2024-25 SUSTAINABILITY STRATEGY HEADLINE REVIEW

Since the inception of this sustainability strategy priorities have shifted, focussing resources and capacity on retrofit, low-carbon heating and renewable energy. This is partly due to government and regional steer (funding and collaboration), but will also deliver the biggest impact across our residents in terms of comfort and carbon savings. Progress on other areas of the sustainability strategy may be delayed as a result.

Also note that our Sustainability Manager was on a career break for 50% of the year leading to slower progress compared to previous years .

ROUTE TO EPC C All below EPC C properties modelled and on £6m pathway to C by 2030. Warm Homes funding to be utilised where awarded and where appropriate. 89% are above EPC C.

ROUTE TO NET-ZERO Completed initial modelling of all homes for rolling programme of retrofits to ~EPC B & low-carbon heating installs working towards no new boilers after 2030.

HEAT PUMPS 3 ASHP models trialled in retrofit (7 total) and new-build scenarios. Learning is informing choice of ASHP for wave 3 installs with resident experience and maintenance in mind.

DISPOSALS Ethical disposal strategy partially informed by VFM and ability to effectively retrofit. Retrofit of Void disposals have been included in plan to EPC C, managed disposals excluded.

NEW BUILDS Two new developments in progress which have high energy efficiency standards: either AECB or passivhaus standard.

RENEWABLE ENERGY Green Energy Switch now provides 100% renewable energy for homes at void stage. Corporate contract renewed specifying 100% renewable energy.

ELECTRIC VEHICLES Two EVs have been ordered and will form the basis of our trial. Charging points will be installed at the depot, Bond St, and at a technician's home.

OFFICES Leeds office is being sold, reducing energy Carbon Footprint (CF) but may result in increased commuting CF by increased travel to Dewsbury. Bond Street office energy improvements being planned for 2026.

DATA Delivery plan is in progress to integrate systems to make data more visible, plus processes to ensure data is correct. Relationship with energy modelling software TBD.

RECYCLING New waste sorting legislation comes into effect in April 2025 which requires food waste collection. New recycling stations and signage is being installed on all floors.

CATERING First trial of vegetarian catering was well received and precedes further colleague engagement to increase vegetarian options in 2025.

SOLAR PROJECT Project development across WYHP group has been slower than anticipated. Business case for PV installs on 300 homes in 25/26 is being prepared for board consideration.

LOW-MOW AREAS Low-mow areas are embedded within estate team operations and we continue to learn lessons about best-practice delivery.

ONHAND Digital engagement platform. Colleagues have participated in actions, challenges and competitions. Transition from OnHand to VivaEngage in 2025 to increase the number of colleagues reached.

COLLEAGUE TASKFORCE Other priorities have delayed this project. Engagement with staff on specific projects has taken precedence.

DRAGONS DEN Projects co-produced with colleagues at the staff conference 2023 and sponsored by members of senior leadership team.

- COMMUNITY VEG PATCHES [MB] Community team successfully co-produced the first project.
- PAPER FREE SIGN UPS [GM] Implemented. Improved efficiency and sustainability when utilised.
- ROLE SWAPPING [HL] In development.
- SWAP SHOP [CF] No interest from colleagues to establish.

COMMUNITY ACTION PACKS Decisions have been made on possible subjects . Development will begin Yr2.