



Responsible Business Report **2022**

LOVELL

A MORGAN SINDALL GROUP COMPANY



WILD WALK
LOVELL

View and Show Homes



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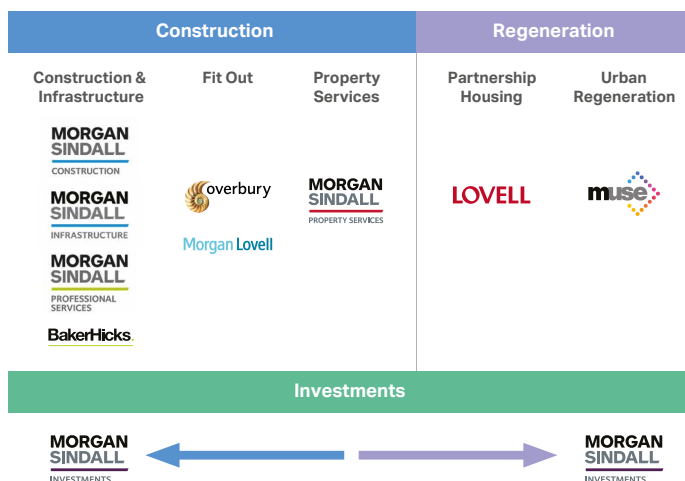
Lovell at a glance



Lovell is an experienced property development partner that delivers high quality homes at pace. We build homes for sale and rent, sourcing land and investing in communities alongside local authorities, housing associations and other partners.

We combine our industry expertise and local knowledge with a willingness to think innovatively and ambitiously to help transform communities. Our driving force is an ongoing commitment to building futures, changing lives and leaving a lasting legacy wherever we work. Lovell Partnerships is part of the Morgan Sindall Group, a leading UK construction and regeneration group with a revenue of circa £3.6 billion.

MORGAN SINDALL GROUP



Our Commitments

Being a responsible business is a priority for Lovell, meaning that we are making a positive impact as a consequence of our work.

As part of being a responsible business, Lovell is led by its five Total Commitments which provide an action plan for developing sustainable practices as well as serving as a framework for measuring, communicating and reporting progress both internally and externally. The five commitments,

which are aligned with the relevant UN Sustainable Development Goals, are: Protecting People, Developing People, Improving the Environment, Enhancing Communities, and Working Together with our Supply Chain.



Sustainability Highlights

Female workforce

28% (298)

% of female-held construction roles

7% (22)

% of employees from ethnic backgrounds

7%

RIDDOR Accident frequency rate

0.04

Average no. training days per employee

5.15

Internal promotions

196

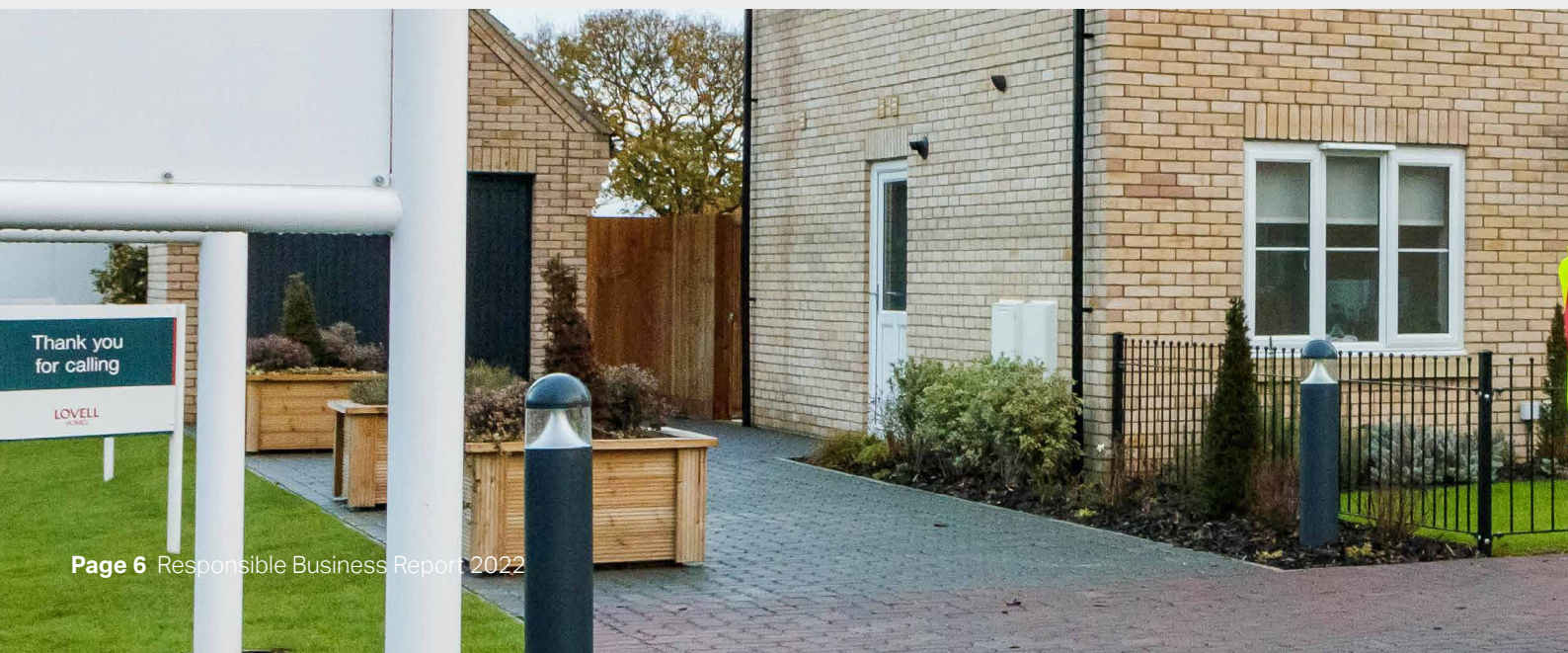
31 People on NVQ's

11 Apprentices recruited

6 Graduates recruited

24 Average no. of individuals on professional schemes

13 Undergrads/students on sponsor



270,000 trees planted as part of the Morgan Sindall Woodlands at Blenheim estate

81 football pitches worth of wetland to be restored as part of a partnership between Morgan Sindall & RSPB

300 hectares of peatland to be redeveloped as part of the The Great North Bog project

Our utilisation of HVO in 2022 helped contribute to a **69%** reduction in our bulk fuel emissions (against our 2019 baseline year)

Launched **The Lovell Way** to enhance and grow our culture as we continue to expand





Signal Park, Tolworth

Signal Park is the first phase of a new Shared Ownership development in the Greater London area of Tolworth. Constructed over two years, Signal Park features 211 one, two and three bedroom apartments and commercial spaces.

Through this project, we have developed a strong relationship with Guinness Partnerships. The development is helping to pave the way for future collaborations between Guinness and Lovell, such as our upcoming project, Matalan, in Stevenage.

Together with Guinness Partnerships, we aim to tackle housing inequalities by delivering necessary and high-quality affordable solutions for home buyers just inside Greater London.

Improving the Environment

Leaving positive environmental impacts in and around the areas within which we work is a vital component of striving to be a responsible business. Signal Park has been no exception and we have worked to ensure we have reduced our impacts at each point of the development.

Signal Park managed to purchase over 90% of their bulk fuel as biofuel alternative (HVO) in 2022, only using diesel when HVO was not available. When compared to traditional diesel, this has contributed to a saving of up to 215 tCO₂e, the equivalent of 530 passenger flights from Paris to New York!

Signal Park has led the way for Lovell by conducting a Whole Life Carbon Assessment through our specialised project carbon calculator tool, Carbonica. The tool allows us to identify carbon hotspots and better understand how we can introduce new materials and technologies in our future projects to reduce these. The assessment also found that the development was outperforming our Morgan Sindall Group whole-life carbon target by over 300kg CO₂e /m².

There are already great transport links in the area and we have supported the changing landscape by installing 21 electric vehicle charging points for the residential side of the development whilst also including charging points for employees within the site to encourage EV and hybrid uptake amongst the workforce.

Minimising our waste remains a key priority throughout the entire construction process and at Signal Park we have utilised the pallet collection service from The Pallet Loop to create a circular economy by sending our pallets off to be repaired and reused within the supply chain. This has significantly reduced timber waste on site, with 1,744 pallets being returned to the supply chain saving over 300kg CO₂e.

Similarly, the team has also partnered with Community Wood Recycling (CWR) to support local people from disadvantaged backgrounds such as ex-veterans and people with learning disabilities. By working with CWR we have helped to return materials back into the supply chain, thus avoiding waste and supporting disadvantaged groups in their return to the workforce.

We at Lovell pride ourselves on creative thinking so were pleased to see that our Site Manager at Signal Park decided to repurpose a cable hold to be used as a bike rack. This innovative idea not only reduced waste, costs and saved space, but also helped to encourage staff to cycle to work, promoting a healthier lifestyle.



Enhancing Communities

Lovell aims to leave a legacy within the communities in which we work. By partnering with local charities and businesses, we bring about valuable change and pride ourselves on engaging directly with the local community to positively impact the lives of its residents.

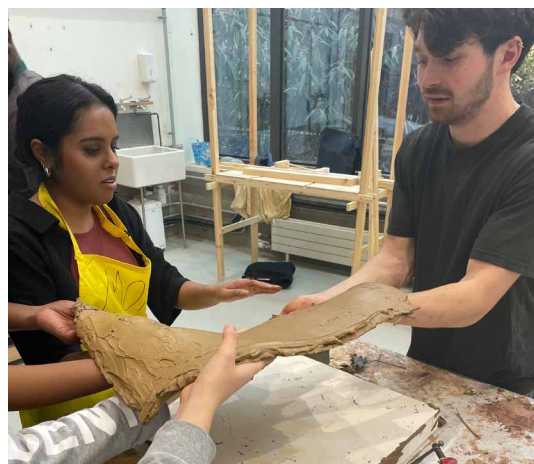
Our team were pleased to spend time with year 6 students from the nearby Brookfield Primary Academy to prepare and bury a time capsule. The students created pictures and wrote poems or letters to their future selves to reflect on their time at Primary School, all of which has been buried in the forest area of the Academy. The capsule will be recovered in 2047 and the children were excited to be a part of this historic process of communicating with the future.

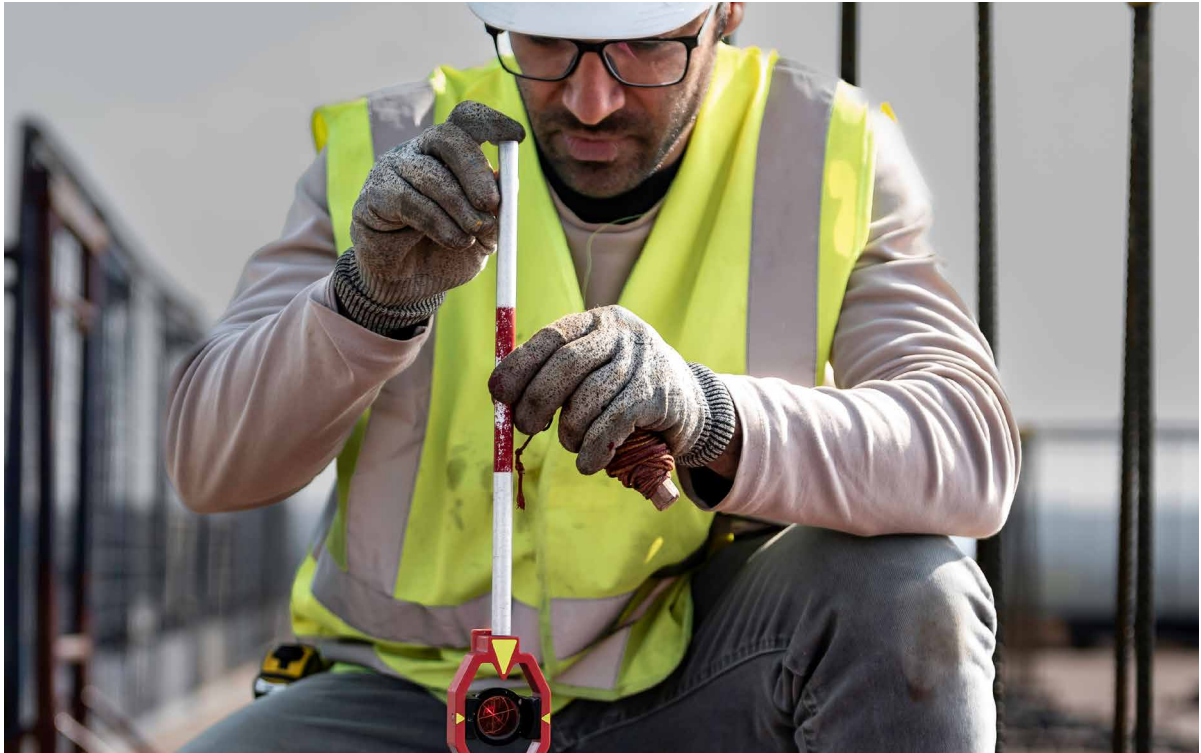




Local to our site is 121 Collective, an Architectural Design & Make Studio made up of Kingston University alumni who approached us regarding a source of clay for use in their variety of workshops and courses. We were of course happy to support, and upon passing contamination checks, two large-sized machine buckets of clay were donated. This first donation was used to build a clay pizza oven at The Farm of Futures (a community farm and making space at the Tolworth Main Allotments) and for 2nd year Architecture students, to understand the process of clay from how it's sourced, to how it is transformed into a building material.

The second collection was then 20 small bucket loads which were processed by the students to be used as part of a community tilemaking workshop at Tolworth Market, organised by The Community Brain, whom 121 actively work alongside to deliver community led projects within Tolworth.





Protecting People

Lovell is committed to protecting our staff and visitors. This year we have sought to bring further attention to not only physical well-being, but also the importance of mental health. This was even recognised in our CCS inspection as we scored additional 'Best Practice' points for our commitment to Mental Health and partnership with Combat2Coffee.

Throughout the year, our Mental Health First Aiders (MHFA) have taken an active role in safeguarding the mental health of our employees and their families. The regional quarterly Mental Health Newsletters have been displayed throughout the site. The newsletters give advice on potential stresses such as the rising cost of living and announce upcoming events aimed at promoting positive communications surrounding mental health such as our regular virtual quiz, drop-in sessions and fundraisers.

The MHFA Team has always worked hard to ensure regular Time to Talk events are held across all of our sites. During these events members of the MHFA team come to site to provide a listening ear and share details about services available to anyone who needs it. A private room is also available to allow anyone to speak to a member of the team in a comfortable environment.

As part of our mental health awareness events, we also had Combat2Coffee join us on-site to promote their positive approach to tackling mental health challenges. They arrived on site with their coffee van, serving complimentary hot refreshments, cakes and a listening ear. The workforce was encouraged to communicate over coffee, reinforcing the Lovell ethos of support.

Developing People

Here at Lovell, we understand the importance of supporting the development of all members of the Lovell family. We provide training, work experience, and partner with local schools and colleges to educate students about the industry and provide them with the knowledge of the multitude of career paths available within construction.

As part of this commitment, we ran a hands-on work experience programme in conjunction with the Construction Youth Trust. The week-long workshop provided young people with an insight into the housebuilding industry; the varied roles we offer, career paths, and the skills required. Seven engineering students from a local college spent time with us and we set them

the task of designing a two-bedroom apartment. They were given a mix of physical and virtual work experience to learn more about the work required to help them complete their task. The students also visited Signal Park, met with experts across various departments of the business and attended online workshops with Lovell staff. One student commented how, "The best part of the placement was the people and the support we received. We got to understand the job role better."

Our career insight days also proved to be a huge success among students who were able to take part. In 2022, we had 4 students shadow our Signal Park Design Manager Barbara Akinkunmi for a day, allowing them to gain practical insight into the industry.

Working with Our Supply Chain

We work to ensure that we are constantly engaging, supporting and working with the local supply chain around our developments.

At Signal Park we hosted an on-site 'Meet the Buyer' event where we welcomed local businesses and stakeholders to meet our procurement team. This event was advertised in the local newspaper for several weeks prior to encourage local businesses to tender for the scheme.

We also ran several Neighbourhood Coordination Group events with local residents, Councillors and Guinness. The virtual events included a presentation and Q&A Session to encourage resident involvement, engagement and feedback with the project's development.



Protecting People



Lovell is committed to protecting the health, safety and well-being of all our staff, supply chain and visitors. We work continuously to manage business and industry objectives to ensure we are providing excellent support and service for all of our stakeholders.

Charity Football Tournament

We also took part in a 7-a-side football tournament for Bridge the Gap Football, a Mental Health Charity which creates football communities across the UK for young men aged between 18 and 30. Together they build friendships, develop leaders, and

transform lives, all in aid of keeping people off the streets and reducing knife crime. The event was a great success and enjoyed by all involved with team Lovell cruising through the quarter and semi-finals to win 3-0 in the final game.

Mental Health

The importance of mental health continues to be a pressing issue within the construction industry and we are committed to ensuring all of our stakeholders are aware of the support available. We have continued to expand the network of our Mental Health First Aiders (MHFA), and our quarterly forum, which is co-chaired by our Head of HR and Head of Health & Safety, allows for a space in which our MHFA can discuss best practice, share trends and concerns and continue to adapt to external factors which may be contributing to individuals mental health.

Employee Assistance Programme

In 2022 we launched our new Employee Assistance Programme (EAP) which has been made available to our whole supply chain to utilise if needed. The poster displaying more information can also be found on all of our sites and was included in our supply chain newsletters to ensure all our stakeholders were aware of the support available.





Lighthouse Construction Charity

This year we launched the 'Help inside the hard hat' initiative on all of our sites. The campaign which has been launched by the Construction charity 'Lighthouse Club', is designed to raise awareness of poor mental health within the industry. With stress, anxiety and depression accounting for a fifth of all work-related illnesses the campaign aims to provide resources such as a 24/7 helpline, free app and mental health training. All sites display this information to ensure that our stakeholders know that there is support available.



Bank Holiday

Monday 19th September was named as a bank holiday to mark the funeral of Her Majesty Queen Elizabeth II. As a mark of respect, all Lovell sites and offices were closed and as part of our commitment to supporting our workforce through the cost of living crisis, we elected to pay our temporary workers for the day despite closing all sites.



Pollution Pathway Protection

In the year prior we identified two key trends that required improvements in 2022, namely Pollution Pathway Protection from accidental ingress of mud and silt, and spill control when refuelling plant and equipment. As a result, we set ourselves improvement targets alongside a programme of measures that would assist our workforce in meeting those targets.

A focus was placed on identifying the vulnerable pollution pathways at the prestart stage to allow us to install protection at the appropriate points. This was then followed up with toolbox talks and demonstrations to promote awareness and best practices surrounding spill control and the measures necessary when refuelling, all of this contributed to overall improvements in comparison to the year prior.

Training Exercise

Our site management teams have been involved in a training exercise over the course of the year. That was focused on the theme of public safety and material storage.

In partnership with Pinsent Masons we held mock courtroom trials with highly experienced regulatory barristers. The purpose of which was to inform and educate on the potential issues that can arise on site and to reinforce best practice and mitigation.

At the trial, the audience (our site management), plays the jury and after listening to witness evidence and arguments presented by the prosecution and defence, counsel had to decide whether to convict or acquit the defendant, a site manager.

The events closed with a Q&A session to discuss the main themes of personal liability and how to continue risk management on site.

Developing People

At Lovell, we work to provide development opportunities for all our employees. We offer a variety of training and support to aid in career progression and utilise our different workstreams to allow our employees to grow organically within the industry.

Otis Simpson

Otis joined us in 2017 as an Apprentice Carpenter whilst studying at College. In 2022, Otis made the step into a Trainee Site Manager role where he now spends his days overseeing site operations, offering expertise and advice, and enforcing health and safety at one of our flagship developments. Otis said: "I have always thrived off learning new things and developing my knowledge, so I really enjoyed my apprenticeship with Lovell. My favourite thing about my new role is building and growing the local community, which I am very fond of as someone who has always lived in Cardiff."



Casper Gillard

Casper is currently an Apprentice Logistical Operative on our Woolwich site. However, Casper had his first contact with Lovell through our virtual work experiences sessions we ran with local colleges during COVID. Since then he has been able to start his level 2 in Site Carpentry, partake in further work experience with Morgan Sindall Group, and most recently began his apprenticeship. Casper states "I chose construction because of the thought of knowing I had a part to play in something that will have a lasting legacy in the community and I believe that if you are persistent and determined and if you want something enough you can get it." Casper plans to progress through the ranks at Lovell and eventually become a Project Manager and we can't wait to support him on this path.





Laura Taylor

Laura has been with Lovell for 5 years, working within the Sales and Marketing department as a Marketing Manager. She has always worked within similar roles however Laura always enjoyed the community engagement aspect of her work. When the role of Community Engagement Manager opened up, Laura felt this would be the perfect opportunity to explore her passion for Community Engagement and ESG. Laura states "I've loved CSR from my university time and had even done my dissertation on the importance of CSR within business. Lovell supported me wholeheartedly with my move. Whilst it was a struggle for me to leave the Sales and Marketing department, as I'd built good relationships and massively loved my time there, I felt that it gave me an opportunity to widen my experience in the construction industry and make a difference to the communities in which we operate."

Kim Watts

Following a week's work experience in the summer, now Trainee Finisher, Kim Watts has taken an unorthodox path into construction.

Kim Watts, 22, who had no previous experience in construction, was working in marketing but wanted to have a practical role. She got in touch with Women into Construction (WIC), an independent not-for-profit organisation promoting gender equality in construction. WIC worked with their training partners Clarion whom we were partnered with, to access training to help Kim gain her CSCS and Traffic Marshall ticket. They also provided Kim with support, a mentor, and arranged the work experience placement with Lovell.

Kim spent a week with Lovell in August 2022 and impressed the team with her attitude, knowledge and willingness to get involved in any role she was tasked with. Kim Watts said: "I had a wonderful week with Lovell developing my skill set and was willing to get stuck in and get my hands dirty and I am very grateful to WIC for helping me get there. At school, they never pushed construction as a sector for women but there is a huge spectrum of roles in construction and there is a role there somewhere for anyone. The site is like a second home and Lovell welcomed me with open arms."



Veteran's Scheme

Together with housing provider Stonewater, we teamed up with veterans' charity Alabaré and Wiltshire Council to provide ex-military personnel with a host of transferable skills to get them started with a career in construction.

The programme has been set up to support veterans as they enter new stages in their lives. One of the veterans from our first group, based on our Drummond Park site, has said "This course is a lifesaver for people like me, it's going to put me on the road to recovery and, at the end, provide me with a job and a wage. I'm looking forward to being part of a group again, being back at work and gaining as many skills as I can. My outlook has massively changed now I have this opportunity. I'm really excited to take on a diverse range of roles to see what I enjoy most, and to build my own home."

The scheme not only aims to offer training and work to increase their chances of long-term employment, but it also offers them the opportunity to secure one of the homes they have helped to build over the course of the year-long work placement. We are so happy to be able to support veterans and the local community.

Build Force

Similarly, we have also worked with Build Force to support military personnel on their transition from service to a rewarding career in construction.

As part of the resettlement scheme, we have provided work placements for ex-service personnel throughout 2022 and we have planned further placements for this year so that we may continue to provide experience in construction to people who have a multitude of experience and skills, but not necessarily the hands-on experience in the industry to gain employment.





Team Training

We work hard to ensure that all members of our team have the ability to develop the skills specific to their roles.

We have continued to provide face-to-face learning and support through our network of training coordinators, the Lovell Academy and Morgan Sindall Group's corporate and compliance eLearning platform.

A new group of 20 managers started the Lovell Site Manager Development Programme in the latter half of 2022. This intensive programme provides additional

support to ensure Assistant Site Managers have all the skills and knowledge necessary to be the effective Site Managers that Lovell will require as the business expands. Amongst other topics, the programme teaches the managers about sales, procurement and sustainability.

Our office-based colleagues also have access to our learning management system with a plethora of learning material and undertake mandatory eLearning on topics such as anti-bribery and corruption, competition law, modern slavery and data protection, all of which are also toolbox talks for our site-based colleagues.

The Lovell Way

In 2022 we commenced roll-out of The Lovell way, which is our new initiative to help retain, enhance and develop our culture as we continue to expand amid our future growth plans. We recognise that our business should be a place in which every member of the Lovell family wants to be part of, feels part of and knows how to be part of. Fundamentally the Lovell Way is about empowering great people and is built around three simple and heartfelt principles: we're easy to talk to, we show we care, and we do the right thing.



**We're easy
to talk to**



**We show
we care**



**We do the
right thing**

the **LOVELL** *way*



National Apprenticeship Week

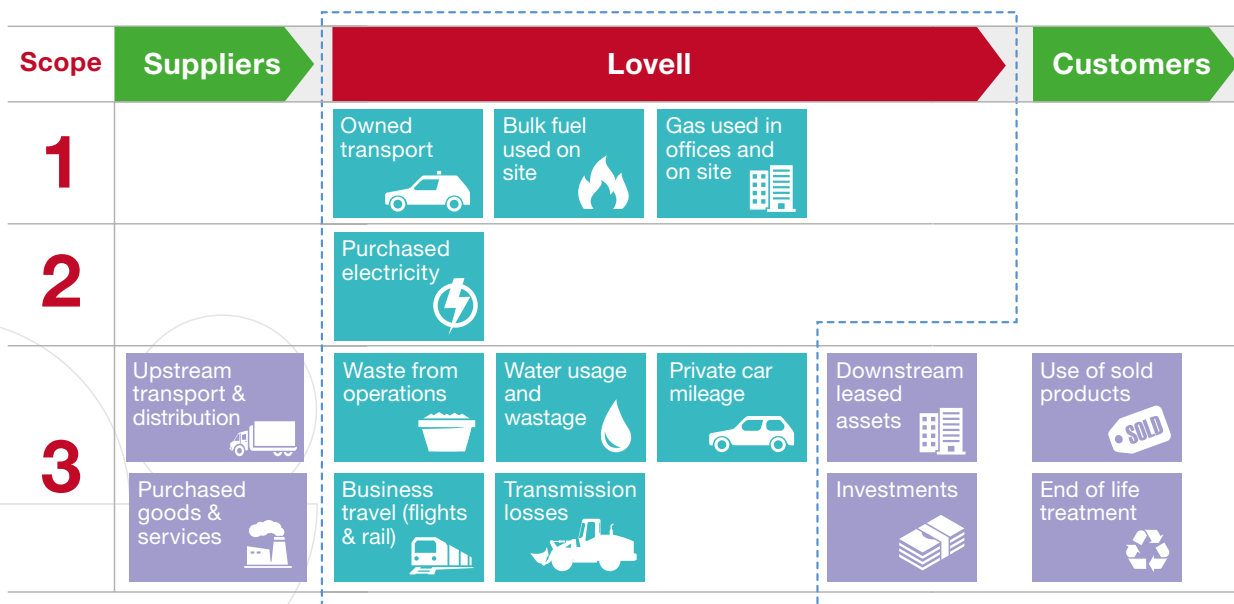
As part of our Educational Partnership with Acle Academy, we held a Construction Careers day with year 9, 10 and 11 students during National Apprenticeship Week. Students had a go at bricklaying and carpentry – including constructing a house out of wood. Both tasks were run by members of our team who were once apprentices or currently completing their apprenticeship. The carpentry task was overseen by our Assistant Contracts Manager, Kyle Farr and Luke Yallop an Apprentice Carpenter for half the group and the bricklaying task (to build a brick corner) being overseen by Tommy Salmon, Contracts Manager, Matthew Smith, Site Manager and an Apprentice Bricklayer Harley Russell. The students had a great day and it was great for so many of our team who started as apprentices to help inspire the next generation.



Improving the Environment

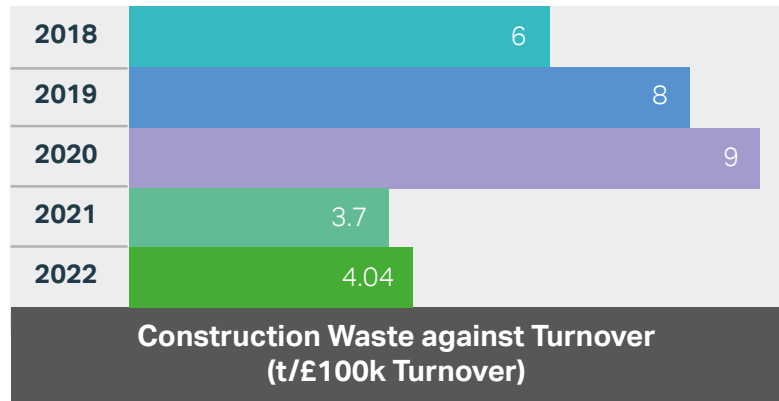
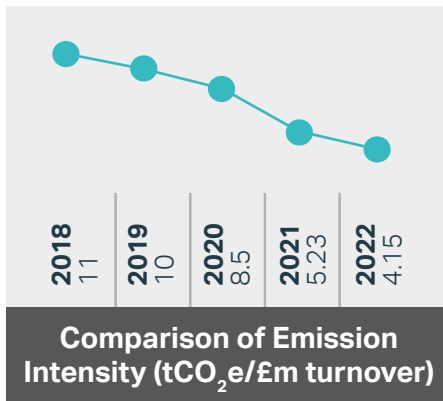
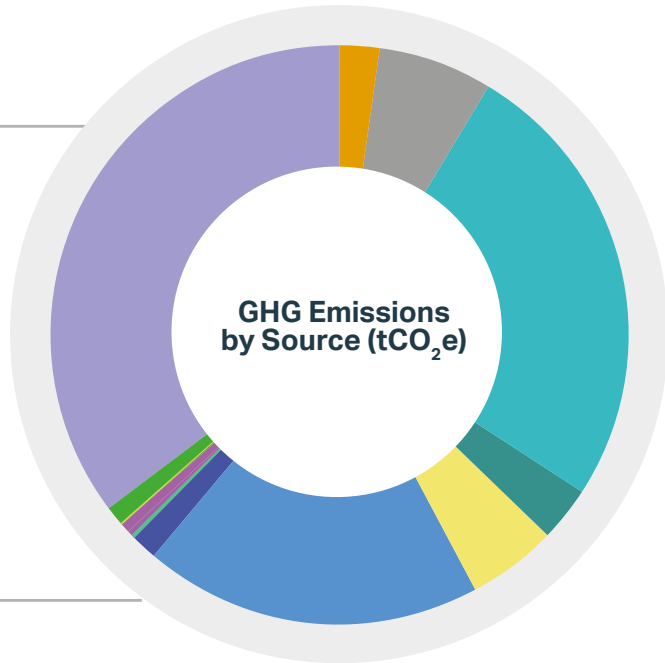


The scope of our reporting



■ Measured and known emissions
 ■ Unknown emissions
 Footprint reporting boundary

- **Company car mileage** 62 (2021 - 60)
- **Commercial fleet** 184 (186)
- **Bulk fuel - Diesel** 714 (1,162)
- **Bulk fuel - HVO** 78 (113)
- **Natural gas** 143 (0)
- **Electricity** 528 (505)
- **Transmission losses** 48 (45)
- **Air travel** 5 (2)
- **Rail** 16 (9)
- **Waste** 2 (1)
- **Water** 28 (21)
- **Private car mileage** 980 (782)



Absolute Emissions (tCO ₂ e)	2019	2020	2021	2022
tonnes CO ₂ e				
Scope 1	2,637	1,701	1,520	1,181
Scope 2	903	738	505	528
Scope 3	1,604	1,065	861	1,079
Total Gross Emissions	5,144	3,505	2,886	2,789

Throughout 2022 we have remained consistent to our commitment to building a more sustainable future. As a responsible business, we ensure that we are consistently working to improve our environmental performance and in 2022 we have implemented numerous projects, trials and schemes that aim to successfully contribute to our 2025 and 2030 Science based targets (SBT) alongside our 2030 net-zero target.



Blenheim Estate

As part of Morgan Sindall Group we are creating nine new woodlands in partnership with Blenheim estate, planting more than a quarter of a million trees to transform the land as part of an ambitious series of sustainability initiatives. Each aspect of the forests has been carefully considered to ensure that each stakeholder can explore, enjoy, and utilise the woodlands for years to come. The forest boasts 28 carefully selected varieties of trees which are all fitted with biodegradable tree guards.

The woodlands will of course also act as a carbon sink, sequestering 22,000 tCO₂e over the next 25 years, as well as improving the biodiversity, quality of soil, air and water within Oxfordshire.

In March we got stuck in by helping to plant a handful of the 270,000 trees that will span across the 9 woodlands, selecting from several species including French Alders and the saplings of 1,000 year old Oak trees that can already be found on the estate. The Lovell team were also given the opportunity to explore the grounds of the 138 hectare Woodlands and were given a guided tour of the site whilst learning more about the positive impacts of the project. The team managed to plant a number of trees before heading off to Blenheim Palace for a visit to the house and gardens.

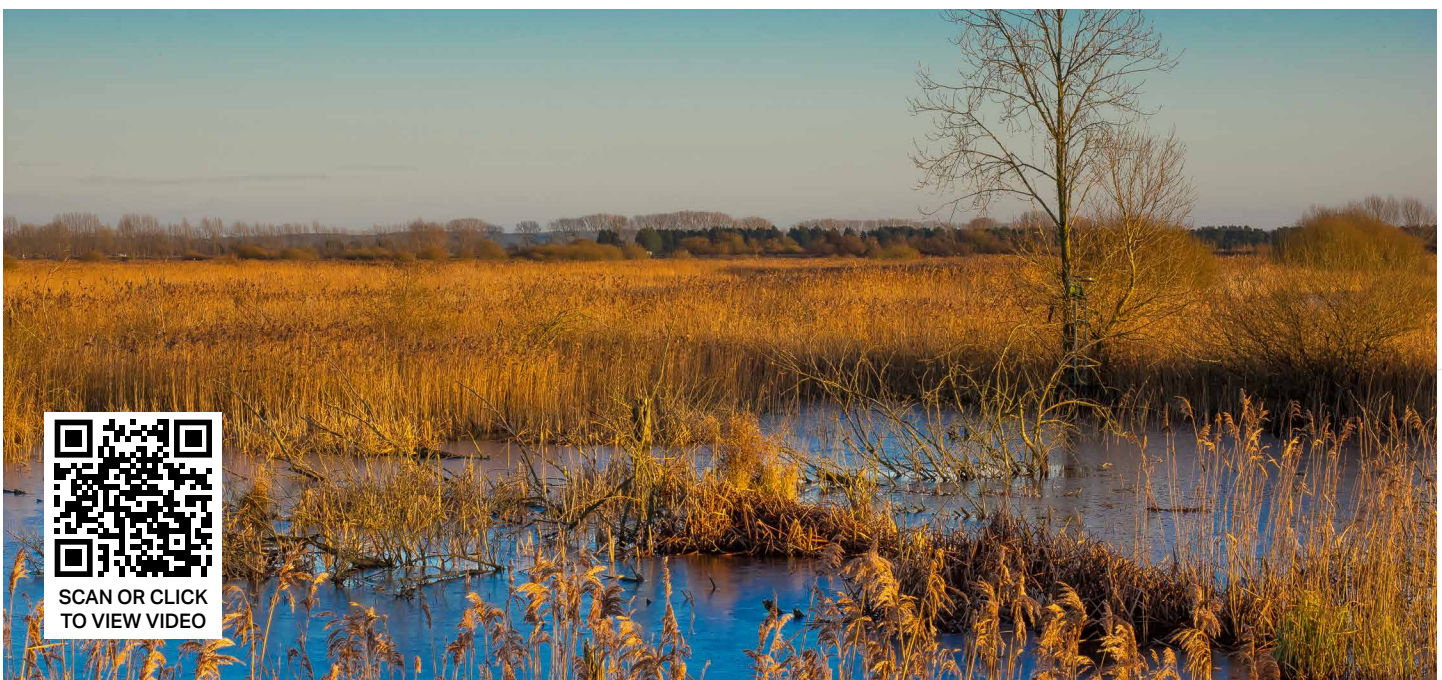


Morgan Sindall RSPB

Lovell and Morgan Sindall Group have announced a new partnership with the Royal Society for the Protection of Birds (RSPB) to help them restore existing farmland into a haven for wildlife. Our investment with the RSPB will enable them to buy ploughed fields, the equivalent of 81 football pitches, and convert those fields into a peat-rich, biodiverse wetland. This land is next to their existing site at Lakenheath Fen on the Norfolk/Suffolk border which means they can extend the habitat they've already created for a range of birds, as well as protecting the peat in the soil and helping to sequester carbon.

The Great North Bog

Through Morgan Sindall Group we have also partnered with the North Pennines AONB (Area of Outstanding Natural Beauty) to develop and restore over 300 hectares of peatland areas. Peatlands are classified as rare global habitats and are held akin to tropical rainforests for being rich in wildlife, a biodiversity hotspot and for playing a huge role in climate change. A healthy peatland can sequester vast amounts of carbons, with damaged peatlands releasing these amounts. This project aims to re-wet The Great North Bog through an intense restoration process to support against the effects of climate change.





HVO (Hydrotreated Vegetable Oil)

One of the main contributors to our significant reduction in carbon emissions has been the continued utilisation of HVO on all of our sites across the country. Compared to traditional diesel, HVO reduces emissions by up to 90% and acts as a direct alternative. Despite facing challenges in supply, the uptake of HVO resulted in a saving of -1,015 tCO₂e in 2022. We have continued to increase our utilisation of HVO and expect to see significant carbon savings as a result, with 80% of bulk fuel being HVO.

Off-Grid Solutions

As we continue exploring sustainable solutions to off-grid power, we have introduced hybrid-battery generators onsite. The units utilise excess energy from the generator that the site doesn't need to charge a sophisticated battery system to deliver silent power, which has demonstrated the ability to produce substantial carbon savings, all whilst contributing to a quieter working environment with improved air quality. This technology has proven to be able to reduce fuel consumption by up to 70% and we look forward to continuing the rollout of this technology in 2023.



Project CÜRV

In the Midlands, we are utilising a new technology that could potentially be the future of how we heat our homes. Project CÜRV utilises infrared technology to heat objects within a space as opposed to heating the surrounding area as traditional heaters and radiators do. With increasingly stringent emission targets and energy requirements, exploring new technologies that support the move to a sustainable future is a key step in Lovell's and the industry's development.



Renewables

Utilising renewable technology is a vital component of a successful transition to a more sustainable future. Utilising renewables, even on a smaller scale, is a significant contributing factor to us reducing the emissions of our daily operations. In 2022 many of our sites have installed solar-powered barriers, CCTV and lights. For items that require constant power throughout the day, utilising the ability to power these via a renewable source is helping to reduce our costs and emissions.

We also trialed an electric van for our customer care team, with the changing vehicular infrastructure of the UK, electric vans provide a significant carbon reduction when compared to a traditional van.

The Pallet Loop

Morgan Sindall Group has recently partnered with The Pallet Loop to help contribute significantly to carbon emissions and materials reduction. As pallets contribute up to 10% of the construction industry's waste stream, Pallet Loop has recognised how a circular economy can help to cut the consumption of timber for pallet production by manufacturing stronger pallets for use in a deposit-based collection service. This has allowed Pallet Loop to successfully reduce waste of one of the most common items within the industry.

The use of the collection service has been utilised throughout the year by our regions which is helping to generate significant savings for the business whilst fulfilling our need to reduce waste.

Our teams have sent over 6,000 pallets to be restored, repurposed and reused this year and it's great to see some of our sites establishing designated areas for pallet collection.

Community Wood Recycling (CWR)

Over the years we have worked closely with Community Wood Recycling to help to reduce the amount of timber we throw away and promote a circular economy. By collecting wood waste, CWR can maintain stock at their network of reclaimed timber stores, produce and sell a range and wooden products and help to fight unemployment by giving workplace opportunities to disadvantaged people. We continue to work with CWR on many of our sites and we have been successful in receiving four 10 tonne certificates, meaning that over 40 tonnes of timber have been successfully diverted for reuse and recycling, whilst creating jobs and providing training for those struggling to find employment.

Enhancing Communities



Here at Lovell, we aim to empower the communities in which we work. Throughout the course of the year, we have provided local communities with schemes, projects and donations that allow us to leave a legacy beyond a housing development.

24 Hour Charity Event

Together with West Norfolk Council, we held a 24 hour charity challenge in memory of Alan Gillings, Clerk of Works at the council, who passed away earlier in the year at Tapping House aged 72.

The track challenge event started at 1pm on a Friday and finished at 1pm the following day, with team members from Lovell and the Borough Council of King's Lynn and West Norfolk taking it in turns to walk or run for 30 minutes. In total, we were able to run a grand total of 630km between over 70 runners with the proceeds from the day going to two charities.

One of the charities was the Fire Fighters Charity which provide life-enhancing services to the fire and rescue community and the Norfolk Hospice Tapping House, an independent charity committed to providing outstanding care and support for people affected by life shortening illnesses.

We had also teamed up with the Borough Council of King's Lynn and West Norfolk to hold a charity football match earlier in the year at The Nest to raise funds for the same charities in Alan's name.

London Marathon Record Breaker

A huge congratulations to Diven Halai of our London team. Diven, who has interstitial lung disease (ILD), became the first man ever to complete the London Marathon wearing an oxygen tank! Diven said "It was rough, I struggled between 19- 22 miles but I persevered through to complete the challenge. Along the way, I also had to make several exchanges of oxygen flasks to keep me going through the 26.2 miles." He completed the course in 8 hours and 20 minutes and has managed to raise a whopping total of £20,034.50 to support vital, life-saving research at Asthma & Lung UK. We were out on the day cheering Diven along and Lovell is immensely proud of the courage Diven has shown in the face of adversity.



National Gardening Week
with Lark Hill Community Primary School

National Gardening Week

To celebrate National Gardening Week, we've been supporting 120 pupils across Lancashire and the Greater Manchester area with our "Love to Grow" campaign by providing vegetable starter kits. Pupils from Lark Hill Community Primary School in Pendleton, which neighbours our Spinners Quarter development and St Anne's Catholic Primary School in Leyland, near our Shawbrook Manor scheme have been able to sow, care for, and harvest onions, carrots, and potatoes as well as learn about sustainability and the environmental impact of 'food miles'.



Supporting the Armed Forces

The Major Projects Legacy work that stems from 2019-2022 still continues to this day, with John Leary becoming an ambassador for the Armed Forces Equine Charity in 2022. This has led to Lovell engaging in events and supporting fundraising opportunities such as the recent Horsepower Dinner in London, where Lovell colleagues and key supply chain members attended to raise funds for the charity which provides recovery and rehabilitation, equine assisted learning and sport and recreation services to assist with mental and physical health and wellbeing, with these services being offered to predominantly veterans and those still serving within the armed forces.

The charity's central office is based out of Tedworth Park, which sits between Ludgershall and Bulford, where Lovell has provided a Heritage Trail (over 40 information plaques) that runs the perimeter of Tedworth Park, telling the history of the immediate area, the regiments stationed there, their histories and a variety of war stories, both old and recent. Many of the veterans that utilise the park have commented on their enjoyment of the trail, the information and the sense of place it offers by way of how it relates to the history of the Armed Forces in the area. The park is also open to the local community, offering them the opportunity to learn more about the rich military heritage in the area.

Building Heroes

For months Lovell has been supporting Building Heroes and London Irish Women's Rugby in fundraising to support Women and Veterans in Construction and Women in Sport. We have helped support a fundraising gala dinner and a charity bike ride, which will now take place in 2023 as extreme weather meant we had to postpone. At the fundraising event, Linda Small spoke very animatedly about how she is a soon-to-be retired Naval Officer who has undertaken courses with Building Heroes and has benefitted from the support offered by the charity as she begins her transition from service to civilian life and how she is now using her new construction skills to support other women less fortunate. We are looking forward to continuing our commitment to the British Armed Forces, both serving and veteran.



Working with our Supply Chain



At Lovell, we recognise the importance of aligning the supply chain with the sustainable efforts of the company. The responsibility of reducing the environmental impact of the industry falls to all parties and we work with subcontractors and suppliers who can demonstrate the environmental and socioeconomic awareness required to achieve this.

Sustainability Audit

As part of our efforts to support our supply chain on their individual sustainability journeys, we began to distribute a sustainability audit to a number of our suppliers. The purpose of the audit is to learn more about the positive impacts being made across the supply chain and to understand potential areas for improvement. The responsibility to limit the impacts we have as an industry lies with all of us, and we prioritise

working with our supply chain to produce cohesive changes that support not only our goals but wider national and global targets.

We have also sent out a survey to our entire supply chain to further understand embodied carbon and gauge insight into the level of detail members of our supply chain can provide regarding data.

Supplier Visits

Following our sustainability audits, we have also begun to visit a number of our suppliers. These visits have allowed us to learn more about the various manufacturing processes throughout the supply chain whilst understanding how these processes are being developed for maximum efficiency to reduce carbon output.

The visits also allow for open discussions about collaboration and how we can all work to meet the needs of the present without compromising the needs of the future.



Employee Assistance Programme for our supply chain

A 24 hour helpline from Health Assured to support with life's issues or problems.

Free 24 Hour Confidential Helpline:

Stress & anxiety	Counselling	Family issues
Bereavement	Financial wellbeing	Childcare support
Relationship advice	Legal information	Medical information
Tenancy & housing concerns	Alcohol & drug issues	Consumer issues

Download 'My Healthy Advantage' now

Employer code:

To find out more visit:

healthassuredeap.com

Username:
Password:

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Meet The Buyer

We have been hosting Meet The Buyer events all across the UK, namely in the Midlands, Scotland and the North East.

The events provide the opportunity to talk about our current and upcoming projects and share more about the great work being carried out in the regions. They also allow for a chance to get together with our contractors, suppliers, and major industry players to discuss the fantastic procurement opportunities available to everyone in attendance. It has been a pleasure to be able to host such fantastic groups of businesses and receive such positive feedback.

Employee Assistance Programme

The Poster can be found on all of our sites to ensure that those working on site know where they can receive support should they need. More detail can be found on page 15.



Sustainability Data for Symphony Furniture



Roofspace Solutions/ Nuspan Flooring

A collaboration between Roofspace solutions and Nuspan Flooring for Lovell saw the use of modern methods of construction to enable our builds to be completed up to 45% faster. This included the installation of 24 I-House units from Roofspace, which speed up construction to the watertight stage by 35-40% and building from the slab up to the roof trusses within five days on a three-bedroom house.

These systems were combined with 105 of Nuspans precast insulated floors, a system that offered a reduction in labour of up to 83% as well as the benefit of no onsite waste.

Symphony

Symphony is one of our suppliers of fitted kitchen and bedroom furniture and they understand the importance of operating responsibly and sustainably, which is demonstrated through their Gold memberships of The Yorkshire Wildlife Trust and Supply Chain Sustainability School.

As we continue to explore how our supply chain is responding to the climate emergency, Symphony has identified a way to support our journey to net zero. They have achieved this by providing the relevant sustainability credentials linked to their products, as well as Lovell-specific data on energy usage, transport, timber, recycled content and plastic. Through this Symphony has been able to produce a carbon emission value, representing the impacts of our purchased goods over the last year. The report states that the 24,693 cabinets we purchased from Symphony in 2021, required 1,678m³ of timber, 39 tCO₂e electricity and 11 tCO₂e of gas to produce and the fuel equivalent of 117 tCO₂e to transport. This level of transparency and detail from the supply chain allows us to pinpoint areas of focus as we collectively strive towards reducing our impacts.



Supply Chain Sustainability School (SCSS)

The Supply Chain Sustainability School supports members to understand more about environmental, social and economic responsibility with a key focus on how organisations can cut their emissions to reduce climate change impacts. The School aims to strengthen members' and Partners' understanding of carbon and climate change by offering a variety of FREE resources, e-learning modules and training sessions as well as the Sustainability Tool's free Carbon Calculator.

We are committed to embedding sustainable actions and behaviours throughout the entire business and continue to engage our teams on our collective journey to a more sustainable future and as part of our engagement with the SCSS, our procurement team



took part in a Sustainable Procurement workshop led by Shaun McCarthy OBE. The workshop provided exciting insight and framework into the steps we can take to introduce new methods of procuring goods and equipment more sustainably.

Membership and partnerships

Name	Type of initiative or organisation	Nature of participation
 Achilles Achilles (Formerly CEMARS)	Accredited Greenhouse Gas Certification Scheme	Accredited
 British Safety Council	Government-regulated awarding and training organisation	Member
 CDP (Formerly Carbon Disclosure Project)	Global disclosure system to manage their environmental impacts	Member
 Construction Industry Training Board	Industry training board for the UK construction industry	Participant
 Considerate Constructors Scheme	A not-for-profit, independent organisation which raises standards in the construction industry.	Member
 Construction Health and Safety Group (CSHG)	Provider of health and safety training and support to construction and associated industries	Member
 GLAA Gangmasters and Labour Abuse Authority	Part of the GLAA construction protocol – preventing exploitation and protecting workers	Member
 Grown in Britain	A movement designed to help create a sustainable wood culture	Member
 HBF (Home Builders Federation)	Representative body for UK house builders	Member
 National House Building Council (N.H.B.C.)	Non-profit organisation that sets standards for UK house-building for new and newly converted homes	Registered
 RoSPA (Royal Society for the Prevention of Accidents)	A British charity that aim to save lives and prevent life-changing injuries resulting from accidents	Certification
 SGS	ISO 9001:2015 – Quality ISO 14001:2015 – Environment ISO 45001:2018 - Health and Safety	Certification
 Supply Chain Sustainability School (SCSS)	Supply chain educational facility	Partner
 UK Green Building Council	Charity and membership organisation which campaigns for a sustainable built environment	Member
 Women into Construction	Independent not-for-profit organisation that promotes gender equality in construction	Member

Lovell contact

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Boundaries and assurance

Boundary

The scope of this report covers the direct operational impact of our offices, new build, planned maintenance and refurbishment projects.

Assurance

We do not currently externally assure our sustainability report, although our greenhouse gas emissions are verified through Achilles CEMARS.

More information

To find out more about Lovell and Morgan Sindall Group's Responsible Business approach visit:

Lovell website:

<https://corporate.lovell.co.uk/responsible-business>

Morgan Sindall Group website:

<https://www.morgansindall.com/responsible-business>





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