

A photograph of a young child in a blue patterned jacket reaching up towards large, iridescent bubbles. The bubbles are filled with various colors and reflect the surrounding environment. The background is a blurred park scene with other children and trees.

GROWING OUR COMMITMENT

CaddickGroup.

ESG Report 2020

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WELCOME



Welcome to Caddick Group's inaugural annual ESG (Environmental, Social, Governance) report.

In this report we will take you through our journey on environmental, social and governance performance. We will outline our standards and views on each of these business pillars, give examples of how we are taking action, and set out our vision for the coming year in 2021.

A MESSAGE FROM OUR CHAIRMAN

Our organisation has now been in business successfully for over 40 years. From humble beginnings undertaking small construction and civil engineering projects, we have grown steadily into a multi sector property development and construction business with a project pipeline of several billion pounds right across the UK. We have always remained a family business, and despite our growth, it's still our people, their families and our communities that lie at the heart of everything we do. As we have grown over the years, we have been able to make an ever greater and more positive impact on people's lives whether they be our own staff, our customers, occupiers, investors or the communities in which we deliver our projects.

In recent years in particular we have been able to direct more structure and resources to our now very active CSR programme. For example, through the Leeds Rhinos Foundation and our charity partnerships we've done some amazing work and provided significant much needed financial support to a number of our partner charities. However, we've now achieved a scale which requires us to take a more strategic approach and this ESG report creates a strong platform on which to build and expand our strategies.

We were presented with some truly unprecedented challenges during 2020, however our staff have responded magnificently and with great resilience to keep our business moving, construction sites open and projects on programme. I am very proud of what we've been able to achieve in spite of very difficult circumstances and this report is testament to that. In this first ESG report we also look at the year ahead - and beyond - as we set out our aspirations to cement our position as one of the UK's leading property and construction businesses.



Paul Caddick
Chairman & Founder

THE CADDICK GROUP

We are one of the largest, privately owned, multi-sector property developers – creating high quality places and spaces across the UK.

Caddick Group was founded in 1979 by Paul Caddick, who continues as Chairman and the company remains in family ownership. Growing from our Yorkshire foundations, we are a trusted delivery partner, building institution-grade assets across the country. Our business specialises in the acquisition, development, construction

and management of residential, industrial and regeneration projects. Continually driving forward acquisitions, new partnerships and investing our capital, we undertake schemes both speculatively and directly for end-users. The wider Caddick Group includes Caddick Developments, Moda Living, Oakgate Group, Caddick Construction, Caddick Civil Engineering, Caddick Land. The Group also owns Headingley Emerald Stadium and Leeds Rhinos Rugby League Team.

Our development pipeline in 2020

>18,000 New homes	>16m sq ft Commercial floor space	>2,800 acres Of land under control	>£7bn GDV
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UK PORTFOLIO MAPS



Active projects in 2020

CaddickDevelopments.

- 1 Emerald Headingley Stadium, Leeds
Leeds Studios, Whitehall Road, Leeds
New York Square, Leeds
Leeds Valley Park South
- 2 Moor Park 25, Mirfield
- 3 Farington Park, M6 Leyland
- 4 Wakefield 515



- 5 Stonebow House, York

CaddickConstruction.

Yorkshire Region

- 1 Cross Green, Leeds – Towngate Plc (Unit 3 &5)
Stonebridge Mills, Leeds – Stonebridge Mills Limited
- 2 Vida Court, Harrogate – Vida Healthcare Limited
- 3 Hudson Quarter, York – Palace Capital (Developments) Limited
- 4 Wakefield 515, Wakefield – Panattoni
- 5 Moor Park 25, Mirfield – Caddick Developments Limited (Phase 1 & 2)
- 6 179 High Street, Lincoln – EDW Developments Limited
- 7 Stokers Furniture Store, Aylesbury – Stokers Limited
- 8 SOYO, Leeds

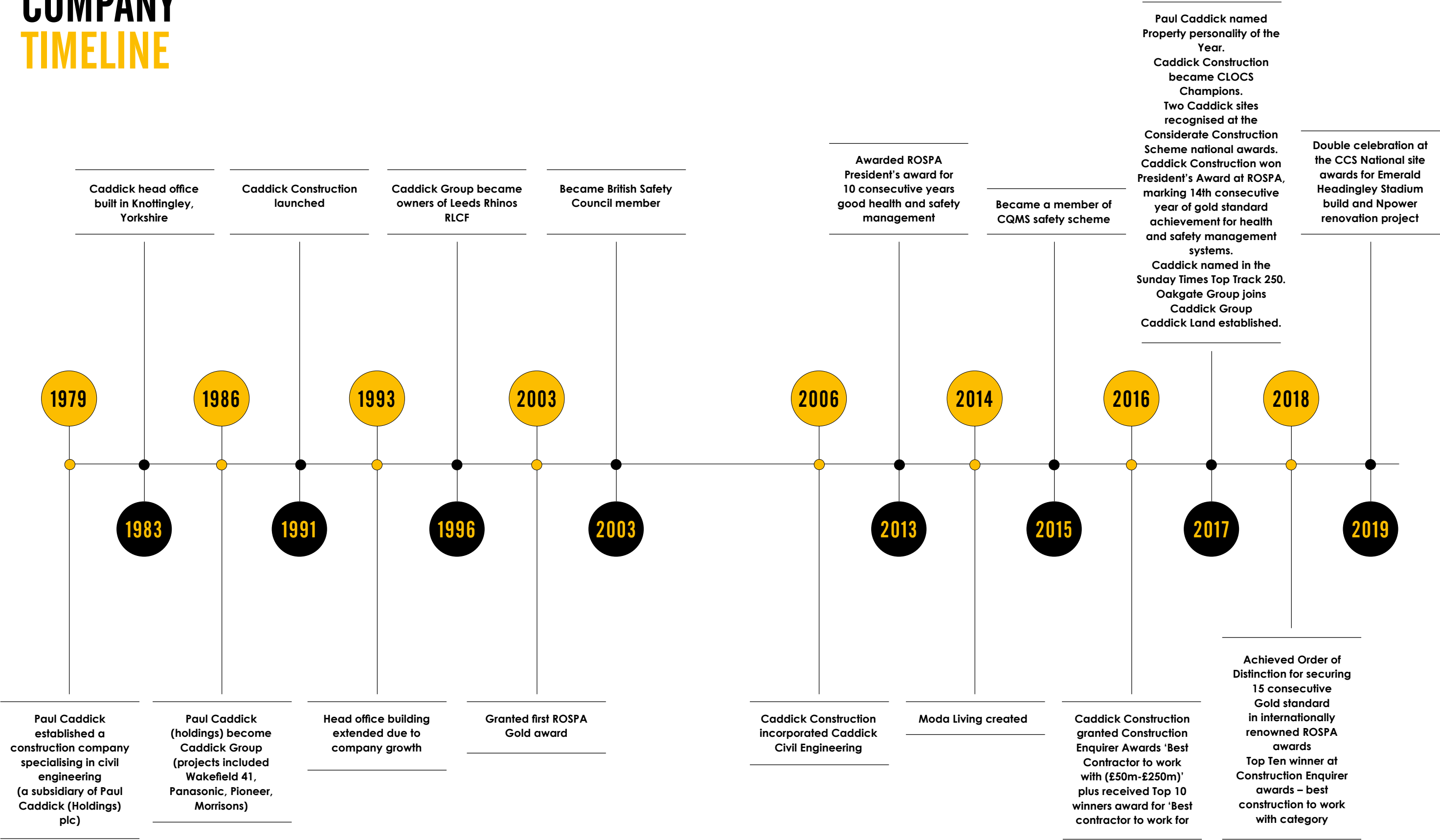
North West

- A MSCP Alderley Park, Macclesfield – Alderley Park Limited
- B Porsche, Carnforth – Parker & Parker Limited
- C Novus (Units 1-9), Knutsford – Chancerygate (Uxbridge) Limited
- D Blue Light Hub, Ulverston - Cumbria County Council
- E BAE (Advanced Manufacturing Facility), Blackburn BAE Systems (Operations) Limited
- F Mersey Reach, Aintree - Chancerygate (Aintree) Limited
- G BAE Zone 5, Blackburn - BAE Systems (Operations) Limited
- H Gateway 44, Carlisle - Chancerygate Limited
- I Fishwicks Industrial Estate, Haydock – William Fishwick & Sons Limited
- J Kendal Town Hall – South Lakeland District Council
- K The Manchester College – Openshaw Campus – LTE Group

MODA

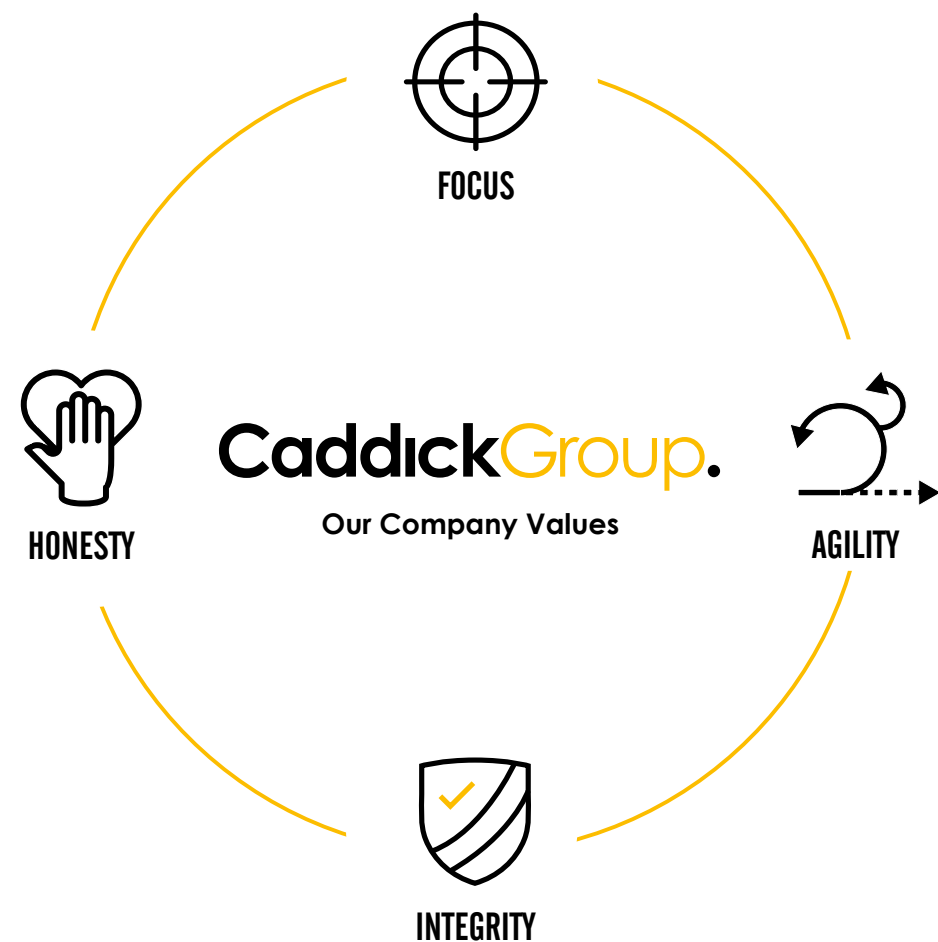
- 1 New York Square, Leeds
- 2 Angel Gardens, Manchester
- 3 The Lexington, Liverpool
- 4 The Mercian, Birmingham
- 5 Holland Park, Glasgow
- 6 Springside, Edinburgh
- 7 Sackville Road, Hove

COMPANY TIMELINE



MISSION & VALUES

Who we are and what we do



In our pursuit of excellence, we aim to provide the most comprehensive range of services for all our customers, occupiers and funding partners, whilst providing good career opportunities and working conditions for our employees.

LEADING THE WAY

CaddickLand.	Sources land and promotes sites for sustainable new developments creating a long-term positive legacy.	100% of land sourced for sustainable development
CaddickDevelopments.	Specialist developer and operator of residential, employment and urban regeneration projects.	Sustainability targets embedded across all new developments
CaddickConstruction.	Our building and engineering arm offering high quality new build, refurbishment and civil construction.	98% of waste diverted from landfill across current sites
MODA	Specialist developer and operator of high quality city centre homes for rent.	580 people reached in person through wellbeing initiatives + 14.8m online
Oakgate Group.	Specialises in acquisition, development and management of commercial, retail, leisure and residential property.	33% of buildings achieving sustainability certification such as LEED
LEEDS RUGBY 	Professional rugby league team, the spiritual home in Headingley for over 126 years and with its roots firmly in the community.	1500 Volunteered more than 1500 hours during the pandemic

OUR APPROACH TO ESG

Our current approach to ESG aims to take action on the bigger trends we are seeing in the industry and in society, while aligning to our mission statement and staying true to our values.

Each of our individual businesses focus on the areas of ESG where they have the largest impact, and which are most important to their sector. For Caddick Group, we have focussed much of our 2020 effort on 'Social' as we see this as a priority area for the Group and where we can have significant impact.

Throughout 2020, we have seen considerable shifts across the world making an indelible mark on society. Whilst we continued to observe sustainability strengthening its centre stage position, the global pandemic impacted the way we live, work and engage with one another, almost overnight. As a business, we know we must adapt to these changing times not simply to survive, but to help shape our operating environment so that we can thrive and excel.

How Caddick Group has taken action on some of these issues over 2020 speaks to our agility and integrity while we recognise there is much more to do. In addition to outlining what we have done in 2020, this report will set out some of our aspirations for 2021 in order to ensure our continued success.



Myles Hartley
Managing Director and ESG Lead

ENVIRONMENT

The past few years has seen the environmental agenda move on at a rapid pace. Our sector is increasingly being called upon to improve our environmental credentials and respond to the risks at our doorstep. This call to action is felt directly through government legislation such as Net Zero Carbon, Net Zero Energy Buildings, Minimum Energy Efficiency Standards and indirectly through social activism such as student strikes and climate protests.

Through our direct operations, we have made commitments across the environmental agenda in each of our businesses. Our governance structures aim to meet these targets and implement appropriate measurement and management processes against each so that we may continue to improve over time and respond to the climate crisis in a responsible and well-managed way.

Setting out the outstanding efforts and achievements of our projects went beyond initial targets, outperforming in all areas.
In Focus: SOYO New York Square Project, Leeds

Solar panel system saved 9,260 kg/Co2	28,132 tonnes of waste generated 31% below our usage reduction target	Carbon footprint of 3,600 Kg/CO2 28% below our usage reduction target	28,132 tonnes of waste generated 31% below our usage reduction target
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ENVIRONMENT CASE STUDIES



INVESTING FOR THE ENERGY TRANSITION

Project: Caddick Construction HQ, Knottingley

Asset type: Office

Size: 14,300 sq. ft.

At Caddick Group, we consider investing in renewables to be vital for increasing our readiness as the UK transitions to net zero emissions by 2050. Ensuring our operations receive a clean and secure energy supply is key for reducing our environmental impact and lays the foundations on our journey for Caddick Construction to achieve net zero operational carbon emissions by 2040.

In 2014, our first 47-metre wind turbine was built in close proximity to the Caddick Construction head office in Knottingley. The turbine generates

108MWh of renewable energy annually, providing enough power to meet the needs of the head office's total energy requirements.

Recognising our responsibility to contribute to the wider energy transition of the UK networks 2015, we developed and still own two additional turbines in Worcestershire and Staffordshire. Collectively, the turbines generate around 2,124MWh of renewable energy every year, equivalent to the amount of energy needed to power 2,500 homes, which is fed back into the national grid for a £/kWh price.



VANGARDE SHOPPING PARK

Project: Vangarde Shopping Park, York

Asset type: Retail

Size: 339,000 sq.ft

As an Oakgate project, Caddick Construction's build of the Vangarde Shopping Park was awarded the BREEAM Excellent rating. Space taken by John Lewis in this development was then fitted out independently to BREEAM Outstanding

specifications; the first department store in the world to achieve this certification. This is the highest possible achievement and reflects the numerous sustainable, carbon and wildlife initiatives that went into the scheme.



WAKEFIELD 515

Project: Wakefield 515, Wakefield
Asset type: Logistics and Distribution Warehousing
Size: 515,000 sq. ft.

An ongoing project that started on site in June 2020. Caddick Construction is now at the construction phase of this cross-docked logistics warehouse located at Junction 33 of the M62. This will consist of a 488,500 sq. ft warehouse, with 16,000 sq. ft of upper floor office accommodation and 8,000 sq. ft of hub offices when completed later this year (June 2021). In order to ensure its attractiveness to future occupiers, the development design has incorporated several

features to ensure strong sustainability credentials from the outset. These include electric vehicle charging infrastructure, a rainwater harvesting system, the use of high-performance energy efficient materials, a roof designed for photovoltaic panel installation and LED motion sensor lighting. In addition, the building will be constructed to a BREEAM Very Good rating, and will have an EPC rating of A.



UTILISING RESIDENT ENGAGEMENT TO REDUCE EMISSIONS

Project: Angel Gardens, Manchester
Asset type: Residential (Build-to-rent)

Since 2018, Moda Living, our residential company, has partnered with Community Utilities to minimise the carbon emissions of its developments through enhanced resident engagement and energy management. Our residential development Angel Gardens in Manchester is an outstanding example of our successful partnership. At the building level, the property features a private wire network which provides renewable energy generated by rooftop solar panels. In 2020, the total renewable energy generated at Angel Gardens amounted to 25,915 kWh, equivalent to avoiding 6 tonnes of CO₂e, whilst covering the needs of 60 of the building's apartments. In the residential sector, occupiers' energy use represents the largest source of emissions, yet landlords have a limited amount of control when it comes to reducing these Scope 3 emissions. The partnership between Moda Living and Community Utilities is important because it empowers end-users to reduce their

energy consumption through data insights and engagement. At Angel Gardens, we estimate a saving of 1,475,000 kWh/year from energy efficiency measures, attributable to both the efficient design of the building and the proactive engagement with residents, to show residents their usage and giving targeted advice to help them understand how they can reduce their impact. This is equivalent to avoiding 344 tonnes of CO₂e. Residents at Angel Gardens are also automatically enrolled into two programmes where they can offset the carbon emissions associated with their energy usage and support clean energy projects, with the option to opt out. In the former, over £2,057 was raised to plant trees in the UK. In the latter, £2,880 was raised so far to fund clean energy projects in Africa. This is enough to fund a renewably powered computer lab for a 400-child school in rural Malawi. Once fully occupied we estimate to raise approximately £11,000 which will be able to fund a larger solar/battery project.

ENVIRONMENT ASPIRATIONS

The Real Estate sector contributes around 40% of the UK's total carbon footprint. Around half of this is from non-operational energy use which occurs within a building and infrastructure; for example a tenant boiling a kettle or watching television. The other half is directly from the building operations such as heating and lighting. We at Caddick Group recognise the environmental responsibility we have to our families, employees, tenants, and other stakeholders including the future generations.

We therefore aspire to commit to three areas of action on the environmental agenda:

1) Energy & Carbon

a. Alongside many of our peers, Caddick Group will aim to be net zero carbon in operation by 2050. We will aim to create our roadmap to net zero carbon in-line with industry standards set out by organisations such as the Better Building Partnership and the UK Green Building Council. Meanwhile we will keep abreast of the developments in the much more complicated area of embodied carbon so that we can take action when a path becomes clear in this space.

b. As part of this, our understanding of energy consumption, management, and reduction will be paramount in order to meet this commitment. This will form one of our priority areas for next year.

2) Circular Economy

a. The emerging area of the Circular Economy has huge untapped potential both in terms of growth and social impacts alongside the environmental imperative of zero waste. Working across Caddick Group businesses to weave Circular Economy principles into our new and existing developments and operations will form a key pillar of our environmental goals in 2021.

3) Biodiversity

a. Keeping abreast of the UK Government's Biodiversity Net Gain requirements will be ongoing and we will continue to address this throughout 2021 across all new developments.

WORKING WITH TENANTS

As around half of environmental impacts are non-operational, working with our tenants in creating sustainable behaviour change is of high importance. While we do not have direct control over this as we do with our own operations, we recognise our level of influence can be a force for good both for the environment and for the communities we serve. As part of our Net Zero Carbon and Circular Economy commitments, we therefore commit to working with tenants to help them live happier, more sustainable lives. The previous case study from Moda Living identifies one such example where we have begun this process.



SOCIAL

Caddick Group is a people-focussed business. As a family run business, we understand the importance of people both within the Group, but also the communities we work in and the stakeholders we impact, and who have impact on us.

2020 has shone a light on the social issues which have surrounded us for a long time. Namely we recognise the impacts on our businesses of the movements of the climate protests and civil rights movements, and the disparate and unequal impacts of COVID-19. In addition, increasingly

prominent legislation such as the Social Value Act is creating a drive in the industry to measure and improve social impacts. Caddick Group intends on responding to each of these in the ways which our businesses are best suited to, and where they can have the biggest impact. Some of these actions will be through supporting those who are direct beneficiaries, where other actions will be within our own business to create change and ensure Caddick Group is future-proofed.

The following commitments are our current focus areas when it comes to the social agenda:

Our focus areas for social agenda:

People & supply chain	Health, Safety & wellbeing	Equality & diversity	Communities
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SOCIAL CASE STUDIES

Community engagement is one of the key pillars of our business and one of the areas mostly impacted by the COVID-19 pandemic. We were quick to understand the shifting priorities and needs of our local communities and our teams and employees demonstrated incredible

resilience in how they adapted and remained committed to support others. In 2020 we saw the end of our Charity of the Year partnership with St Gemma's Hospice with whom we have had a successful 2019-2020 partnership, raising over £44,210 to support their work.

Supporting causes that are close to our hearts

- Caddick Group donated £224,160 to our charity partners
- Since the start of the Coronavirus pandemic Leeds Rhinos Foundation and Leeds Rhinos staff have been working with 33 different charities in support of the community. They impacted over 650 people per week during the first lockdown alone and volunteered over 1,450 hours in 2020

Highlights during 2020

- Regularly delivered food to over 20 food banks across West Yorkshire
- 15 Leeds schools consistently received food / activity packages
- Delivered 100 'treat' packages to 29 care homes across Yorkshire
- Worked with homeless charities and delivered 300 parcels per week
- Delivered over 3,700 hot meals
- Our employees raised £22,410 for the Charity of the Year, St. Gemma's Hospice who provide care for local people in Leeds through activities such as the Yorkshire Three Peaks challenge and supermarket bag packs. Their incredible fundraising efforts were matched by the Chairman, totalling £44,820.
- The 2020 inaugural Caddick Ball held in February raised £60,000 for five local charities including the Children's Heart Surgery Fund and the Candlelighters Trust.
- Funded 22 beds at the newly constructed housing unit for St George's Crypt charity, supporting the homeless and vulnerable in Leeds through their 'The Next Step' pathway by developing their employability and long-term independence
- Caddick employees took part in LandAid QuarenTEN and raised over £10,000 to combat youth homelessness. This was the single biggest contribution made by a corporate company
- Caddick Construction staff based at Knottingley filled up a whole office room with their generous donations to Knottingley Foodbank, supporting families in need in the local area
- Principal capital partner and access partner to Leeds Playhouse

CELEBRATING A NEW CHARITY OF THE YEAR PARTNERSHIP

We also celebrated a new Charity of the year partnership with the Motor Neurone Disease Association (MND). This choice was inspired by Rob Burrow, former Rugby League footballer who spent his entire career at the Leeds Rhinos and was part of the England squad. Rob publicly revealed that he was diagnosed with Motor Neurone Disease (MND) in 2019, aged 37. There is no cure for MND and the impact of the symptoms are very challenging for Rob and his family. He has a wife and three young children. Rob's journey has inspired staff across Caddick Group to support MND and we are proud to announce our two-year partnership to support those affected by this and their families.



Kevin Sinfield MBE is one of the most successful captains in the Rugby Super League and worked alongside Rob Burrow at Leeds Rhinos for 14 years. In November 2020 'Sir Kev' announced he would be running seven marathons in seven days to raise £77,777 for Rob and the MND. The day following the final marathon, he has raised over £2.5 million.

"I am very proud of Kevin and all his efforts in supporting Rob, his family and the MND Association. The outstanding amount raised rounded off the success of this challenge and testament to the regard held for both Kevin and Rob in the sporting world and beyond." Paul Caddick, Chairman, Leeds Rhinos

Supporting a younger generation

- Wakefield College - Construction and the Built Environment; students' site visit to Emerald Headingley Stadium
- Careers Panel, Kings School Pontefract - Caddick staff addressed 300 young people explaining the various career opportunities in the construction industry
- Leeds College of Building SOYO Site Visits - 40 young people took part in two construction site tours followed by a briefing of the various roles and skills required
- Lighthouse School Enterprising Event - 10 young people participated in a product design challenge, learning about teamwork and the different skills required
- Crossley Fields Junior and Infant School - 20 participants joined our event on career aspirations for all
- Architectural & Construction Engineering (ACE) Scholarship programme - two students joined Caddick Construction for a three-month period
- Openshaw college - contract law workshop opened up online via Teams and 96 students attended.

SOCIAL ASPIRATIONS

As we move into 2021, we must reflect on the social issues which have been spotlighted during 2020. For Caddick Group to continue to create value for all stakeholders and grow our commitments to ESG, it is important that our actions in 2021 build on our work in previous years. We see 2021 as a tipping point in the ESG agenda as the social element gains momentum and maturity in how it is measured, managed, and improved upon. At Caddick Group, we pride ourselves on being people-focussed and have had a long-history of engagement with our communities. We are strongly motivated to creating high quality places and spaces which very much involve people at their heart.

Our aspirations for 2021 cover the following four goals:

1) Community Wellbeing

α. As a people-focussed business, it is important to us that the wellbeing of the communities we work in is improved by our presence and that families, local businesses and other local people benefit from our work. Measuring their wellbeing is still a cutting-edge topic for our industry, and one that Caddick Group aspires to measure for each project so that we know we have a positive impact on people's lives.

2) Equal opportunities

α. As we feel the fallout of recession and the echoing effects of COVID-19, as well as important issues driven by legislation such as the Social Value Act, we want to ensure that we can demonstrate at each stage the local social and economic changes we can bring to every person in a community, particularly those who feel the negative effects of social issues more keenly.

3) Community Cohesion

α. Working with communities and tenants to ensure they can live together cohesively is one of the ways in which we define a high-quality place. It is not enough for people to live near each other, even next-door to each other, if they don't live happily together as part of a whole community.

Bringing people together, whether they are existing communities or new ones to live in the places we build, is a key aim of our social activities.

4) Education & Skills

α. We believe everyone deserves a fair and equal opportunity to gain the education and skills they need to have the career they aspire to. Working with schools and education partners to help the next generation, our future employees, our future and current tenants, is one of the ways in which we will deliver against these aspirations.



GOVERNANCE

In order to grow our commitment, we recognise that it is important that our ESG goals and activities are embedded within formal governance structures. Our newly appointed ESG Lead will oversee the ESG agenda with direct oversight from the Board. ESG has full support at Board level and there is huge enthusiasm across the Group to further embed sustainability in the business. Our employees have particularly benefited from our commitment to training and development; a point of pride for Caddick Group is the number of individuals who have joined at a young age and stayed with the Group to the benefit of their careers.

Caddick Group has set up a Sustainability Task

Force, comprised of individuals from across the Group, to be responsible for understanding the ESG landscape and keeping Caddick on top of new developments. Through this additional governance structure, Caddick Group can respond accordingly to changes in the market and pressing ESG issues.

Driven by our values of Honesty, Integrity, Focus and Agility, our people-focussed culture maintains commitment to ESG as part of people's everyday roles, professional development, and health and wellbeing. To show our respect to our stakeholders and this agenda, as a family-run company we are proud to hold ourselves to a high level of voluntary transparency in publishing this report and commit to updating it on an annual basis.

Growing our commitment:

>460	>75:25	>10 YEARS	>34
Employees across Caddick Group	Ratio of male:female employees	Average tenure	New hires in 2020



GOVERNANCE CASE STUDIES



Jim Dyson
Director
Caddick Developments

Caddick Group is a warm family business, and hard work and full effort are second nature to the team.

I joined Caddick Group in 1995, as a junior surveyor. My initial role was to deal with the letting of the Group property portfolio and from there I progressed into commercial property development. I have gained a great deal of experience over the years, but every day brings something new to learn from. I am now a Director of Caddick Developments Ltd.

The Group actively supports individual and collective training, professional qualifications and associated CPD. Personal development has been actively encouraged from day one and I am a member of RICS. 25 years later, themes of my career at the Group have been collaboration, respect, growth, and the doubling of my age!

Jim has made an invaluable contribution to the Group's growth and success over the last 25 years. His dedication, integrity and expertise continue to be a huge asset to the Board and he is highly respected within the property industry."

Myles Hartley, Managing Director, Caddick Developments



Hollie Shackleton
Senior Development and
Asset Manager
Caddick Developments
and Oakgate Group

Throughout both my pregnancies and during my maternity leave I felt very supported by Caddick Group. They kept in touch with me throughout and when I decided to return, I was warmly welcomed back. Very soon after, I was promoted to Senior Development & Asset Manager. This really showed their ongoing level of commitment and investment in me and my abilities.

I've known and worked with Hollie for over 14 years. She has grown into an extremely competent, personable and conscientious surveyor whose very comfortable working in a team as well as directing and leading Consultants on many different types of projects, big or small.

Richard France, Managing Director, Oakgate



Bubbacarr Jallow
Labourer
Caddick Construction

I started with Caddick 6 years ago as a sub-contracted site labourer. At the time my wife and I were renting a property. When I mentioned to my Site Manager that I could not get a mortgage whilst working through an agency he subsequently spoke to a Senior Contracts Manager, who arranged for me to join the Caddick team on full time terms. It is thanks to that family culture and sense of responsibility of my managers at Caddick that I am now a homeowner.

I have also been given the opportunity to train and attained a MEWP licence which allows me to drive platform machines and first aid courses which have helped me develop and progress in my career

"Bubba is a well-respected member of the team. All Contracts managers and site staff want to work with him" - Bubbacarr's Site Manager

GOVERNANCE ASPIRATIONS

As we look to grow our commitment, reflecting ESG in our governance is of paramount importance. We have identified the following three governance goals we aspire to in 2021:

1) Diversity & Inclusion

a. We are committed to an equal pay strategy. Alongside this, we will look towards our diversity and inclusion policies to develop similar strategies for ethnic, disability, and sexual orientation representation across the workforce.

2) Committees & Leadership

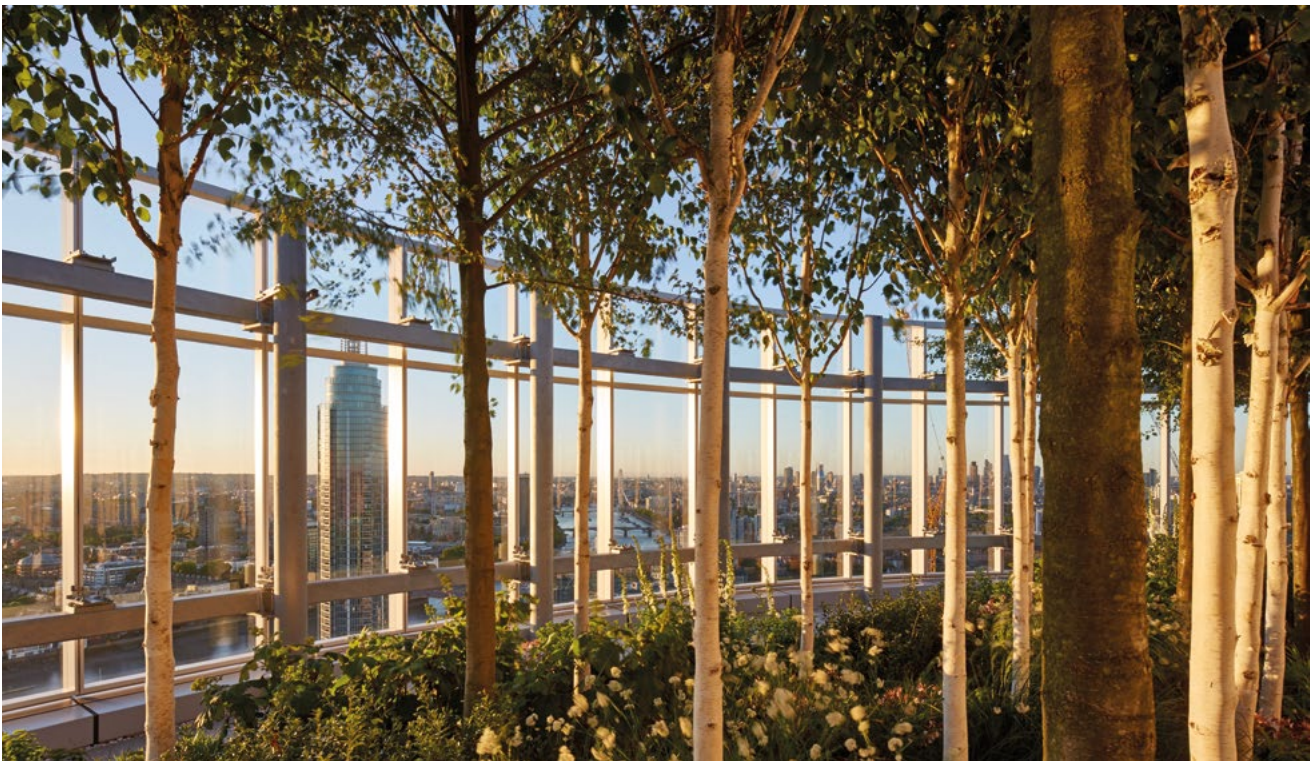
a. Supporting and developing the existing Sustainability Task Force will be a focus for 2021. Cementing lines of reporting, formalised responsibilities as part of job roles and performance based on sustainability targets will be built into the process of governance across senior leadership.

3) Training & Development

a. Specific ESG training will be undertaken by key internal stakeholders across Caddick Group. We will aim to upskill those who are responsible for ensuring Caddick Group achieves our goals, so they are fully equipped with an understanding of requirements, challenge, and opportunities involved.

4) External Benchmarks

a. For Moda Living specifically, **we will continue to work alongside GRESB (the Global Real Estate Sustainability Benchmark) and will submit our first GRESB assessment in 2021.** Our model and family business ethos mean Moda Living is well positioned as long-term investors and custodians of the next generation neighbourhoods they are delivering. Alignment with institutional investors on ESG opportunities, risks, impacts and management is therefore a high priority.



OUR 2021 COMMITMENTS

2020 has seen the world shift and priorities re-arranged. Sustainability and ESG now dominate the landscape of the industry. 2021 will show our stakeholders how Caddick Group has responded to this and takes the growth of our ESG credentials to new levels. As we progress from Corporate Social Responsibility to a formalised ESG strategy, we move to 2021 with a stronger focus on strategy, measurement, and positive change. Our actions as a business and from all our employees aim to help create a better operating environment. We are committed to future-proofing our business and having a positive impact on people and the environment.

We aim to respond in a systemic and comprehensive way to the social issues which are

currently being thrown in to sharp relief, to support our stakeholders through the year ahead, to rise to challenges, make the most of opportunities, and create confidence in Caddick Group to cement our position as a leading family business in real estate and construction.

As part of our newly developed ESG strategy we will be setting up our 2021 commitments across three focus areas and respective areas of impact. Under each of these commitments we will endeavour to set targets and measurable KPIs to measure progress and report next year.

ENVIRONMENT	SOCIAL	GOVERNANCE
Energy & Carbon	Community Wellbeing	Diversity & Inclusion
Circular Economy	Equal Opportunities	Committees & Leadership
Biodiversity	Community Cohesion	Training & Development
	Education & Skills	

The future of Caddick Group and our stakeholders can be actively shaped for the benefit of us all. We are open to ESG collaborations with existing stakeholders and any new stakeholders who would like to partner. **Please get in touch with us to find out more about how we operate and how we can work together to create a more sustainable future for us all.**

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