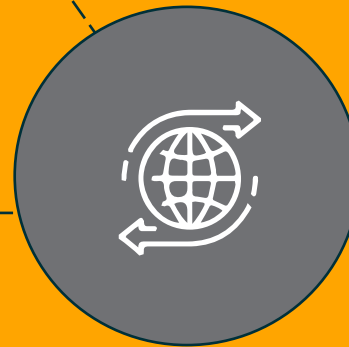
People & Community

ENHANCE the local socio- economic benefits of our business and projects.



Climate Action

OPTIMISE how our business and projects respond to climate change.



People and Community



| | Community engagement | Procurement and supply chain | Training and upskilling |
|--------------|--|--|---|
| Goal | <i>Deliver positive contributions and opportunities that promote inclusivity and cohesion within the local community.</i> | <i>Prioritise and support local, independent suppliers and promote responsible growth in our supply chain.</i> | <i>Actively contribute to the development and retention of our people and talents.</i> |
| ST actions | <ul style="list-style-type: none"> •Communicate effectively and increase engagement with all stakeholder groups throughout the design and construction process (e.g. early engagement, clear milestones, consistent process/justification). •Support local charities and/or causes including volunteer days for employees. | <ul style="list-style-type: none"> •Monitor supplier selection for office supplies and construction materials. •Share our code of conduct (incl. modern slavery statement and human rights policy) with our suppliers. | <ul style="list-style-type: none"> • Promote upskilling of employees through formal training and CPDs (lunch and learn sessions). • Provide support and opportunities for development for young people and disadvantaged groups (e.g. career advice and talks). |
| LT direction | <ul style="list-style-type: none"> •Formalise the process of stakeholder engagement throughout the design and construction process. •Strengthen the communication of the benefits our business and developments have on local communities. | <ul style="list-style-type: none"> • Target setting and measurement of local procurement and supply chain activities. • Develop a sustainable procurement policy with targets and phased requirements for suppliers which demonstrably improve local sustainability outcomes e.g. Scope 3 emissions. | <ul style="list-style-type: none"> • Consider setting up a formal programme(s) for apprenticeships and for employee development. • Provision of placements/ apprenticeships in the business and our contractors. |

Built and Natural Environment



| | Energy security | Urban greening | Sustainable Transport |
|--------------|--|--|---|
| Goal | <i>Provide reliable, affordable and clean energy to our developments.</i> | <i>Maximise opportunities for biodiversity net gain and green space through our developments.</i> | <i>Prioritise the transition to active travel in local neighbourhoods through our developments.</i> |
| ST actions | <ul style="list-style-type: none"> Review on-site renewable energy provision at our developments and consider drivers and barriers to improvement. Minimise the use of fossil fuels in our developments. Upskilling/costing of smart infrastructure opportunities e.g. smart metering. | <ul style="list-style-type: none"> Prioritise brownfield development within the Midlands. Measure average biodiversity net gain across all our developments. Review and measure our urban greening factor. | <ul style="list-style-type: none"> Monitor cycle storage within developments and local travel needs/challenges. Explore transport hubs through engagement activities with the community and local authority and partnership with other developments. |
| LT direction | <ul style="list-style-type: none"> Set clear targets for renewable energy provision beyond planning requirements. Prepare a pathway for the transition from fossil fuels and set net zero targets for development pipeline. Explore the feasibility of alternative utility/energy procurement, delivery and ownership and operation models e.g. IDNO, ESCO, private networks, microgrids. | <ul style="list-style-type: none"> Set targets for biodiversity net gain across all our developments that improve incoming minimum legislation. Explore local BNG market and natural capital opportunities for the business (BNG units at our sites). Upskilling/costing on nature based solutions. | <ul style="list-style-type: none"> Ensure more space is given for walking and cycling and less to cars e.g. no on-street/disaggregated parking measures. Promote behaviour change towards active travel and public transport options e.g. local neighbourhood connectivity/access points for mass transit services. |

Climate Action



| | Efficient resource use | Decarbonising our business | TCFD reporting |
|---------------|--|--|--|
| Goal | <i>Prioritise design strategies that promote sustainable resource use and minimise waste.</i> | <i>Measure and reduce our carbon emissions to support the UK transition to net zero.</i> | <i>Identify, measure and monitor our risks and opportunities through TCFD reporting.</i> |
| ST objectives | <ul style="list-style-type: none"> • Measure and report material use in construction and % of waste diverted from landfill to establish current baseline. • Measure expected water use in our developments and easy wins (e.g. low flow fittings/fixtures). | <ul style="list-style-type: none"> • Monitoring and improvement of energy efficiency in our own assets/facilities. • Establish our scope 1 and 2 baseline emissions. | <ul style="list-style-type: none"> • Understand TCFD disclosures and relationship and integration into business decisions/ risk management. • Upskill in climate risk (physical and transitional). |
| LT direction | <ul style="list-style-type: none"> • Target setting and measurement of key materials and waste streams. • Adoption of circular economy principles through design and operation e.g. recycling initiatives. • Set targets for residential water use in our developments and consider technologies to meet these e.g. rainwater harvesting. | <ul style="list-style-type: none"> • Develop a carbon reduction plan with annual scope 1 and 2 reduction targets. • Measure and report our Scope 3 emissions and develop a reduction plan. • Set a business target and pathway for net zero (see also 'energy security'). | <ul style="list-style-type: none"> • Identify the climate risks and opportunities facing our business over different time frames and warming scenarios. • Develop a transition/adaptation plan, including targets and metrics. • Prepare first (voluntary) TCFD reporting to capture climate-related opportunities and strengthen stakeholder engagement. |

Cordia UK partnered with Hydrock, the foremost integrated engineering design, energy, and sustainability consultancy, to develop our Environmental, Social, and Governance (ESG) objectives.



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