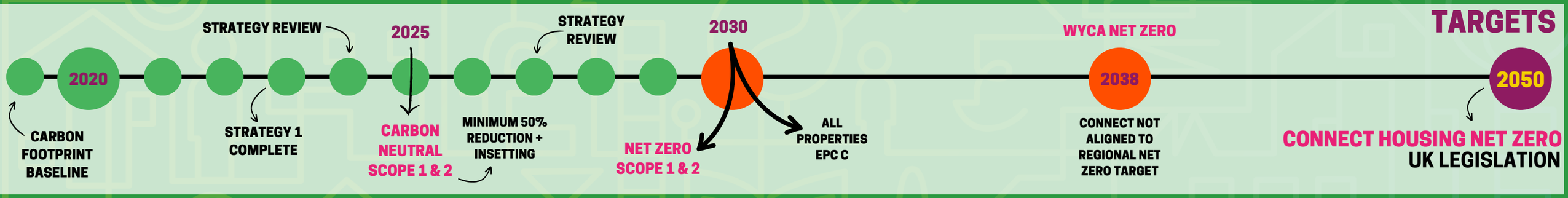
SUSTAINABILITY CHANGE PLAN 2024-26

OUR PLANS FOR THE NEXT 3 YEARS



FAIRER

PLACES ARE NEIGHBOURLY

COMMUNITY ACTION PACKS

Resource packs to empower communities to take action on subjects that they care about e.g. litter picking and flooding

Y1: Establish appropriate subjects for action plans, using co-production.
Y2: Create Action Packs.
Y3: Support and monitor use, review and update as needed.
Y3: Create additional action packs where appropriate.

ENERGY AND ENVIRONMENT HUB

Y1: Establish plan for online hub in collaboration with Comms team.
Y2: Build first version of the hub.
Y2: Use data from website to determine use and review.
Y3: Update and add additional sections.

REPORT:
Number of available action packs.
Supported use of action packs.
Data relating to E&E hub use.

EVERYONE CAN BE AT THEIR BEST

COLLEAGUE TASKFORCE

Y1: Work with teams to build on understanding of their impacts.
Y2: Determine SMART targets for all teams.
Y2-3: Measure progress, additional targets as appropriate.

CARBON LITERACY

Y1-3: Deliver CL training for all colleagues and offer to customers.

INTERNAL COMMUNICATIONS

Continue with programmes of communication to increase engagement and understanding. Use varied channels.

DRAGON'S DEN

Colleagues co-produced ideas for the leadership team to support.

1. Swap Shop: Colleague swaps to reduce waste and support circular use of materials (SDG12).
2. Job Swap: Colleagues learn more about other roles to facilitate collaboration (SDG17).
3. Community Veg Patches: Empower communities through establishing food growing opportunities (SDG 2 & 15).
4. Paper free sign-up: Agile solution for clients in Engage to reduce paper-use/admin time (SDG 10 & 12).

REPORT:
Number of CL certified.
Taskforce progress on targets.
Progress on co-produced projects.

GREENER

A SAFE HOME IS THE FOUNDATION FOR LIFE

RETROFIT

Y1: Establish path to EPC C for our remaining, challenging properties.
Y1: Outline order for next phase of retrofits which balances regulatory expectations with highest carbon savings.
Y2: First heat pump retrofit project.
Y2: Align retrofit to void, planned maintenance and repairs programmes
Y1-3: Increase number of deep retrofits & small retrofit measures year-on-year. Align to PAS2035 and increase confidence in data.

NEW BUILDS

Continue: No new gas boilers in homes we build from 2019
Y1: Build first properties aligned to new specification.
Y1-2: Monitoring and feedback from residents, lessons learned.
Y3: No gas boilers in S106 purchases after 2026.

DISPOSALS

Y1-3: ethical disposals in line with disposal strategy

REPORT:
Number of retrofit measures
Number of zero carbon homes
Number of low carbon heat replacements
External funding utilised

THERE IS HOPE FOR OUR ULTIMATE HOME, THE PLANET

RENEWABLES

Y1: Establish solar panel and battery storage project.
Y2: Continue delivery, review and improve as needed.
Y3: Business case for continued delivery.

BIODIVERSITY

Y1: Estates team plan delivery of veg patch project.
Y1-3: Re-establish low-mow areas with lessons learned.
Y2: Map green spaces.
Y2-3: Biodiversity toolkits for inhouse & external use.

INSETTING/OFFSETTING

Y1: Continue to invest in renewable energy installations.
Y2: Research options.
Y2-3: Establish offsetting/insetting to achieve carbon neutral and report with transparency.

REPORT:
Number of solar panels installed.
Number and location of biodiversity projects.
Carbon footprint and need for offset/inset.

SMARTER

A STRONG SOCIAL PURPOSE IS SUPPORTED BY BUSINESS EFFICIENCY

OFFICES & POLICIES

Continue: Procure 100% renewable electricity for offices.
Y1: Procure 100% renewable electricity for voids.
Y1: PIMSS roll-out to improve data and facilitate collaboration.
Y1: Leave 205RR and open new Leeds base with sustainable credentials.
Y1: Introduce vegetarian only catering policy (to reduce consumption, waste and carbon)
Y2-3: Carry out initial works to improve efficiency of Bond Street office.
Y3: All policies and tenders should consider sustainability.
Y2-3 embed processes and review.

TRANSPORT & EVS

Y1: First EVs purchased and charging points installed.
Y2-3: Diesel/petrol miles reduced, supported by transition towards EVs.
Y1-3: Progress EV charger network, focus on new builds and offices.
Y2: Measure public transport/active transport, engagement to increase.
Y3: Learn lessons from pilot use of EVs and develop solid timeline for move to EV fleet.

WASTE

Y1-2: Improve recycling facilities at offices.
Y2-3: Make informed choices to reduce consumption related emissions.
Y1-3: Embed policy to focus on maintenance/repair before replacement .

REPORT:
Emissions saved by renewable tariff & generation
Emissions reductions from commercial premises
Fleet miles and carbon intensity

GOOD IN 2026

EPC C / ENERGY EFFICIENCY 50% complete on 2023 baseline.
CARBON FOOTPRINT Decrease in all measured areas, including 50% reduction (Scope 1&2).
CARBON NEUTRAL Remaining scope 1&2 emissions measured and offset or inset with transparent reporting.
RETROFIT Scaled up progress year-on-year.

ANNUAL PROGRESS REPORTS

ESG REPORT Aligned to SFH Sustainability Reporting Standard.
CARBON FOOTPRINT Reductions and renewable energy production.
CORPORATE CHANGE PLAN Annual progress.
SUSTAINABILITY STRATEGY REPORT Annual progress (more detail).