

Step Places

Carbon Reduction Strategy 2024-2034

Policy Owner: Step Places Executive Management Team
Approved By: Harinder Dhaliwal, Managing Director
Effective Date: December 2024
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Step Places Strategy Purpose and Shape

Our Climate Strategy covers the First Step Group (FSG) of Companies and is in a direct response to the climate emergency.

Its central purpose is to demonstrate how FSG plan to reduce their carbon emissions across their business footprint, thereby lessening our impact of our collective activities on the environment.

We recognise that there are multiple causes to climate change. Consequently, our actions to tackle our carbon footprint is deliberately wide-ranging and multifaceted consisting of 5 strategic themes supported by a focused set of aims and objectives (set out within the appendices). These are underpinned by a delivery plan with shared priorities and specific responsibilities for partners within the business group.

We recognise that a whole host of complex and interconnected issues contribute to climate change – many of which are outside our ability to influence as a business. However, there are common issues and opportunities that we do respond to including:

- Being more energy efficient
- Generating/using clean energy.
- Making better use of resources.
- Reducing the amount of waste, we produce in the first place.
- Recycling more.
- Planting trees and caring more for our green spaces.
- Improving air quality.
- Being socially responsible.

FSG's investment and urban regeneration development programmes have a green core, designed to ensure we do not impact the climate detrimentally but seek to benefit the environment.

We believe by proactive placemaking, we protect and improve our environment, allowing more people to enjoy it, care for it and remain active in it.

Harinder Dhaliwal

Managing Director

First Step Group

A handwritten signature in blue ink, appearing to read "Harinder Dhaliwal".

December 2024

Strategic Themes

Governance and Climate Leadership

We have set out a structure for governance and reporting on delivery of the Climate Reduction Plan. We focus on the role of leaders as excellent communicators, driving awareness and supporting training to enhance positive action on climate change. We will support sustainable development and air quality improvements - achieved through strategic design and our response to local planning policies as well as good quality operational management delivered on a day-to-day basis.

Buildings, Transport and Operations

This is the theme with the most potential for FSG to drive down/influence our carbon emissions.

Our core business is to build homes that at least meet minimum standards for building efficiency or more likely a standard ambition to provide efficient homes built on the principles of the Passivaus standards. Areas that we, or our client base can review/measure, include:

- Move to net zero achieved through the removal of the use of fossil fuels, replaced with air source heat pumps, use of solar panels, the provision of clean energy and battery storage et al.
- Reduction in carbon emissions from the manufacture of goods and services.
- Investments to provide/improve green infrastructure, reduce flood risk, increase habitat availability - resulting in biodiversity net gain.
- A detailed construction waste management and recycling strategy
- Supporting the local transport strategy delivery plans, promoting more sustainable journeys – with a target of zero net growth in motor vehicle traffic.

We believe that providing quality homes improves the health and wellbeing of residents, as well as reducing carbon emissions and cutting energy costs. Linked to this is the improvements we provide in active travel, along with access to green spaces, further supporting better community wellbeing - resulting in improved outcomes for community health and associated health indicators.

Natural Environment and Climate Resilience

Our developments offer nature-based solutions and building resilience to reduce the effects of climate change including:

- Improving and rewilding areas of green space. We support areas that have the potential to be allotments for the community.
- Small woodland copse, with tree planting targeted at areas of greatest need where the environmental, green infrastructure and climate change benefits can be maximised.
- Avoiding the loss of, or harm to, other priority habitats.

Skills for a Sustainable Future

FSG invest in our people to ensure this climate strategy is delivered successfully, with a personal slant towards ownership for individual decisions that affect climate change.

We train and develop our employees in climate change awareness and support the delivery of carbon literacy across the business and the supply chain.

Social Value

We seek to drive our social value through our procurement and business processes – further expressed in a separate strategy document.

We seek to help to improve the health and wellbeing of our prospective residents, so that they can live healthy, fulfilling lives for longer, while developing stronger, cohesive, more confident communities in which people feel safe, welcome, and connected.

We extend our business access to young people to develop their experience, knowledge, and wisdom on all aspects of construction through proactive engagement with the local University/Education providers in which we build. This includes matching our workforce’s skills with modern employment opportunities/apprenticeships.

Appendix 1 – Aims & Targets

Aims	KPI	Target	Baseline	Base Year
Governance and Climate Leadership				
To effectively deliver, embed and enhance communication of the Climate Reduction Strategy, increasing awareness, actions, and contribution across the FSG business (including our supply chain and stakeholders).	Overall % of FSG business	65% of FSG business agree action is being taken to reduce environmental impact and help mitigate climate change	Baseline in place by end 2025	2024
We evidence how we meet national/regional climate change targets.	% view	100% designed & construction targets identified and reviewed	Baseline in place by end 2025	2024
Report clearly through our climate dashboard – advertised on our website.	% view	50% progress towards achieving our environmental and climate change targets	Baseline in place by end 2025	2024

Aims	KPI	Target	Baseline	Base Year
Buildings, Transport and Operations				
Our homes decrease heating needs and increase the energy efficiency.	High performing EPC	All new builds to be zero carbon by 2028	Baseline in place by end 2025	2024
The physical, economic & social characteristics of our homes, places and communities influence people's physical, mental health and wellbeing.	Warmer, better homes. Health indicators	Monitor/ report in partnership with our Council	To be agreed with partners	2024
A measurable increase in active travel within the development	% journeys	Set target within strategic outcomes and measure with RP partners	To be agreed with partners	2024
People able to better access green spaces.	% hectare increase in green space.	Identify target within the design strategy	Set within each project	2024
Reduce energy consumption with a trajectory to be carbon neutral by 2030 target in non-construction activity	Tonnes CO2e	To be developed across vehicles property portfolio,	To be developed	2024
Understand and monitor the Scope 3 carbon footprint of purchased goods and services. Scope 3 emissions are the indirect carbon emissions that are not under the direct control of the consumer, such as emissions associated with the manufacture of goods and services i.e. bricks, steel, concrete.	Tonnes CO2e	Scope 3 carbon emissions footprint is defined for procured goods and services.	Baseline to be established.	2024
Produce new renewable energy for each development	Kilowatts	Agree project target at design inception	Per project	2024
Waste management plans support local authorities waste management strategy	% Tonnes	Zero waste to landfill. Recycling rates 52% by 2025 54% by 2026 56% by 2027 58% by 2028 60% by 2030 65% by 2035	Per project	2024

Aims	KPI	Target	Baseline	Base Year
Natural Environment and Climate Resilience				
Effectively consult with stakeholders to encourage a favourable view that our developments positively act on climate change offering clean, green, and environmental attributes to the build environment.	% view	50% of stakeholders agree that FSG is acting positively on climate change	Baseline in place by end 2025	2024
Improve/enhance green infrastructure to reduce surface water runoff and flood risk	% change in biodiversity area.	Detailed in planning application	Per Project	2024
Rewild areas, increase community growing space and benefit health and wellbeing	Hectares	Detailed in planning application	Per Project	2024

Aims	KPI	Target	Baseline	Base Year
Skills for a Sustainable Future & Social Value				
Evidence of training of staff on climate change awareness	% view	50% of staff completed training	Baseline in place by end 2025	2024
Effectively consult with stakeholders to encourage a favourable view that our developments environments offer healthy, fulfilling lives for longer, develop, stronger, cohesive, more confident communities & that people feel safe, welcome, and connected.	% view	50% of stakeholders agree that FSG is acting positively on creating healthy, safe, cohesive, welcoming and connected environments.	Baseline in place by end 2025	2024
Detailed social value policy agreed and measured per project	Social Value in £	Social value measured using TOMs & reported on website on a project-by-project basis.	Baseline in place by end 2025	2024