ENVIRONMENTAL SOCIAL GOVERNANCE ROADMAP

2023-2025

dandara

The ESG Roadmap sets out the timeline, key targets and KPIs that form the basis of Dandara's Sustainability Strategy for 2023 - 2025 and beyond.

The Roadmap was developed following a Materiality Assessment, identifying key items important to our business. Each material issue has targets and multiple actions attributed to it, to support the achievement of these targets within a given time frame. The material issues are allocated by general theme to either Environmental, Social or Governance and will be updated in line with the Sustainability Strategy towards the latter part of 2025.

ESG ROADMAP (2022 - 2025)

Environmental · **Social** · **Governance** · **Governance & Social**

2022
Materiality Assessment
Develop Sustainability Strategy

Responsible Supply Chain Management:
Sustainable Procurement Policy developed.

Circular Economy & Waste:
CEMP requirements updated

2023
Develop Sustainability Strategy
Implement Sustainability Strategy requirements

Responsible Supply Chain Management:
Commit to the Prompt Payment Code

Transparent Disclosure:
Publish a Sustainability Report to report on progress against sustainability targets

Corporate Governance:
Initiate compliance audits.

Energy & Carbon:
Analysis on Scope 3 carbon emissions

Circular Economy & Waste:
Establish waste baseline / benchmarks

Circular Economy & Waste:
Update CEMP

Circular Economy & Waste:
Establish waste baseline / benchmarks

Responsible Supply Chain Management:
Sustainable Procurement Policy developed.

Corporate Governance:
Publish updated Modern Slavery Statement

Corporate Governance:
Link ESG / sustainability KPIs & responsibilities to wider job descriptions and scopes of work across all teams

Water:
All developments to have in place a 105 lpppd compliant specification

Biodiversity & Green Infrastructure:
BNG Strategy: BNG + 10% on all developments

2024
Implement Sustainability Strategy

Sustainable Training / Awareness Raising:
Partner with the supply chain to investigate opportunities for construction apprenticeship programme

Responsible Supply Chain Management:
Publish a Supplier Charter following supply chain engagement

Corporate Governance:
Initiate a Sustainability Committee to maximise collaboration between business divisions

Corporate Governance:
Understand corporate resource consumption

Energy & Carbon:
Deliver fossil-fuel free homes in Scotland

Climate Change Adaptation, Mitigation & Resilience:
Undertake climate risk due diligence

Healthy & Sustainable Communities:
Promote links between ecological / community wellbeing across all developments

Building Wellbeing & Productivity:
Develop and implement Post Occupancy Evaluation & commissioning checks process

Sustainable Training / Awareness Raising:
Develop and implement a sustainability training programme based on a sustainability skills gap assessment

Corporate Governance:
Initiate compliance audits.

Corporate Governance:
Corporate Governance Code published

Energy & Carbon:
Develop an EV charging & battery storage strategy

Energy & Carbon:
Develop a NZC Strategy to achieve NZC by 2050 or sooner

Water:
Trial an initiative to reduce water consumption at an asset and measure the impact, by end of 2024

Biodiversity & Green Infrastructure:
Develop a nature toolkit & link with local ecologicial agencies/ organisations

Purposeful Construction & Placemaking:
Develop placemaking principles, implement KPIs across all sites

Stakeholder Engagement & Partnerships:
Introduce a standard procedure for engagement with local communities

2025
Implement Sustainability Strategy requirements
Revise Strategy & update Roadmap by year end

Education & Skills: Developing a target to ensure a % of direct employees are trainees by 2025
Define clear pathways for different apprentices, trainees across
Target X% of supply chain employees to be trainees by 2025

Energy & Carbon:
Fossil fuel free developments by 2025

Energy & Carbon:
Develop a NZC Strategy to achieve NZC by 2050 or sooner

Energy & Carbon:
Carry out Post Occupancy Evaluations on agreed % of homes

Building Productivity & Wellbeing:
Develop and implement training/education package for home owners

2030
2026 - 2030: New Sustainability Strategy & revised Roadmap

Energy & Carbon:
Develop a NZC Strategy to achieve NZC by 2050 or sooner

Water:
Investigate pathway to 85lpppd; grey water systems / water neutrality

Circular Economy & Waste:
Zero C,D+E waste to landfill by 2030

2050

Energy & Carbon:
Develop a NZC Strategy to achieve NZC by 2050 or sooner

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