

OUR ESG COMMITMENT



Metis Homes' purpose is to have a sustainable and responsible approach towards minimising environmental impact, for the benefit of our customers, stakeholders, and the planet.

We proudly work as part of the RO Group, which identifies innovation and actively invests in opportunities with positive environmental and social impacts - to help support sustainability goals. The deployment of innovative solutions across RO Group's real estate portfolio and other activities supports the business' net zero strategy.

ENVIRONMENTAL COMMITMENT

To combat climate change, we are delivering a range of measures to better our environmental obligations. We are fully committed to meeting and exceeding regulatory changes for a sustainable future.

Trailblazing activities include the work of the RO Energy division which is delivering a 20-acre 5MW solar park at Potash Farm in Buckinghamshire. This renewable energy project should create enough electricity for more than 1,800 homes and a reduction of more than 2,300 tonnes of carbon emissions annually.

We actively promote recycling at our headquarters office in Fair Oak and across our development portfolio and are committed to reducing waste generation.

Our developments support sustainable travel, with walking and cycling routes

and access to public transport a key characteristic.

We seek to deliver biodiversity net gains at each new development. Proactive ecological enhancements include tree and shrub planting, green infrastructure, nesting boxes, bat boxes, and habitats for local reptiles. We include above ground sustainable urban drainage features, with an emphasis upon wet features, where possible, to provide both sustainable drainage but also additional wildlife and biodiversity benefits. We continually review our design code principles to positively influence and engage with the policy makers and local stakeholders.

UK GREEN BUILDING COUNCIL (UKGBC)



The RO Group are members of the UK Green Building Council (UKGBC) whose aim is to improve the sustainability of the built environment by transforming the way it is planned, designed, constructed, maintained and operated. Through this membership, we gain access to sustainability news, policy, and best practice as well as e-learning, networking opportunities and insight into new innovations and solutions.



PLANET MARK

We are also proud of the Group's Planet Mark certification. This has enabled us to understand our baseline carbon footprint, as well as identify our social impact. We now look to take further action in reducing our carbon impact. By virtue of the Group's certification, we are delighted to have protected an acre of rainforest with Cool Earth.

PEOPLE AND COMMUNITIES (SOCIAL)

- Our employees are our most valuable asset, which is why our values are built with them in mind.
- We support employee mental health through a Mental Health Framework and a dedicated Wellbeing Team with qualified Mental Health First Aiders.
- We promote diversity and inclusion and providing opportunities for all.
- We provide a range of learning and development opportunities.
- Regular employee newsletters are circulated.
- We give staff the opportunity to give back to the community.
- We act ethically and with integrity in all our business relationships.
- We believe it is imperative that we work together to make Metis Homes a great place to work, by communicating, sharing ideas and experiences, listening and supporting each other so we can achieve our goals together.
- We actively work with and support our local communities. Metis Homes is represented on RO Group's ESG Committee, covering all aspects of the business' operations.
- As part of our ESG strategy, we support local initiatives for the development and education of young people in the areas we operate in, as well as working to deliver additional community benefits.

GOVERNANCE

At the heart of good governance is culture. Metis Homes upholds strong governance, policies, procedures, and a robust risk and compliance framework to ensure high levels of personal and professional integrity.

We will not enter into - or maintain - relationships with organisations or individuals engaged in activities which do not adhere to our ethical standards. We do not work with suppliers involved in money laundering, corruption or bribery, child labour, forced labour, or the destruction of high conservation value areas.

Our Supply Chain Framework Agreements ensures our suppliers share Metis Homes' required standards for safety, quality, ethics, human rights, and the environment.

Our risk identification and management system sits at the heart of all operational activity, ranging from the appraisal of new sites, assessment of the prospects of planning success, health and safety, and customer satisfaction, to achieve our business and sustainability goals.

We manage our financial risk through appropriate financing, forward selling new homes and strategically allocating funds to live projects and those in the pre-construction pipeline. We fully comply with our statutory and other regulatory obligations and to act in a way which upholds our reputation as a responsible corporate citizen, including full and transparent disclosure to tax authorities.