

LOVELL

Building Tomorrow,
starting today 



Responsible Business Report 2025



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Vision

Building
a better
tomorrow for
people, places
and our planet
by taking
action today.



Introduction

Lovell passionately believes in 'a place for everyone'. This means both the communities we wish to create and the employer we want to be. A place where everyone is welcome, can feel at home - and find their home. It also guides our priorities and work as a Responsible Business and, as we look ahead, it shapes our 'Building Tomorrow' strategy for the future.

The world we live in is changing, and the construction industry has a responsibility to change with it, to provide a brighter future for the next generation and beyond. We don't have all of the answers to the challenges ahead - but we can ask the right questions and, as a partnership business, work with the best partners to help build a better tomorrow, starting today.

Whilst looking at the journey ahead, we must also understand the steps we've taken already. A colleague recently shared with me the West African myth of the Sankofa bird. This is an odd-looking creature - depicted with its head turned backward fetching an egg from its back. It cannot fly forward until it has done so - symbolising learning from the past to build a better future.

That resonated with me as we look to implementing our refreshed Impact Strategy over this coming year - it's not just planning the future but looking back to what we have achieved already on this journey; learning not only from what worked well, but how we could work differently to achieve an even greater impact.



This year's report takes a high-level look back on the last five years or so as well as showcasing some of our most recent performance data, case studies and testimonials, in line with our parent company Morgan Sindall Group plc's five Total Commitments. Mapped against the UN's Sustainable Development Goals to end poverty, protect the planet and ensure prosperity for all, these Total Commitments have shaped, and will continue to shape, our clear roadmap for our future.

As guiding principles, they underpin everything we do, from approaching health and wellbeing, building stronger local economies, shaping diverse, integrated communities, delivering positive social impact, and creating a cleaner, greener environment.

Creating that 'place for everyone' and a sustainable future can only be achieved if we all unite behind these shared ambitions and goals and collectively focus on achieving them.

Steve Coleby
Managing Director, Lovell

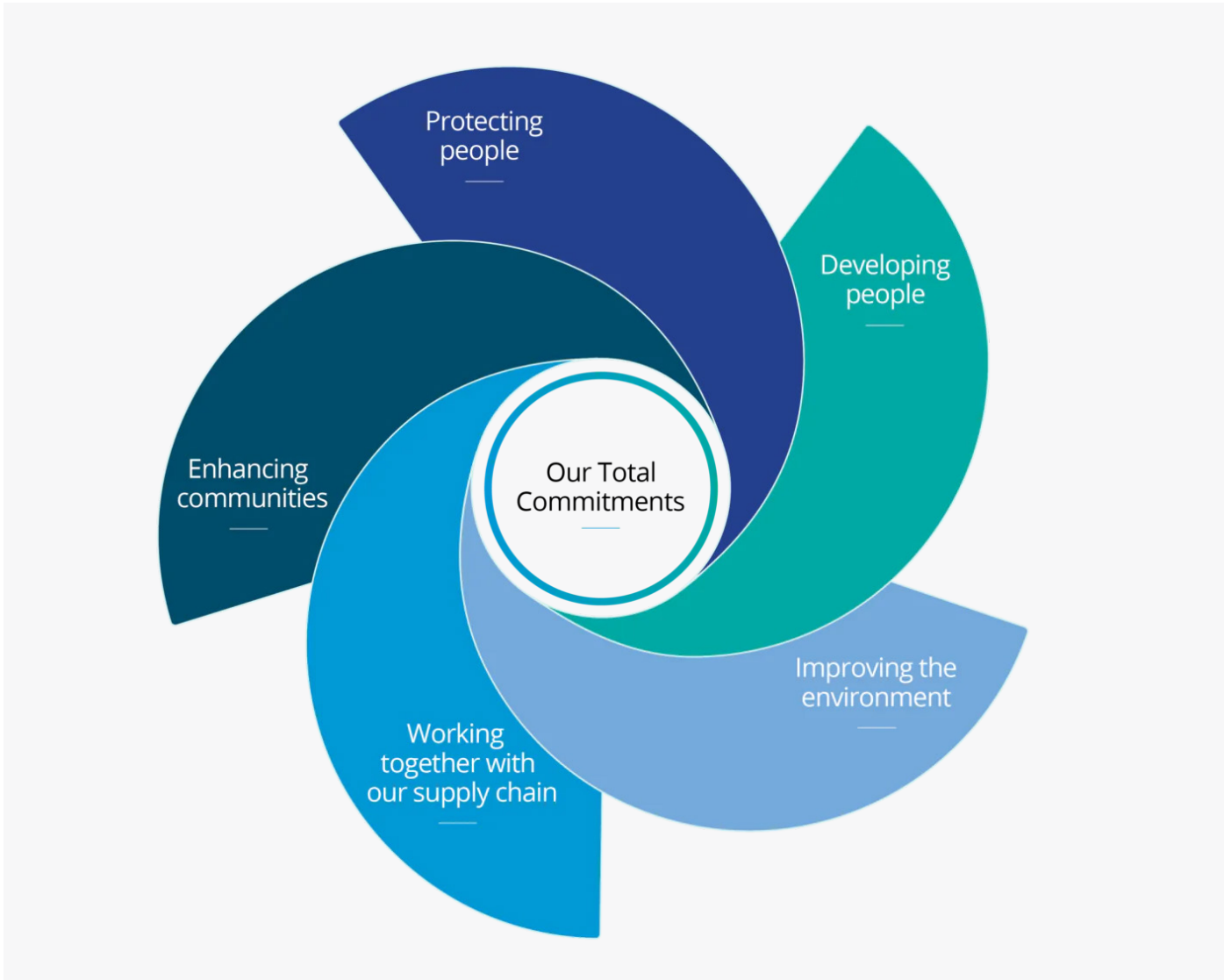
Morgan Sindall Group Total Commitments

As a wholly owned subsidiary of Morgan Sindall Group plc, Lovell operates within a wider organisational framework that places responsible business at the centre of strategy, delivery and long-term value creation.

The Group continues to prioritise the delivery of improved environmental, social and governance (ESG) outcomes, recognising that strong ESG performance is pivotal to securing work, building trust with customers and reinforcing its reputation across the built environment sector.

Guided by the Group’s five Total Commitments, Lovell contributes to and benefits from a shared approach to sustainable growth that aligns commercial success with positive outcomes for people, places and the planet.

The Group’s five Total Commitments drive ESG action across all divisions, including Lovell, by targeting the most material priorities for the business.



These commitments are not standalone, they are integrated into divisional strategies, embedded in project delivery and central to the Group’s reporting framework.

This ensures that responsible business remains at the heart of how Lovell operates and the commercial strategy, enabling the business to scale its impact in ways that align with both growth ambitions and customer needs.

In 2025, to ensure consistency and prioritisation of key ESG issues, the Group undertook a double materiality assessment with stakeholders. This assessment examined both the Group’s impact on people and the environment, and the sustainability factors that are financially material to the organisation.

The outcomes confirmed that while the existing Total Commitments remain relevant, several priorities have broadened and require renewed focus. As a result, while the Group will retain its current environmental metrics, including its near and long-term science-based targets, it will review other Total Commitment metrics and targets in 2026 to ensure continued progress and alignment with evolving stakeholder expectations.

Alongside its decarbonisation ambitions, the Group remains committed to delivering projects that leave a positive social, economic and community legacy.

With social value forming an increasingly significant component of competitive bids and tenders, the Group

has adopted robust, third-party-verified methodologies to demonstrate impact. In 2025, all divisions, including Lovell, were onboarded onto the Social Value Portal, which validated approximately £1.9 billion of social value delivered across the Group that year.

Operating within this strong Group-wide framework enables Lovell Partnerships to align its own growth, sustainability performance and community impact with the wider ambitions of the Morgan Sindall Group, ensuring consistency, credibility and long-term value creation across all areas of its work.



Morgan Sindall’s leadership in ESG performance is sector-leading and provides a strong foundation for Lovell:

In early 2025, the Morgan Sindall Group retained its **‘AAA’ MSCI rating** for the **fifth consecutive year** and achieved an **‘A-’ score from CDP Climate**.

It was also recognised as a **2025 European Climate Leader** by the Financial Times and named a **‘Low Carbon Leader’** by Sustainalytics for its climate transition strategy.

In 2024, the Group published its Climate Transition Plan, setting out the pathway to achieving a **90% reduction in Scope 1, 2 and 3 emissions by 2045**.

How are we doing? Overview of the last 5 years' performance

What we have done well

At Lovell, people are at the heart of long-term success. Over the past five years, continued investment in attracting, developing and retaining talent has created opportunities for employees at every stage of their career.

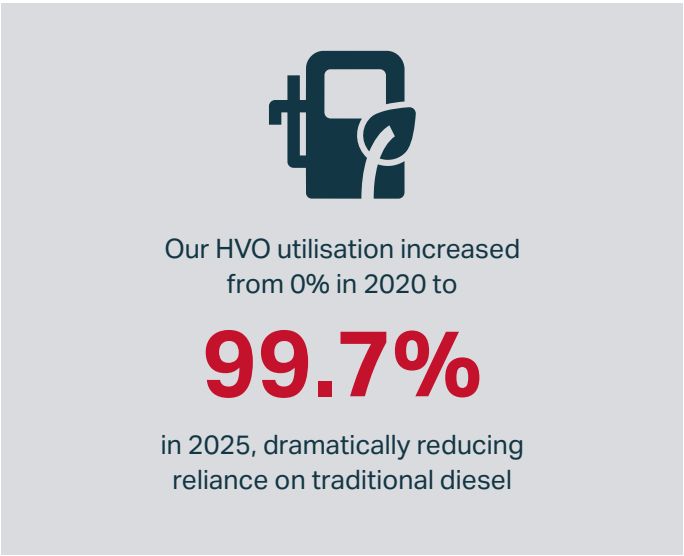
From apprentices and graduates entering the industry for the first time, to experienced colleagues progressing into leadership positions, the focus remains on providing clear pathways for development and career growth.



Over the last five years:



Alongside investment in people, significant progress has been made in sustainability and the transition towards lower carbon operations, as well as our health and safety performance:



Together, these achievements demonstrate how Lovell continues to invest in people, support future talent, create opportunities for career progression, improve environmental performance and maintain high standards of health and safety across the business.

Where we can improve

At Lovell, we recognise that continuous improvement is essential to delivering better outcomes for our people, communities, customers and the environment. While we are proud of the progress made over the last five years, we know there are further opportunities to strengthen our performance, improve the quality of our reporting and create even greater value across the business.

By focusing on these areas, Lovell aims to build on the strong foundations established over recent years and drive further improvements across people, social value and environmental performance. We look forward to reporting on progress and sharing the achievements and lessons learned as these initiatives develop.

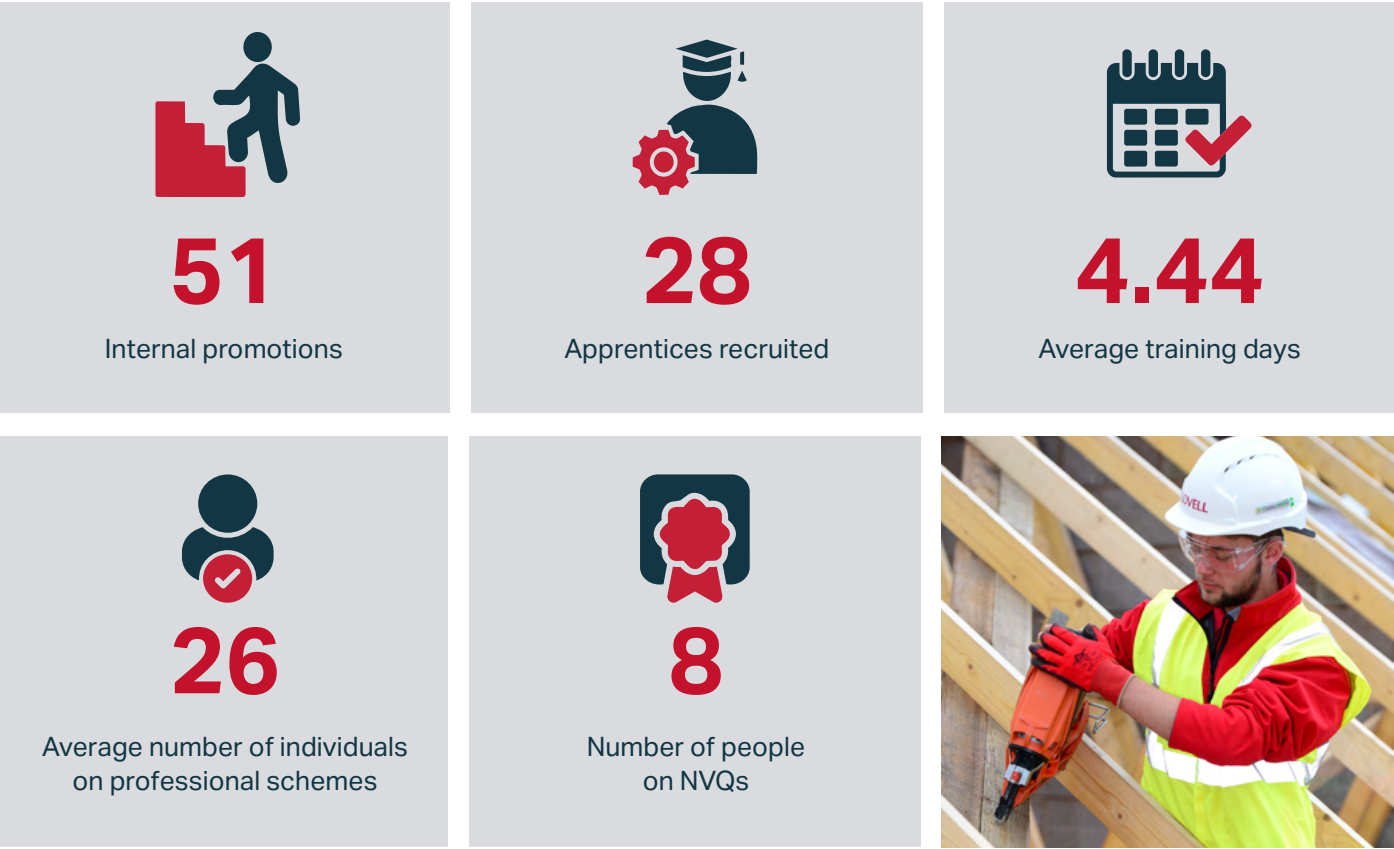
As we continue our journey, we look forward to tracking and reporting progress against several key focus areas:

- Continued development of career pathways for apprentices and graduates, with clearer progression routes, enhanced development opportunities and greater support to help individuals build long and successful careers within Lovell.
- A new internal HR system is being introduced to enhance many of the processes already in place while providing improved data management and reporting capabilities.
- Improving the consistency, quality and coverage of social value through the continued implementation of the Social Value Portal.
- Continuing to work closely with Lovell's supply chain to better understand and reduce emissions associated with purchased materials and sourcing locations.



Developing people

2025 Developing people achievements:



We know that our sector has in the past often failed to attract the brightest talent and there remains more people exiting leaving the industry than joining - and the rate of attrition for those starting apprenticeships to holding a career in the sector is unacceptably high.

We need to show the full range of career opportunities the housing sector can provide - yes, we will always have a shortage of bricklayers, joiners and electricians - but what about design management, digital and data skills or the many other specialists we need?

But it is not just about attracting the brightest talent into the business - it is about retention and progression too.

Our 'place for everyone' ethos shapes the employer we want to be - one that welcomes, nurtures and grows the rich talent we have and our 'Lovell Way' programme ensures that everyone that joins Lovell - at every level - understands who we are and how we work.

We continue to invest in developing those at the beginning of their careers but equally in ensuring our people have the skills they need for an industry that is changing at pace.

Some of our greatest successes in the last year have been working with those too often marginalised from the opportunities - young people leaving the care system, those who are neurodivergent or working with ex-offenders to change their future.

We also need to understand where transferable skills would add real value through our work with those leaving the Armed Forces, seeing all of their true potential and helping them onto the pathways into the housing industry and supporting them in their journeys ahead.



"When I first joined Lovell, I never imagined I would one day be standing alongside directors, helping to introduce new colleagues to our values and culture."

- IVY JANKOWSKA
TRAINING ADVISOR FOR LONDON,
SOUTHERN AND SOUTH WEST



Promoting from within

As we look back over the last five years, it is hugely rewarding to see how those joining us as apprentices and graduates have quickly flourished to become valuable team members.

Case Study

Ellie Standen

Ellie joined us in 2023 as a 19-year-old trainee sales executive, making a career change from hairdressing. Inspired by family members who worked in the industry, Ellie quickly found her footing, training across partnership and joint venture sites in East Anglia and building experience selling a wide range of new homes.

Following her promotion to Sales Executive, Ellie took on her first development at Driftwoods, Hunstanton, the region's first Later Living scheme. Her professional and approachable style has earned consistently positive feedback from customers, helping them feel confident and supported throughout the buying process.

"Ellie has kept me well informed and reassured at every step. I'm looking forward to the start of a new future."

Beyond her sales role, Ellie actively champions construction careers. She contributes to the Lovell Future Talent Forum and supports social value initiatives.



Key highlights:

- ✓ Promoted from trainee to Sales Executive within two years
- ✓ Sales responsibility across partnership, Joint Ventures and Later Living schemes
- ✓ Contributed to community outreach at Norfolk & Suffolk Future Careers Expo which welcomed over 5,000+ young people

Ellie's journey highlights how investing in young talent creates value far beyond the workplace, strengthening communities and shaping the future of the industry.



Eniola Olaribigbe

The Lovell Graduate Programme develops future leaders by combining structured learning, real responsibility and broad exposure across the business and has enabled positive progression pathways. Eniola's journey with us so far shows its value for her and for our London team.

Eniola joined the Programme in 2017 after completing a degree in Architecture, seeking a broader role in shaping how homes and communities are delivered. Attracted by the programme's structured rotations, she gained hands on experience across site, preconstruction and development roles, building a strong understanding of the full development lifecycle.

Her early placement as a Graduate Site Manager put her at the heart of live construction, developing leadership, communication and problem solving skills. Eniola later progressed into Pre Construction, strengthening her commercial and strategic capability through involvement in feasibility, design development and client engagement. Alongside this, she completed formal training including RICS accreditation, supported by mentoring from senior leaders.

Key highlights:

- ✓ Progressed from Graduate to Development Manager working on complex urban development
- ✓ Experience across site, preconstruction and development disciplines
- ✓ Empowered through formal accreditation (RICS) and mentoring
- ✓ Led a major London scheme through to completion
- ✓ Strengthened cross team collaboration and project delivery capability

Eniola's success demonstrates the long-term value of investing in early careers to build strong leaders and deliver high quality, community focused developments.

Now a Development Manager within the London team, Eniola draws on her cross functional experience to lead projects with confidence. A key milestone was overseeing the Dark Lane scheme through to completion, demonstrating her ability to balance technical, commercial and community priorities. She has since moved onto a major and complex estate regeneration programme in London.

"During my two years on the scheme, I worked across almost all Lovell projects at the time. This gave me invaluable exposure to different disciplines within the business and allowed me to meet and work with a wide range of professionals across the construction and housing industry"

"What I enjoy most about being a Development Manager is the variety and the opportunity to shape projects from inception. No two days are the same — one day might involve viability reviews, the next stakeholder engagement, and the next working through planning strategy."



Kynleigh Parker

Kynleigh appeared in the 2021 Responsible Business Report, during which time she began her journey as a Trainee Assistant Site Manager. Since then, she has continued to flourish in her role, gaining a wealth of experience across a variety of projects including Rackheath, Stradbroke, Harleston, and most recently, Isleham.

"Over the past four years, I have grown in both confidence and capability, continually expanding my knowledge of the construction process. The support and mentorship I have received from my manager ensures I learn and develop every day"

Kynleigh's journey hasn't been without its challenges, over the past few years she has been sharing her story after facing significant personal health issues, including a broken back and multiple surgeries. Her resilience and positive mindset have driven her forward.

In the past year alone, she has completed her HNC, and has finished her apprenticeship in June 2025, and was recognised within the industry by receiving three prestigious awards, two of them on a national level. Kynleigh continues to be a powerful advocate for women in construction.



Ivy Jankowska

Ivy was featured in our 2021 Responsible Business Report, where she shared her journey from HR, Training and Operations Administrator to a newly promoted role, all while navigating the transition into motherhood.

Since then, Ivy has continued to thrive professionally and personally. She successfully completed her Lovell Staff Development Programme (LSDP) Level 2, which she describes as an "enriching experience that significantly enhanced her leadership and management skills."

Following her completion of the programme, Ivy was promoted to Training Advisor for Lovell London, Southern and South West. Ivy has welcomed her second child and continues to balance her professional aspirations with family life.

"One of my proudest achievements has been taking on the presentation of the national Lovell Way Induction. When I first joined Lovell, I never imagined I would one day be standing alongside directors, helping to introduce new colleagues to our values and culture. I'm also currently studying for my CIPD in People Development, which is another example of the support Lovell provides to help its people reach their potential."



Regional round-up

As well as the work Lovell delivers at a national level, our teams at a regional level across the country are making a difference to the lives of people in their communities. Here are just some examples of this regional impact.

Inspiring SEND students to rewarding careers in construction

Lovell is creating inclusive, confidence-building routes into construction by working alongside SEND (Special Educational Needs and Disabilities) schools and specialist partners to remove barriers, unlock their potential and create opportunities for their future.



97 SEND students engaged across three regions



Improved confidence, teamwork and communication skills



Accessible routes into employability and sustainability learning



Strengthened long term partnerships with SEND specialists

London & South East

Throughout the year, Lovell partnered with SEND providers across Westminster, Hertfordshire and South East London, supporting 97 students to explore skills, sustainability and future career pathways through tailored, hands-on learning.

In Westminster, we worked with St Marylebone Bridge School to deliver SEND-specific workshops for students with Speech, Language and Communication Needs. Sessions were carefully adapted to ensure accessibility, combining clear career insights with practical challenges such as teamwork based construction activities that encouraged creativity, confidence and communication.

This included challenging students to build a chair using only balloons and tape, this hands-on activity encouraged teamwork, creativity, and problem-solving, key skills required in any construction role.

In Hertfordshire, our partnership with ELSA enabled delivery of workshops and site based experiences at specialist education centres, supporting young people with additional behavioural or personal challenges.

Learning through practical tasks helped students build pride in achievement and confidence in new skills.

Sessions combined employability guidance with hands on activities including design tasks, which were carefully structured to promote teamwork, communication and personal achievement.

In South East London, our long term relationship with Shooters Hill College continued through SEND employability workshops and a Forest School sustainability day, linking curriculum learning with real world environmental action. designed to support their curriculum themes around sustainability.

Students explored environmental topics including biodiversity, environmental stewardship, alongside planting exercises and creative collaging. These activities helped students connect abstract concepts to real world examples, making sustainability more accessible and supporting an enriching learning experience.



"The hands-on activities provide young people with a fantastic learning experience, where engagement through doing leads to meaningful outcomes. The tasks naturally spark discussions and networking, making the day both educational and impactful for all involved."

- Jane Shipley, Founder and CEO, ELSA

Midlands: Interactive workshop with SEND students inspires a work placement



46 pupils engaged in inclusive career workshops



Positive SEND and AP employer encounters



Work placement secured as a direct outcome



Ongoing partnership through our long term regeneration programmes

Lovell supported Talk Money Week 2025 by sponsoring and volunteering at Birmingham City Council’s Youth Zone, part of the Brum Financial Futures initiative, a landmark initiative in partnership with Money & Pensions Service and ANDCP (AND Capital Projects).

The event brought together 46 pupils, including students from SEMH (Social, Emotional and Mental Health) and Alternative Provision schools, to explore careers, financial futures and their role in shaping Birmingham’s growth.

The interactive workshop encouraged students to identify their strengths, engage directly with employers and imagine their future careers within the built environment. Through employer student “speed dating” sessions, pupils spoke with industry professionals, gained confidence and saw real examples of career progression.

One student, Jack from Reach School, was inspired by Lovell colleague Greg Parton, whose journey from apprentice to Operations Director demonstrated the

possibilities available within construction. Following this meaningful interaction, Jack’s interest in bricklaying was strengthened, leading to him securing a Lovell work placement in 2026.

Lovell will continue its relationship with Lindsworth School, linked to the Druid’s Heath regeneration, reinforcing our commitment to diversity and inclusivity, skills development and community impact.

“They (the pupils) had a great day and were very enthusiastic about their experience.

It was lovely to see them so engaged in the activities and interacting with your staff in such a positive way.”

- Andrew Jacques,
Careers Leader, Lindsworth School



Release on Temporary Licence (ROTL) programme



London: 3 ROTL candidates supported on live sites



Progression into permanent employment and supervisory roles



Funded qualifications supporting long term careers



Changed perceptions and stronger, more inclusive site cultures

By offering real work opportunities through the ROTL programme, Lovell is helping people rebuild their lives while strengthening communities and addressing skills shortages in construction.

People leaving the criminal justice system often face significant barriers to employment, despite strong motivation to work. Through our partnership with the New Futures Network and involvement in the Unlocking Construction campaign, Lovell is taking a proactive approach to removing those barriers.

The Release on Temporary Licence (ROTL) programme enables serving prisoners to work on live Lovell sites while completing their sentence, gaining skills, confidence and a clear route into employment on release. This is not a short term intervention, but a structured pathway built on trust, support and real responsibility.

“The ROTL programme has changed my perspective on prison leavers. I would be lying if I said I wasn’t a little apprehensive when this was first put forward.

But it has proved that as they are getting towards the end of their sentence there are people who have made a mistake and want to make a go of it when they are released.

If this process aids that transition, then that can only be positive.”

- Tony Clissold, Project Manager

Currently, three ROTL candidates are working across our London projects. One candidate progressed from a labouring role to a full time logistics position, continuing to build experience across sites and now working towards an NVQ qualification.

Another advanced into a supervisory role, supported by Lovell-funded SMSTS training, and is preparing for continued employment following parole.

The programme has also shifted attitudes within our teams, with site managers reporting positive integration, strong work ethic and clear progression.

By continuing to expand our involvement in ROTL and strengthening our partnerships across the criminal justice system, Lovell remains committed to opening doors for those who need them most, helping individuals rebuild their lives, supporting safer communities, and creating a more inclusive workforce for the future.

“When I started with Lovell, I was nervous in that as the staff knew my background, that I would be treated differently. This has proved not to be the case. I have always been treated with respect and feel part of the team.”

- ROTL Candidate

“I would definitely recommend the programme to others. It gives people the opportunity to rehabilitate, turn their life around.”

- ROTL Candidate

Protecting people

For Lovell, health and safety is an absolute ‘non-negotiable’- for our staff, supply chain and the communities we work within. Our consistently sector leading performance is testimony to this, but there is always more we can do.

Health, safety and wellbeing remain the cornerstone of our approach to responsible project delivery. Throughout 2025, we continued to strengthen our systems, behaviours and working environments to support safe operations across all regions.

Our focus has been on maintaining consistent standards, encouraging open communication, and ensuring that colleagues, partners and visitors feel supported and protected on every site.

However, mental and physical health and wellbeing are equally important. Our ‘Developing People’ commitment shows how we continue to attract young people into our industry - but it is an industry that can be mentally as well as physically challenging and we must make sure we are the best, most supportive, company we can be; not only for our staff but everyone that works with us.

It is a sobering fact that suicide in the construction industry is over three times higher than the national average. 99% of all those in the industry who die by suicide are male, and men in construction are around five times more likely to take their own lives than the average UK male.

2025 Protecting people achievements:

0.04

RIDDOR (AFR)

6

RIDDOR (Incidents)

It is estimated by industry groups estimate that approximately 2 construction workers take their own lives every single day and over the last five years, around 3,500 men have died this way.

That stark statistic spurred Lovell’s regional teams into action to improve psychological safety on every site for all our staff, and those of our supply chain partners too, with a particular focus on men’s mental health through a series of programmes, initiatives and activities.

We know that there is so much more to be done by everyone in the industry before we can even start to turn the dial on these statistics, but we will continue to do everything we can to do so.



Recognition of our people and partnerships

We were pleased to see individual and team achievements acknowledged externally.

2 ROSPA Gold Awards

East Midlands, South Wales & West

6 ROSPA Order of Distinction

East Anglia, Eastern, London, Midlands, North West & North Wales, Scotland

President's Award

North West & North Wales

Considerate Constructor's Scheme

Achieved at bronze or above across 13 Lovell sites

Our Lovell annual *National Health and Safety Awards* shows our continued commitment to raising standards and recognising excellence in everything we do. The event brought together teams from across the country to celebrate outstanding achievements in creating safer working environments and embedding a culture of care and responsibility.

We are proud to congratulate our 2025 award winners:

South Thamesmead Phase 2, London region (Gold)

Winkleigh, South West region (Silver)

Flowserve, Newark, East Midlands region (Bronze)

These teams exemplify the dedication, innovation, and collaborative effort that drive our health and safety performance forward. Every project shows how commitment and consistency continues to make a meaningful difference.

Looking ahead, we will continue to review and refine our processes, invest in training, and support initiatives that strengthen wellbeing and safe working practices. Our aim is to maintain a consistent, responsible approach to health and safety across all projects and regions.



Psychological safety on our London sites: our partnership with Ryan Parke, The Men's Coach

The construction industry brings unique pressures, and at Lovell we're committed to ensuring no one faces them alone. Through our partnership with Ryan Parke - The Men's Coach, we are delivering evidence based mental health support that reflects the realities faced by men working on site.

Ryan's Science of Male Mental Health workshops combine neuroscience, lived experience and practical tools to help teams better understand stress, burnout and emotional overload. Delivered in clear, accessible language, the sessions challenge stigma, encourage early intervention and equip people with strategies to support their own wellbeing and that of their colleagues.

Over the past two years, Ryan has delivered workshops across seven London sites, supporting 157 people from Lovell and our supply chain. The sessions have become a valued part of our wider wellbeing and psychological safety strategy.

Feedback from operatives consistently highlights the impact:

- "Eye-opening"
- "Inspiring - something valuable for everyone to take away and make real change in their lives."
- "Completely flipped my understanding of men's mental health on its head."

As we continue rolling out his workshops across future projects, we are building a culture that encourages openness, supports resilience and ensures no one feels they have to face difficulties alone.

- Winner of 'Best Staff Development' Housebuilder Award 2025
- 157 employees and supply chain operatives supported
- Improved confidence in recognising early signs of stress
- Greater openness and peer support on site

"The construction industry has come on leaps and bounds in terms of physical health and safety on site. But there's so much more that needs to be done to improve psychological safety too. It's been a privilege to support a business that takes such proactive steps in supporting its workforce ... on every Lovell site I have visited, I have been told by the team that they feel genuinely supported."

- Ryan Parke, The Men's Coach



"The construction industry has come on leaps and bounds in terms of physical health and safety on site."

- RYAN PARKE - THE MEN'S COACH



Movember - colleagues unite for Men's health month



Increased awareness of mental and physical health



Strong colleague engagement across regions



Open conversations encouraged across teams



£6,300 raised for men's health causes

Colleagues are helping break down stigma around men's health by raising awareness, starting conversations and funding life saving research and support.

Movember exists to stop men dying too young by tackling some of the most critical issues facing men today — mental health and suicide, prostate cancer and testicular cancer.

As part of our ongoing commitment to wellbeing, colleagues across Lovell united to support Movember and Men's Health Month.

Taking part in activities such as Grow a Mo, Move 60k, and Mo Your Own Way, teams raised awareness and funds while encouraging open conversations about men's physical and mental health. In total, colleagues raised £6,273, supporting global research and prevention programmes.

The campaign matters: men live on average 4.5 years less than women, often due to preventable causes. Movember provides an opportunity to challenge stereotypes that prevent men from speaking up and seeking help.

"In my opinion, there is not enough awareness of, or discussion around the various topics affecting Men's Health. Too many men are lost as a result of hiding their struggles and difficulties surrounding their health, be it physical or mental, or in a lot of cases - a combination of both.

"If me looking a bit daft for a month, starts that conversation, raises awareness around these topics and also raises funds for the amazing causes that men are typically relying upon, then I'm all for it."

- Sean Round, Senior Pre Construction Manager

Grow that Mo!



Help our Movember fundraising efforts at the Mo Lovell page via the QR code

Menopause Awareness - championing women's health month



Expert menopause education delivered to colleagues and suppliers



Free clinical consultations providing personalised support



Increased awareness and empathy across the workforce



Reinforced commitment to a menopause positive culture

Lovell is not only focusing on male health, but creating an open and supportive environment for all of our employees. We have been creating a menopause positive workplace by breaking down stigma, building understanding and providing practical support for colleagues' health and wellbeing.

During October 2025, to mark Menopause Awareness Day and Women's Health Month, Lovell hosted two expert led webinars in partnership with LIVVE, an online menopause clinic. Open to colleagues, their families and supply chain partners, the sessions focused on breaking the silence around menopause and practical lifestyle and nutrition support during midlife.

As a signatory to the Menopause Workplace Pledge, Lovell is committed to fostering an open, informed and supportive culture. With 29% of our workforce female, menopause will affect many colleagues during their careers. In the UK, one in three women

experiences severe menopausal symptoms, which can significantly impact wellbeing and daily life — including at work.

The webinars helped colleagues better understand how hormonal changes affect physical and mental health, and how workplace support can make a meaningful difference. To provide further support, all female colleagues were also offered free, confidential online consultations with LIVVE clinicians.

By normalising conversations around menopause and investing in tailored support, Lovell is helping colleagues feel seen, supported and empowered, strengthening wellbeing, inclusion and long term retention across our teams.

"This support came at exactly the right time for me. The webinar and follow up consultation really helped me understand my symptoms and how to manage them. It genuinely shows that the organisation cares about our wellbeing.

"It makes a real difference when an employer is willing to shine a light on women's health and provide practical support and guidance. Having access to this kind of support helps colleagues feel seen, valued, and reassured that we're not on our own."

- Tracy Greenall, Office Manager

Let's keep the menopause conversation going

World Menopause Awareness Month

Women struggling with menopause sometimes suffer in silence. But not here. We're investing in women's health by partnering with Live to ensure colleagues have access to the many support options available.

LOVELL x LIVVE

LOVELL

Improving the environment

Morgan Sindall Group has been at the forefront of decarbonising construction activities and delivering solutions to accelerate the transition to a low-carbon economy.

Through Morgan Sindall’s science-based targets, Lovell is committed to achieving net zero across our own operations and value chain by 2045. We are also passionate about conducting our activities in ways that support nature, regenerate green spaces and create natural and social capital in the places we work in.

As a housebuilder, its not just what we build that will reduce carbon emissions, but how we build it and in 2025 we have continued to look deep into our construction processes but also think broadly about where we work, our corporate estate, our transportation and other activities to achieve further carbon reduction.

Delivering emissions reductions

We are committed to identifying ways to reduce emissions in our direct operations while also providing low-carbon customer solutions. In 2025, we retained our AAA MSCI ESG rating for the fifth consecutive year and achieved an A- for CDP Climate.

Our Transition Plan details our strategy for meeting our near-term science-based targets to reduce our Scope 1 and 2 emissions by 60% and our Scope 3 emissions by 42% by 2030, as well as our longer-term target of a 90% reduction in Scope 1, 2 and 3 emissions by 2045.



Scope of emissions - breakdown	2025*	2024*
Scope 1	837	718
HVO	39	42
Diesel	10	60
Gas	485	369
Company cars	39	32
Company van fleet	264	217
Scope 2	1,149	1,167
Electricity	1,149	1,167
Scope 3	411,899	448,814
Purchased goods and services	261,445	247,332
Fuel and energy related activities not included in scope 1 and scope 2	1,335	1,170
Upstream transportation and distribution	11,704	13,342
Waste generated in operations	443	1,370
Business travel	751	941
Employee commuting	698	1,240
Use of sold products	135,523	183,419
Total	413,885	450,699

* tCO₂e (Tonnes of Carbon Dioxide Equivalent)

Hitting our targets

In 2019, we established an ambition to reduce our combined Scope 1 and Scope 2 greenhouse gas emissions by 30% by 2025, using 2019 as our baseline year. We are pleased to report that we have not only met, but exceeded this target, achieving a 43.9% reduction in total emissions by 2025.

This means our total operational emissions from a 2019 baseline of 3,540 tCO₂e reduced to 1,986 tCO₂e in 2025, reflecting significant progress toward our decarbonisation goals. Since 2019, our overall carbon intensity has reduced from 6.9 tCO₂e per £1m turnover to 2.1 tCO₂e in 2025, reflecting a substantial shift in how efficiently we operate.

This is particularly impressive given that, in real terms over this period, Lovell grew as a business by 44%.



Expansion and strengthening of carbon emissions reporting

Over previous years, we have significantly enhanced the completeness and robustness of our greenhouse gas (GHG) emissions reporting to fully align with the Greenhouse Gas Protocol and evolving stakeholder expectations.

Historically, our disclosures covered Scope 1 and Scope 2 emissions in full, alongside selected categories of Scope 3 emissions where data was available. While this provided a meaningful view of our operational footprint, it did not capture the full climate impact of our value chain.

Since 2023 we have been reviewing and accessing all of relevant Scope 3 categories and significantly expanded our reporting boundary. This includes, but is not limited to:

- Purchased goods and services
- Upstream transportation and distribution
- Use of sold products
- Employee commuting

This work has enabled us to quantify emissions sources that were previously excluded or only partially estimated, providing a transparent view of our carbon footprint. For 2026, Lovell have set out a plan to include emissions from End of Life treatment, which will complete our entire value chain emission reporting.

To ensure the accuracy and credibility of our expanded reporting, we have implemented a methodology aligned with the latest GHG Protocol guidance and industry best practice.

All Scope 3 emissions for 2024 and 2025 have been externally audited and verified, confirming the robustness of our approach and the reliability of the reported figures.

Rebaselining of 2020 Scope 3 emissions

As part of this progression, we have rebaselined our 2020 Scope 3 emissions using the updated, verified methodology. This ensures that our historical data is directly comparable with current and future reporting years, and that progress against our long-term climate targets is measured on a consistent and credible basis.

The rebaselined 2020 figures now reflects a broader Scope 3 boundary and incorporate the same data quality standards applied to our most recent reporting years.

Scopes	2020	2024	2025
Scope 1	1,934	718	837
Scope 2	505	1,167	1,149
Scope 3	309,012	448,814	411,899
Total	311,451	450,699	413,885
Carbon Intensity (tCO ₂ e/£m turnover)	707	518	450

Emissions performance comparison: 2020 vs 2025

A comparison of our 2020 baseline and 2025 emissions provide a clear view of how our carbon footprint has evolved alongside the significant growth of our business operations. Over this period, the organisation expanded its operational scale, procurement activity, and supply chain engagement. The emissions data reflects this growth while also showing areas where emissions have been effectively managed or reduced.



Carbon intensity

Lovell has achieved a strong reduction in carbon intensity over the past five years, demonstrating meaningful progress in lowering emissions relative to business growth.

Carbon intensity decreased from 707 tCO₂e per £1m turnover in 2020 to 450 tCO₂e per £1m in 2025, representing a 36% improvement. This positive trajectory reinforces our commitment to decoupling emissions from growth and supports our wider ambition to transition to a lower-carbon operating model.

Category	Base (tCO ₂ e)	2025 (tCO ₂ e)	Comment
All	311,451	413,885	An overall increase of 33%, driven by business growth, higher production volumes, increased logistics demand, and expanded operations.
Scope 1 and 2	2,439	1,986	Our total emissions reduced 19% against our baseline, and intensity reduced from 6 tCO ₂ e/m to 2.15 tCO ₂ e/m.
Scope 1	1,934	837	57% reduction driven by fleet management, alternative fuels and operational efficiency.
Scope 2	738	1,149	Scope 2 emissions increased with business growth, but our solar installations generated over 600,000 kWh of renewable electricity in 2025, reducing grid reliance and supporting decarbonisation.
Scope 3	309,012	411,899	This change aligns with the growth of the organisation's supply chain, increased procurement volumes, and greater upstream transport and distribution activity. Scope 3 continues to represent more than 99% of our total emissions. Scope 3 carbon intensity reduced from 707 tCO ₂ e per £1m turnover in 2020 to 480 tCO ₂ e per £1m in 2025, a 36% reduction.

Reducing grid electricity consumption through on-site solar generation

Lovell has continued to expand the use of on-site renewable energy across both regional offices and construction sites, directly reducing the volume of electricity required from the national grid and supporting our commitment to lowering Scope 2 emissions.

- Regional offices - Across our regional office network, on-site solar PV systems generated 245,305 kWh of electricity during 2025. This renewable generation met 40% of total office electricity demand. This investment in decentralised solar capacity is now a core component of our energy strategy, providing both carbon savings and long term operational resilience
- Construction sites - Across 13 active sites, solar installations generated 377,873 kWh of renewable electricity. This has directly displaced a substantial proportion of grid electricity and temporary power demand, reducing emissions associated with site operations. As part of our ongoing strategy, we aim to increase the number of solar enabled sites year on year, expanding the use of solar powered cabins, hybrid systems, and other low carbon technologies across our construction footprint.



Transition from diesel to HVO to reduce operational emissions

Lovell continues to make significant progress in reducing emissions associated with fuel use across construction sites by transitioning from conventional diesel to Hydrotreated Vegetable Oil (HVO). This shift has delivered a substantial reduction in carbon emissions and demonstrates our commitment to adopting lower-carbon technologies across our operations.

In 2020, Lovell consumed over 500,000 litres of diesel, resulting in 1,415 tCO₂e from bulk fuel use. By 2025, following the implementation of HVO across all sites, emissions from bulk fuel fell to 49 tCO₂e a reduction of more than 96%. This was achieved by a 99.7% HVO utilisation rate.

While HVO has delivered immediate and measurable carbon savings, Lovell continues to investigate and trial alternative fuel sources to ensure we can take advantage of emerging low-carbon technologies where appropriate. This includes exploring hybrid power systems, battery-powered plant, and other renewable energy solutions that can further reduce our environmental impact.

Implementation of electric vehicles in the company fleet and employee EV scheme

As part of our commitment to reducing carbon emissions and promoting sustainable travel, we have taken significant steps to transition our fleet to electric vehicles and to encourage employees to adopt electric vehicles for business use. This two-pronged approach, company fleet electrification and an internal electric vehicle scheme, supports both corporate responsibility and employee engagement.

Promoting electric vehicle use

The miles we drive every day have a massive impact on our emissions and there has been a continued focus on moving from fossil fuels to electric vehicles. Alongside the transition of the company fleet to EV, we have introduced an internal electric vehicle scheme offering incentives including:

- Environmental bonus
- Onsite electric vehicle charging infrastructure
- Environment and sustainability training

The aim is to support employees in moving from fossil fuel vehicles to electric vehicles for both personal and business travel. Emissions from private car business travel have continued to decline as a result, reducing from 897 tCO₂e in 2024 to 703 tCO₂e in 2025. This reduction in both mileage and emissions indicates growing uptake of lower emission vehicles among employees and demonstrates the positive early impact of the scheme.

	2019	2020	2021	2022	2023	2024	2025
Business Mileage Company Cars (tCO ₂ e)	74	64	60	62	65	32	39
Business Mileage Private Cars (tCO ₂ e)	1,313	796	782	980	1,071	897	703

Waste management

Lovell is proud of its continued high performance across all of our sites in terms of waste diverted from landfill which stands at 99.9%

As part of our commitment to improving site sustainability, waste management specialists from our waste partners have conducted comprehensive site audits to identify key areas for improvement. These audits have provided valuable insights into everyday practices that can be adjusted to reduce waste generation and improve segregation at the source.

Following these findings, toolbox talks were delivered to site teams, focusing on small, practical behavioural adaptations such as correct material separation, better use of recycling facilities, and avoiding over-ordering of materials.

These sessions are designed to raise awareness, encourage accountability, and empower teams to make simple changes that collectively have a meaningful impact on waste reduction.

As we move forward, our continued focus on waste reduction and circular economy will continue to drive continuous improvement. As an example, if we look at surplus wood on site, there are practical measures we have implemented that benefit the planet, but also local communities.



Pallet LOOP

The Pallet LOOP is a reusable pallet system that keeps pallets in circulation rather than sending them to waste. By collecting, repairing, and returning pallets back into use, it creates a simple circular-economy loop that cuts down on single-use materials.

For Lovell, this means a cleaner, more efficient supply chain with fewer site-clearance issues and less waste to manage. It also supports our suppliers by giving them a consistent, reliable pallet solution that reduces costs, improves sustainability performance, and keeps materials moving smoothly across every stage of our projects.



'The Pallet LOOP have been proud to partner with Lovell for the last 4 years. Since rolling out the programme, Lovell sites have achieved over £390k in waste cost savings across 835 collections, while avoiding more than 75 tonnes of CO₂e. Performance has grown year on year, with 2025 delivering the strongest results to date. We look forward to growing our partnership further into 2026 and beyond.'

- Laura Smythe, Account Manager

Community Wood Recycling

Lovell has partnered with Community Wood Recycling to ensure that timber from our sites is put to better use rather than ending up in landfill. Through this partnership, 885.2 tonnes of wood have been collected from Lovell projects, wood that is then reused, repurposed, or recycled within local communities.

This approach not only reduces waste and carbon impact but also supports social enterprises that create training and employment opportunities for people who may face barriers to work. Lovell helps keep valuable materials in circulation, strengthens the circular economy, and delivers meaningful social value in the communities where we build.

'For over eight years, Community Wood Recycling has been proud to work in partnership with Lovell to rescue waste wood and sort it for reuse in local communities. The long-standing commitment

Lovell has not only helped us prevent valuable resources from being lost to the waste stream and build a circular economy, but has also supported the creation of jobs, training and work experience opportunities for people who face barriers to employment.

This support has been instrumental in developing projects such as The Woodhouse in Preston, run by charity Integrate, which enables people with learning disabilities and complex needs to build skills, confidence and independence. We're very grateful for Lovell's continued partnership and the positive social and environmental impact we've been able to achieve together.'

- Peter Long, Client Account Manager.

Lovell is proud of its continued high performance across all of our sites in terms of waste diverted from landfill which stands at 99.9%



Enhancing communities

Our commitment to creating a *‘place for everyone’* drives both what we build, but also the legacy we leave behind for the communities we work in.

In 2025, 83% of the homes we built were affordable and, in addition, we refurbished a further 2,500 existing affordable homes. Working with our partner Housing Associations and Local Authorities, we can create real impact not only during the development period, but long into the future.

We always aim to ensure that our major regeneration programmes deliver lasting value rather than simply replacing outdated housing stock. Engaging local people throughout the process helps ensure we reflect their needs and aspirations; increasing public trust and encouraging local ownership of the change in their neighbourhoods.

We know that successful places are defined by far more than the quality of their buildings. While new homes help address housing demand, the long-term success of a development depends on creating neighbourhoods where people can thrive socially, economically, and environmentally.

Well-planned regeneration projects can improve access to employment, education, healthcare, green spaces, and community facilities, helping to foster stronger social connections and a greater sense of belonging.

By placing communities at the heart of what we do, and working with our partner agencies and charities, we can create inclusive places that support residents’ wellbeing while reducing social inequality and encouraging long-term resilience.



2025 Social Value achievements:



£220m

in social value delivered using Social Value Portal and the TOMs System™



6182

weeks of apprenticeships to inspire and support talent



977

volunteering hours benefitting local communities



£182k

in community support benefitting local projects



3554

hours of educational support to inspire students at local schools and colleges



1615

hours of career support sessions to create diverse and inclusive talent

Fundraising and Sponsorship achievements:



£191k

donations raised by staff through fundraising activities



£146k

donations through sponsorship

Tackling homelessness in the north east with Oasis Community Housing

Since March 2023, Lovell's North East region has partnered with Oasis Community Housing, a charity supporting people who are homeless or at risk of homelessness across Gateshead, Sunderland and South Tyneside. The partnership was recognised in October 2025, when Lovell received a Highly Commended Award for Best Social Value Project at the Housing Executive Awards.

Throughout the partnership, Lovell has raised more than £54,000, contributed over 100 volunteering hours, and provided in-kind donations worth more than £8,000.

This support has helped Oasis strengthen and expand vital front-line services, enabling them to support nearly 1,300 people each year by addressing both immediate needs and the root causes of homelessness.

Through a combination of Lovell's housing expertise, colleague fundraising, volunteering, and practical skills, the partnership has delivered meaningful improvements to services, facilities, and outcomes for some of the region's most vulnerable people.

"The kitchen is at the heart of our project, witnessing countless shared meals, support sessions and memories. Lovell's expertise not only breathes new life into this essential space but also instils a sense of pride and dignity within our walls. We love the new design, and the upgraded kitchen will help to provide stability and hope for those we serve in years to come."

- Rosalynd McNally, Head of Supported Housing, Oasis Community Housing



Two practical projects demonstrate the impact of this partnership. Lovell funded and delivered the full refurbishment of the kitchen at Naomi's Project, which supports women with young children who are leaving care, escaping domestic abuse or facing homelessness. Completed in February 2025, the kitchen now serves as the heart of the project for up to 17 women each year, providing dignity, stability and a space for shared support.

Lovell volunteers also transformed an overgrown garden at the Joseph Project in Houghton le Spring, creating a safe, welcoming outdoor space for men with multiple complex needs to relax, rebuild confidence and engage with support services.

During the course of this partnership, the charity has supported more than 1,700 people, with Lovell's contribution helping deliver real, measurable outcomes that restore dignity, wellbeing and hope.

One client, Gaz, captured the impact simply: *"Without the sponsors and supporters, I would be sleeping in a garden or under a bridge."*

Looking ahead to 2026, Lovell will continue to strengthen the partnership through fundraising events, committee involvement and colleague engagement, reinforcing a shared commitment to tackling homelessness and supporting people to rebuild their lives.

Creating a lasting legacy through partnership working at South Thamesmead



Lovell is working in joint venture with major housing association Peabody for phases 2 and 3 of their regeneration of South Thamesmead delivering new homes, jobs and long term investment that puts opportunities for local people at the heart of change.

Phase 2 is presently under development and will deliver 749 new mixed tenure homes, improved public realm, commercial space and community amenities alongside deep, long term social investment.

From the outset, the partnership set out to transform both place and life chances. Alongside high quality homes and public spaces, Lovell and Peabody embedded a jointly developed Social Value Plan, supported at Board level, to ensure regeneration delivers measurable benefits for residents.

To date, the JV has generated £6.3 million in social value against a £3.8 million target, achieving 165% of its commitment ahead of schedule. A key driver has been a £150,000 Social Impact Fund, funded by Lovell and administered through Peabody's Community

Foundation, which has delivered an estimated £3.3 million social return on investment by supporting grassroots organisations, families and young people.

"My work experience was better than anticipated because it was the first time I've ever tried something like this. I learnt about communication skills and team bonding. I also learned a lot more information about construction that beats all the stereotypes and misinformation online. This experience has been one of the best things I have ever participated in"

- Work Experience Student from St Paul's School

Environmental action has also been central, including habitat restoration at Braeburn Park and community litter picks with local schools. Through these actions, we are delivering practical, visible improvements to the local environment while fostering long-term community commitment to sustainability - ensuring the legacy of this development is positive, lasting and environmentally responsible.



Urban Gamez, Grahame Park, Barnet



£9,000 investment as the Lead Sponsor



Hundreds of local residents engaged in sport and activity



Improved wellbeing through accessible, inclusive physical activities



Stronger links with community organisations and statutory services



Foundations laid for future social value partnerships in the area

At Lovell, we believe that the greatest social value impact and the strongest community relationships start well in advance of the construction work.

Lovell was selected by London Borough of Barnet for a major estate regeneration programme in Grahame Park. Whilst works will not be on site for some time, we had committed a community fund to support community initiatives and enterprises each year.

We were proud to act as Lead Sponsor of Urban Gamez, an annual festival of sport and community engagement held at Heybourne Park, adjacent to the Grahame Park Estate. Delivered in partnership with Barnet Homes and Barnet Council, the event has become a cornerstone of the local community calendar, celebrating physical activity, health and togetherness.

The event featured the popular 60 metre racetrack, alongside an inflatable climbing wall, rodeo bull, bouncy castle and smoothie bike. The London Fire Brigade and Metropolitan Police were also in attendance, while local organisations offered advice on employment, training, regeneration, substance misuse support and community safety.

Urban Gamez brought together hundreds of residents of all ages, creating a welcoming, energetic environment that encouraged participation, improved wellbeing and strengthened community cohesion. Supporting events like Urban Gamez reflects Lovell's commitment to encouraging healthier lifestyles and investing in the social fabric of the places where we work.

“We are incredibly grateful to Lovell for partnering with us as the lead sponsor for both the 2025 and 2026 events. Their continued support has helped Urban Gamez remain a key date in the diary for families across Grahame Park ... Their contribution has enabled us to enhance the event, reach more residents, and continue delivering lasting social value within the community.”

Charmaine Carr, Social Value Officer, The Barnet Group



Helping local charities build resilience and increase reach in Newport

Our South Wales & West team partnered with The Beresford Centre in Newport, a charity providing confidential, client-led counselling for families affected by unexpected pregnancy and baby loss. Building on support first provided in 2024, the team focused on strengthening the charity’s internal capacity to secure sustainable funding and grow its impact.

Through pro bono mentoring and expert volunteering, Lovell supported trustees with sustainability planning, strengthened funding applications and community consultation. This directly helped the charity secure £9,307 from the National Lottery, improving financial stability and confidence in future bids.

- ✓ Funding has enabled improved digital capability, compliance and governance
- ✓ Expert volunteering support has supported the charity to build a stronger brand,
- ✓ Enabled long term sustainability for specialist baby loss support

“Meriel Gough and Noorhan Griffiths have given invaluable help to us at the Beresford Pregnancy Counselling Centre over the last 3 years. To give you a flavour of their support they have given advice and help as we made a community consultation.

They have enabled us to make successful funding applications and helped with insurance cover and printed materials.

Also, Noorhan helped by producing an excellent video for publicity purposes. They have throughout this time been unwaveringly supportive of our charity and applauded our work with our clients in South East Wales.”

Margaret Travis, Founder and Manager of Beresford Pregnancy Counselling Centre

We provided a community pot donation for core funds, along with IT upgrades to ensure UK GDPR compliance, annual insurance cover, improved laptops and essential printed materials.

The partnership also delivered 45 hours of professional marketing support, including a new logo, brand guidelines, awareness materials and a promotional video to increase visibility and long term sustainability.

The Social Value team further supported the charity by representing them at a local wellbeing forum, helping them secure an additional £1,000 grant in early 2026.



Intergenerational partnership creates a community within a community in Scarborough

Lovell is committed to creating truly inter-generational places and, through our Later Living team, is building vibrant, connected neighbourhoods where generations come together to learn, support and belong.

At our Sandcastles development in Scarborough, Lovell Later Living has created a trusted partnership linking Overdale School, residents aged over 55, and the residents of Cayton View Care Home. Through dedicated coordination and accessible shared spaces, occasional activities have evolved into a structured programme delivered weekly and monthly throughout the year.

“The weekly reading sessions have changed our residents’ whole outlook. One resident told me, ‘It gives me something to look forward to every week.’ The joy and confidence it brings, to the children and the adults, is remarkable.”

Judy Longden, Sandcastles resident



These sessions foster genuine relationships. Children arrive full of energy and curiosity, while residents offer encouragement, reassurance and life experience. Over time, names are remembered, friendships form and visits become something everyone looks forward to.

This simple programme, uniting generations, has improved confidence, empathy and wellbeing for children whilst reducing isolation for older residents whilst helping create a stronger, more connected local community



- ✓ 24 Paired Reading sessions, supporting 10-12 children each week alongside older residents, contributing to a 20% increase in reading confidence (teacher reported)
- ✓ 2 Choir visits, involving more than 40 participants each time and improving resident mood by 35% (care home wellbeing surveys)
- ✓ 4 seasonal celebrations, bringing together over 50 community members



Enhancing supported housing in Nottingham

Lovell Renew North donated a brand new kitchen to YMCA Robin Hood's Shakespeare Street supported accommodation in Nottingham, transforming a vital communal space for young people aged 16-25 who are rebuilding their lives or transitioning out of homelessness. The project was identified through Match My Project, a platform connecting businesses with community organisations in need of practical support.

The new kitchen was completed ahead of the festive period, often the most emotionally challenging time of year for residents, providing a warm, welcoming place to cook, socialise and spend time together.

Beyond its immediate impact, the space plays a key role in supporting residents to develop essential life skills such as budgeting, meal planning, cooking and maintaining routines, all critical for sustaining independent living.

By improving both the physical environment and residents' wellbeing, the donation supports longer term outcomes including increased confidence, new friendships, stronger mental health and improved readiness for employment and independent tenancies.



"This kitchen has created a real sense of home. It's empowering our young people to learn, connect and build vital skills for their futures."

- YMCA Robin Hood Representative



Alabaré Community Self-Build for Veterans helps rebuild lives in Barne Barton, Plymouth

The Alabaré Community Self Build for Veterans in Barne Barton, Plymouth is part of a flagship partnership between Alabaré and Lovell, combining high quality housing delivery with targeted support for veterans who face housing exclusion and complex needs following military service. This site was formally military quarters dwellings.

On one of our current sites in Plymouth for Clarion, up to three ex armed service personnel per cohort take part in the build of 1-3-bedroom homes, attending site four days a week over 12 months under the supervision of a qualified site trainer. Participants gain hands on construction experience, achieve mandatory health and safety qualifications, and work toward independent living and full time employment.

All veterans joined the programme facing significant challenges, including homelessness, poor mental health

and substance misuse. Through structured routine, skills development and being part of a supportive site team, participants achieved measurable and life changing outcomes.

All participants gained recognised qualifications. In addition, three veterans overcame drug or alcohol dependency and one veteran moved directly into independent housing. One participant is now in full time employment on site as a Banksman and has moved from supported accommodation into private renting. All reported significant improvements in confidence, wellbeing and employability.

This programme demonstrates how integrated housing, employment and support can create lasting change, delivering skilled workers for the industry while helping veterans rebuild secure, independent lives.

"Having this focus has kept me focused and given me something to look forward to."

- Veteran participant



"You will never know what this really means to me"

- Veteran participant

Working with the supply chain

Lovell depends on our supply chain to deliver - and we know that our supply chain depends on us.

We have built strong and lasting relationships with our suppliers and subcontractors. We know that a great supply chain starts with the right people and just as we select our own staff to fit with our Lovell Way culture, we also select our supply chain in the same way.

We are committed to **local first** - using resources, suppliers, and subcontractors local to our sites and pairing them with our trusted national supply chain partners who also bring real social value to our communities.

Our local sourcing supports sustainability, boosts efficiency, and delivers significant social and economic value through increased local spend and employment opportunities for our communities. Around 69% of orders we have placed are through regional and/or SME businesses in 2025.

Unfortunately, 2025 continued with the challenging economic conditions and a total of 3,931 construction firms in the UK became insolvent, accounting for 17% of all business collapses nationwide.

Lovell is committed to being a first-class client; procuring fairly, agreeing a fair price, providing support and development opportunities, paying promptly and working as one team. We are proud of our sector-leading performance in prompt payment of our supply chain in 2025 of 97% of all invoices paid within 60 days.

Building the future together

Collaboration with our supply chain partners is an important part of how we strengthen sustainability performance across our operations. By understanding what our partners offer and what R&D they are doing, we build a deeper understanding of how we can work together to reduce environmental impact.

This includes our teams visiting them at their sites to explore a range of important topics including their sustainability plans and long term goals, carbon reporting expectations, waste reduction strategies, environmental product declarations and opportunities for product development.

Site tours also provided valuable insight into manufacturing processes and helped identify practical ways to improve data quality and reduce emissions across the full lifecycle of the products we use.

The sustainability team visited several of our strategic partners including Forterra, Glendining Signs and SuperGlass, along with many others across our wider supply chain. These conversations reinforced the importance of transparent data, collaborative problem solving and shared commitment to reducing carbon from materials and on-site activities.



Supply Chain Sustainability School

Building capability and improving carbon literacy across our supply chain is essential to delivering lower carbon homes and supporting the UK transition to a net zero built environment. As an active partner of the Supply Chain Sustainability School, Lovell continues to contribute to industry collaboration and the development of practical solutions that help drive more sustainable construction.

We attended a dedicated Groundworker Engagement Event hosted at JCB, bringing together key partners from our groundworks supply chain. The session emphasised the vital role groundworkers play in reporting carbon from their operations, including plant use, materials and on site activities.

Improving the quality and consistency of this information is essential to understanding our overall carbon footprint and identifying opportunities to reduce operational emissions at site level.

By working closely with the Supply Chain Sustainability School we are helping to build the shared knowledge and capability needed to deliver lower carbon construction. These collaborations support our commitment to responsible business practice and strengthen our collective ability to reduce emissions across the full lifecycle of our developments.

Case Study

Understanding material sustainability at British Gypsum

The team visited the British Gypsum mine to gain deeper insight into the production processes behind one of our key construction materials.

The tour offered a detailed look at gypsum extraction, processing and the company's approach to waste management and resource efficiency. Discussions with technical specialists helped us understand how recycled content is incorporated into plasterboard products and what steps are being taken to minimise waste throughout the manufacturing cycle.

This visit strengthened our understanding of material sustainability and supports our wider efforts to improve transparency across the supply chain.

By engaging directly with manufacturers, we can better assess environmental impacts and identify opportunities to reduce waste on our own projects.

Case Study

Investigating innovative systems with the Keystone Group

This helped us to jointly explore a range of innovative products designed to reduce waste, improve energy efficiency and support modern methods of construction. Key areas of focus included waste water heat recovery systems, room in roof prefabricated systems and other prefabricated components, which streamline build processes and support more efficient material use.

These discussions helped us evaluate the potential benefits, practical considerations and sustainability impacts of these emerging solutions. By investigating these technologies early, we can build a clearer understanding of how they may support future developments and align with our long-term environmental objectives.



Regional conferences and wider events

Throughout 2025, Lovell strengthened regional engagement by bringing together colleagues, partners and stakeholders across the country to share progress, discuss challenges and align on future priorities.

These events played an important role in supporting collaboration, improving operational consistency and reinforcing our commitment to responsible business practice.

A key highlight of the year was the Suffolk Supply Chain Event held in March 2025, which brought together local businesses and partners to explore opportunities for collaboration and to support the development of skills and capability within the region.

The event also marked the launch of a new educational partnership with West Suffolk College, demonstrating our commitment to investing in regional talent and strengthening long term relationships.

Across our regions, internal conferences and engagement sessions provided a platform for teams to share best practice, review sustainability performance, discuss customer experience and explore opportunities for continuous improvement.

These events helped strengthen alignment across the business and ensured that regional teams were equipped to deliver consistent, responsible and future ready development.



Scope 3 reporting and collaboration

Strengthening the quality and consistency of Scope 3 data has been a major focus throughout 2025, as it is essential to understanding our wider environmental impact and supporting our commitment to achieving Net Zero. Collaboration with our supply chain has been central to this progress.

Our sustainability team held an extensive programme of meetings with suppliers across a wide range of product and service categories. These discussions focused on sharing our reporting requirements, reviewing current levels of data availability and supporting partners with practical guidance on how to gather, store and report carbon information.

This work has helped suppliers build confidence in their own reporting processes and has encouraged greater transparency across the value chain.

As a result, some of our supply chain partners have also taken significant steps to improve the quality of the data they provide. Several have designed and developed bespoke carbon reporting tools to support more accurate and consistent information sharing.

These tools are helping us and others in the sector access more robust data and identify opportunities to reduce emissions across materials, manufacturing and on site activities.



Innovation and products development

We are continuing to explore new digital tools and software solutions that can strengthen the way we gather and manage supply chain data. Over the past year, we have been trialling a range of platforms designed to improve visibility of materials, product specifications and sustainability attributes across our projects.

These trials are helping us understand how digital solutions can support more consistent data capture, reduce manual processes and provide clearer insight into the environmental impact of the materials we use.

Working closely with our suppliers and subcontractors, we are assessing how these systems can help us access enhanced information on embodied carbon, certification status and alternative product options.

This collaborative approach ensures that any future tools we adopt are practical, scalable and aligned with the needs of our delivery teams and supply chain partners.

Alongside this, we are exploring opportunities to identify and evaluate lower-carbon materials and product alternatives that support our sustainability objectives. By improving the quality of data available at design and procurement stages, we aim to make it easier to compare options, understand impacts and

make informed decisions that reduce the environmental footprint of our developments.

These early trials form an important part of our wider ambition to enhance supply chain transparency and support more sustainable material choices across our projects. As a prime example of this, members of the Lovell team attended the JCB Hydrogen Day.

The event provided an opportunity to explore the latest developments in hydrogen-powered plant and machinery and to assess how these innovations could support lower-carbon construction practices in the years ahead.

By actively investigating options such as hydrogen, electric plant and hybrid machinery, we aim to build a clearer understanding of the opportunities and challenges associated with transitioning away from traditional diesel-powered equipment. This insight will help inform future decisions on trials, partnerships and potential adoption pathways as the technology matures.

All of this helps deepen our relationships with our supply chain; fostering collaboration and partnership opportunities which lead to innovation, knowledge sharing, and mutually beneficial outcomes for both parties.

Looking ahead...

As we look back over the last five years, we can see how far we have come in delivering our Total Commitments. During 2025 we continued to make a positive impact in the work that we do and ensured we can leave a positive legacy in the communities we work within.

With our enhanced data collection and analysis, we can see those year-on-year improvements and the journey we have been on and create a route map for the next five years.

But we have much more to do to build on these strong foundations and in 2026 we will be launching our refreshed Divisional Impact Strategy and targets which will set out our ambitions for the next five years and beyond.

Our work does not stop in the meantime.

We can see the diverse spread of young talent we have attracted into the business and the potential they have for our future. This is their time to shine, and we are launching our 'Elevate Programme' in the year ahead for these future leaders. This is designed to help them:



**Discover Purpose
Driven Leadership**

Aligning personal core values with professional leadership styles.



Empower & Influence

Practicing collaboration and communication through real life scenarios



Strategic Thinking

View business challenges as opportunities, cultivating a forward-looking mindset



We look forward to sharing the outcomes from our first cohort with you next year.

We are proud to have had our work on mental health acknowledged as sector-leading this year. We can see the benefits for our teams, but we know that our industry continues to face the same challenges with the mental health and wellbeing of many people working within it. Lovell remains passionately committed to continuing to 'turn that dial'; providing support not only for our own employees, but for our subcontractors and partners too.

As well as mental health, their physical health and wellbeing is equally important. As part of our commitment to creating a healthier, safer workplace, we have partnered with MCL Medics, a leading occupational health provider, to enhance the support available to our people. Through this partnership, we will introduce confidential workforce wellbeing questionnaires, helping us build a clearer understanding of employee health trends and identify opportunities for targeted wellbeing support. All responses will be managed independently and reported anonymously, ensuring individual privacy.

Alongside this, MCL Medics will deliver tailored health surveillance programmes aligned to the specific occupational risks within our business. Together, these initiatives will strengthen our proactive approach to occupational health, supporting compliance, promoting positive health outcomes, and helping our colleagues thrive both now and in the future.

Our longer-term partnerships and joint ventures offer us exciting opportunities to both broaden and deepen the work we do with local communities over a far longer time horizon.

We can help shape their pathways for housing, employment, health and education and we are putting in place strategic partnerships with key agencies and charities that can make a real difference.

Making sure our supply chain is with us on our sustainability journey is vital to Lovell being able to accomplish our target of being Net Zero in 2030. The work we are doing to understand our Scope 3 carbon emissions and how we can partner earlier with our supply chain to reduce them remains a key priority, building on the positive work this year.

But as we look ahead to the next 5 years, including our Net Zero ambition, we must go further and faster. We will continue to invest in ensuring we can deliver even more against each of our Total Commitments, because, together, they will help us ensure we are building a tomorrow that is better than today.

Boundaries and assurances

Boundary

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

Assurances

We do not currently externally audit our sustainability report, although our greenhouse gas emissions are verified through Achilles CEMARS and our Social Value is verified by the Social Value Portal.

More information

To find out more about our responsible business approach, visit:

<https://corporate.lovell.co.uk/building-tomorrow>



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