



PART OF HENRY BOOT

Where sustainable places start

hbd.co.uk

Our commitment to a purposeful future



Thank you for taking the time to learn more about HBD's dedication to responsible, sustainable business, and the positive impact and social value we are nurturing across communities, workplaces, and the environment.

Our approach encompasses the core pillars of our strategy; planet, people, places, and partners are key tenets that guide everything we do.

We understand our responsibility and that we must work hand in hand with our commitment to innovation. This guide sets out our mission to build purposeful, resilient places where both people and nature can thrive; places like Island in Manchester and Momentum in London are examples of how we are making this mission a reality.

Amid the growing climate crisis, we recognise that meaningful change requires decisive action. We have set ambitious goals to achieve net zero carbon by 2030, with clear, measurable milestones along the way. Together with forward thinking partners, we are advancing sustainable construction, enhancing biodiversity, and integrating green technologies throughout our projects. Our forward thinking projects demonstrate the power of prioritising sustainability at every stage of development, proving what can be achieved when we commit to responsible placemaking

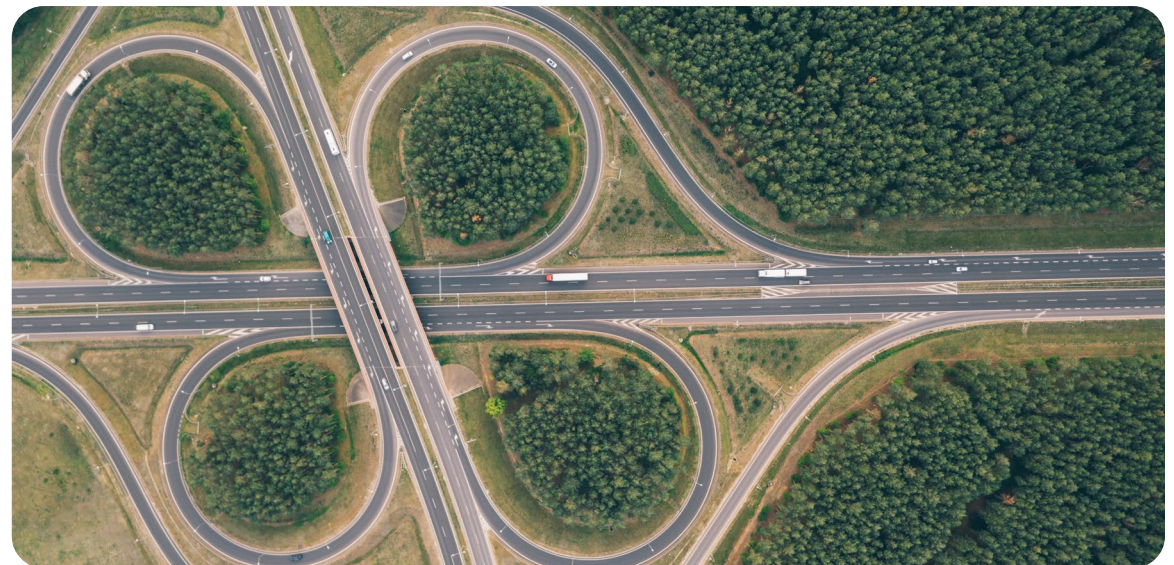
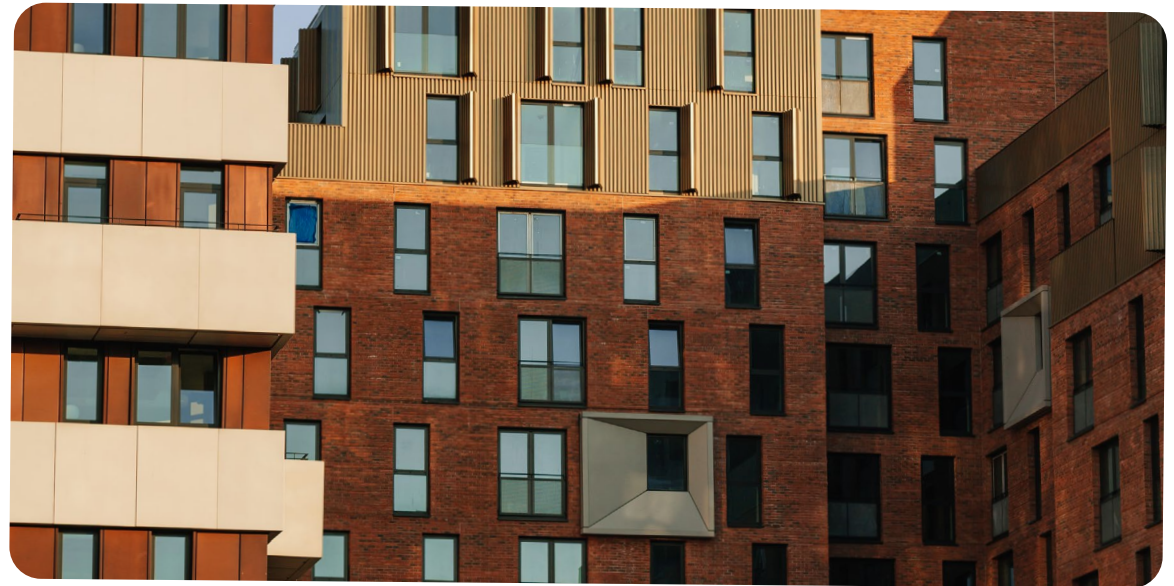
Our work also supports local communities, promotes wellbeing, and contributes social and economic value. By investing locally and creating employment opportunities, we ensure our work leaves a meaningful legacy. This ethos is evident at SPARK in Walsall, where we exceeded local hiring targets, supported local learners, and invested in community organisations that continue to deliver benefits, fostering both economic growth and social impact.

At the heart of these commitments are our people, the driving force behind HBD's success. I am proud of the expertise, dedication, and diversity of my colleagues, who work every day to bring our values to life. Our commitment to fostering a culture of inclusion, promoting wellbeing, and encouraging personal development ensures that every team member here is supported to thrive.

We can't do this alone. Wherever we work, we have amazing partners working side by side with us to generate positive change and value for the communities we serve.

Our journey represents HBD's enduring commitment to live by our values; doing the right thing, putting people first, and being open to change. We are excited to work in partnership towards achieving a sustainable, equitable future for all.

**By Ed Hutchinson,
Managing Director**



Planet: Building a low carbon, sustainable future

Climate change is the defining challenge of our times, and one that is fundamentally changing the way we create places.

At HBD, we understand that protecting our environment is both our responsibility and an opportunity for innovation and to engage our partners.

We've always been a forward thinking organisation, with a track record of investing in new ideas, materials and methods to help keep our places sustainable.

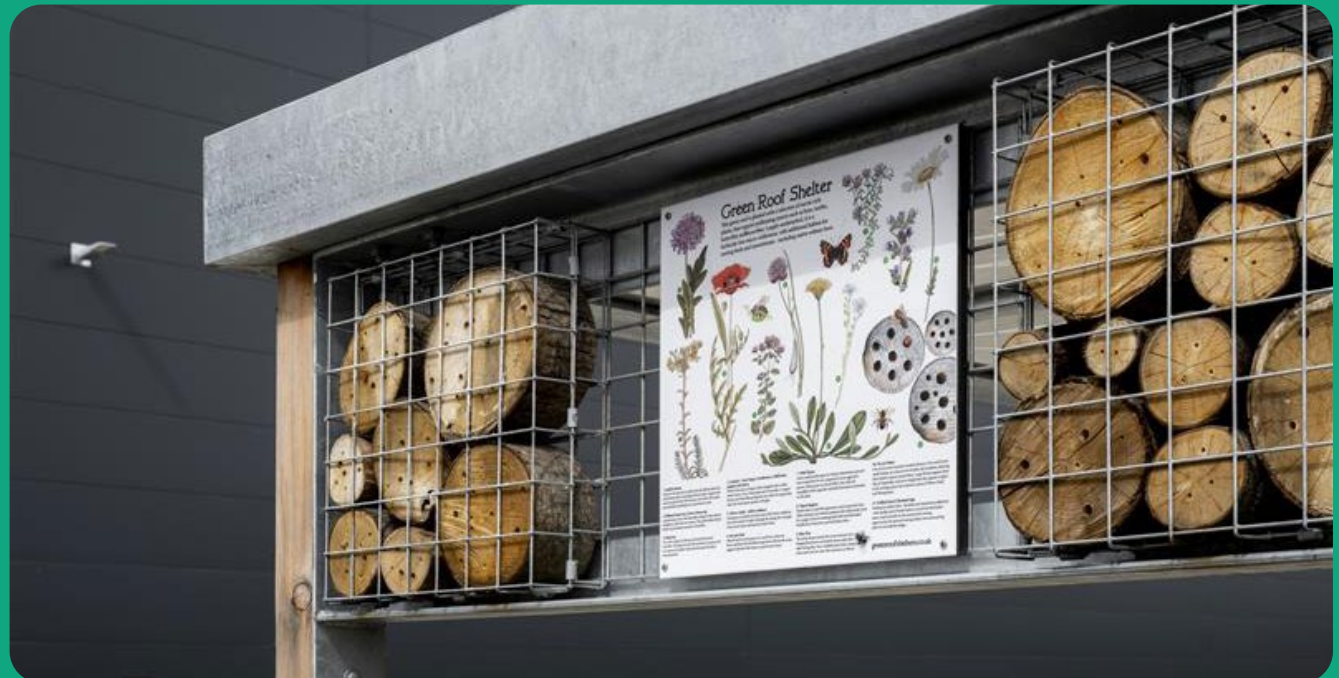
Our people are creative, resilient, and determined – skills that are helping us to tackle climate change head on – and we are investing in, and encouraging, their expert knowledge to enhance the sustainability of our places.

Our commitment to tackling climate change

We have pledged to reduce our carbon footprint, use resources efficiently, upskill our people and partners and incorporate greener technologies where we can in all our projects. Our aim is to achieve net zero carbon for our directly controlled greenhouse gas emissions by 2030.

“Momentum is a strategically located logistics scheme with strong environmental and social credentials, beneficial both to future occupiers and the communities around it.”

Darren Hutchinson, Barings



We are proactively working to evolve how we design and build our schemes to create net zero carbon buildings that enhance the wellbeing and purpose of the occupiers.

And we're working with like minded partners across our projects, pioneering new ideas for sustainable construction and embedding protection of natural habitats and increasing biodiversity to preserve and enhance the natural habitats in and around our places.

We're also making it easy for our colleagues to work sustainably. That means empowering them to travel sustainably, reduce our waste and resource use, and upskill and inspire them to act positively.

When it comes to protecting the planet, there's always plenty more to be done. At HBD, we remain committed to building a more sustainable present and future.

Over
£200 million

GDV of net zero carbon schemes delivered in 2024

“With enviable environmental credentials and excellent transport links, our move to Island will help reduce our carbon emissions and make it easier than ever for our employees to choose more environmentally friendly modes of transport.”

Patricia Cobian,
Virgin Media O2

Since 2019 we have:

used
85%
less electricity and
56%
less gas in the buildings we occupy

reduced our
business mileage by
41%
as we use alternate forms of
travel and meetings

*Figures based on our 2023 greenhouse gas emissions report.

Case study: Gaining Momentum with I&L sustainability

Location: London
Sector: Industrial & Logistics
Partner: Barings

“Sustainability credentials rank high on the list of priorities for occupiers... HBD has created something remarkable at Momentum... In the world of I&L, such impressive credentials have often been scarce, so I take great pride in representing something of Momentum’s calibre.”

Anna Worboys,
CBRE

Momentum is a truly sustainable place to do business. 380,000sq ft of high spec warehouse space designed to be net zero carbon in operation.

- A calculated overall construction carbon saving of 3,770 tonnes
- Generating the equivalent of 480,000 miles per annum of CO2 free journeys by installing full roof PV coverage
- BREEAM Excellent
- EPC A
- 87% Biodiversity Net Gain enhancements
- 75% solar PV panels to roof generating enough energy to cover base build energy demand of 30kWh/m²/year
- 15% reduction embodied carbon through recycled material selection
- £146,000 tenant savings per year due to renewable energy and efficiency



Case study: Setting new sustainability standards at Island

Location: Manchester

Sector: Urban development

Partner: Greater Manchester Pension Fund

A new, 100,000sq ft Grade A office building in Manchester's central business district.

- Net zero carbon in construction
- Embodied carbon 40% lower than an average UK office building
- Energy use intensity (EUI): 47kWh/m²/annum
- Circa 350m² roof PV array
- Achieved an ultra low embodied carbon debt of 600kg CO₂ per m² of GIA
- BREEAM Excellent
- EPC A
- Achieved an Independent Design Review 5* NABARS Uk Energy rating



People: Empowering our team to be fulfilled, healthy, and successful

At HBD, our people are the driving force behind our success. Behind every project we do is our experienced team of people. We have six offices up and down the UK, ensuring we have local knowledge where it's needed. Diversity and inclusion are powerful. We've established a culture where everyone feels valued and empowered to contribute their unique perspectives and skills when bringing our places to life.

Our commitment to increasing diversity

HBD are committed to increasing the diversity of our workforce and supporting our industry to becoming more accessible and inclusive. Whilst we are proud that our diversity is improving, we recognise that there is much work to do to create a truly equitable and inclusive workplace. To achieve these aims, we are engaging key partners to attract talented people of all backgrounds to work for our business and in our industry.

“At HBD our successes are underpinned by an exceptional team of people that has a track record of delivering truly impactful projects.”

Ed Hutchinson



Without our people, we can't do what we do. They are our greatest asset and so it only stands to reason that investing in their growth, wellbeing, and development is of critical importance.

Our Employee Assistance Programme offers access to vital health and wellbeing services, alongside our mental health first aiders who provide much needed support to our entire team.

Our approach to wellbeing is collaborative as we strive to foster an open culture where people are comfortable to access support, discuss their personal experiences, and support our ongoing evolution.

From charitable causes to supporting learners, we donate hundreds of hours of our time each year to getting out into the communities where we work and supporting local initiatives.

We are proud to partner with schools, colleges and universities to provide young people aspiring to work in the built environment with real world opportunities while they study. We offer support including work placements, mentoring, site visits, bespoke education challenges, and careers talks to a diverse audience of learners to excite, inspire, and inform them about our industry.

“HBD impress me with their willingness to get involved, working with us openly and transparently to create a real and meaningful opportunity for our students. The partnership has been running for a few years now, and hugely benefits our students, our university, and HBD as well. It allows students to apply what they've learned in a practical setting, transcending theory.”

Marcus Lord,
Manchester Metropolitan University

Our Net Promotor
Score for 2024 was

57

which is considered
outstanding

We are thrilled to be announced
as one of Manchester
Metropolitan University's

‘Employers
of Choice’

for 2025

Case study: George's Story

“I've been given an amazing opportunity and it's blown away my expectations.”

George McKimm,
HBD apprentice

We're unwavering in our support for the next generation of property professionals, investing in future talent so that they are well equipped to face the challenges and opportunities of the future built environment.

Meet George McKimm, HBD apprentice who's learning 'on the job'.

Tell us about your time so far at HBD?

It's just so good and has blown my expectations out of the water. I've been given real responsibility and an amazing opportunity to build and start to develop a prosperous and fulfilling career.

Your mentor is our colleague Dean Thompson in Manchester; how has he supported your learning and development?

Dean's involvement has been really key to my progress, ensuring I get the support of the wider Manchester team – every one of them has been really helpful, providing advice and helping me build my knowledge and experience. Dean's at the forefront of that, ensuring I'm involved and always making sure that I'm doing something that's going to enhance my learning.

What's the best thing you've learned so far?

I've learned so much about appraising potential schemes working with colleagues like Katie McManus, Richard Hinds, and Sarah Gill, all showing me how to do this accurately and effectively. I really do love seeing how a scheme is assessed in its infancy, how we make it feasible, and how it will make a difference.



Places: We're here to make an impact

Great places start at HBD, and they couldn't be more diverse. From logistics and office spaces through to new homes for local people, no two of our developments are the same.

No matter how big or small the scale, we use our expertise and integrity to create places that have a lasting, positive impact on the people and communities that use them.

We're committed to making a lasting impact in our communities

By designing and building successful projects that contribute positively to the wider local economy and improve the social fabric of a place. We want to ensure that we make a social impact in local communities long after we finish building, fostering thriving local economies and creating long term opportunities for local people.

“It has been a pleasure working with HBD on their social value commitments for Phase I of the SPARK development. Our positive collaboration has resulted in many positive action schemes to support the local community, schools and young people.”

Jane Kaur-Gill, Walsall Council



By engaging with our supply chain partners to hire and spend locally, we can remain focussed on people, places and the planet.

We support our charity, community, and education partners in any way we can; volunteering and fundraising, providing work experience, and building long lasting, strategic relationships.

“Kampus is so unique, there’s just something about the space that draws people in and brings people together. It’s such a diverse community”

Emma Thorlby,
Local Yoga Instructor

£20 million

of social value has been
generated since 2022

Since 2022 HBD colleagues have
contributed to over

2300

volunteering hours



Case study: Creating social value standards at Island

Island is our net zero workplace in the heart of Manchester's business district.

In partnership with our contractor, Bowmer+Kirkland, we have achieved an unprecedented level of social and local economic value while bringing this pioneering office space to life.

During construction:

- 55% of the workforce live within 20 miles of the site
- over 30% of the project expenditure has been spent within the local economy
- Supported local grass roots initiatives such as Brooklands Dragons FC, Sale, Keep Manchester Tidy and the Ardwick Climate Action Group
- A total of 346 apprentice weeks have been worked on the project against a targeted 156 weeks

“Working on Island has enhanced my abilities. It has been a remarkable learning environment where I've felt supported and encouraged.”

Apprentice at Island in Manchester



Case study: Supporting LandAid

“HBD have been a stalwart supporter of LandAid for the past 5 years, with donations totalling over £50,000. LandAid are very grateful for HBD / Henry Boot plc’s support; and we thank them for their support to our mission in ending youth homelessness in the UK.”

Katie Stephenson, LandAid

- HBD began supporting LandAid in 2020
- Ed Hutchinson, Managing Director has taken on the role of Chair of the Yorkshire Board supported by Tom Wheldon and Sarah Gill
- HBD has sponsored the Yorkshire Region Sleepout since 2021
- The HBD team has raised over £50,000 for the charity in that time
- In 2024 HBD organised own events including the successful Padel tournament and Edale Skyline fundraising challenge



Partners: There's strength in numbers

We value our relationships with all our partners – from clients and investors to suppliers and local communities.

Open communication, collaboration, and mutual respect help our team to build long term partnerships based on trust and our shared values.

We collaborate with 24 joint venture partners, helping us to deliver exceptional places where people live, work, and thrive. We also collaborate with a broad range of industry, education, community and charitable partners.

Our commitment to sustainable and lasting partnerships

Great partnerships are crucial to delivering our work and achieving the levels of excellence to which we all aspire. We're fortunate to partner with leading funders and landowners, individuals and businesses who share our values and look far into the future. Neither HBD nor our partners solely focus on quick wins, instead we invest our time, passion and knowledge to create great places, which will stand the test of time.

Vivienne Clements, Executive Director



A selection of our development partners:



“The basis of any good working relationship is a shared vision and shared values, and we’re fortunate enough to enjoy commonality between Barnfield and HBD... We have the same appetite and appreciation for architecture, design, and practical development.”

Tracy Clavell-Bate,
Barnfield Developments

A selection of our community and charity partners:



HBD collaborates with

24

joint venture partners, helping us to deliver exceptional places

Case Study: Celebrating 20 years of collaboration at Markham Vale

Location: Derbyshire
Sector: Industrial & Logistics
Partner: Derbyshire County Council

The transformation of Markham Vale from a former colliery to a thriving industrial and logistics hub has been 20 years in the making. This site now hosts businesses ranging from local start ups to major logistics operators and exemplifies holistic sustainability, with a commitment to social, environmental, and economic value.

Together with Derbyshire County Council we have achieved:

- 10% biodiversity net gain, enhancing nearby habitats through collaboration with Chesterfield Council
- 5,700 new trees were planted in the latest development phase, creating two hectares of woodland, and nearly four hectares of new grassland habitat
- 2,200 people now work at Markham Vale, supporting local employment and contributing to regional economic resilience and community growth
- Sponsored the Walking Together memorial, commemorating Markham Vale's mining heritage

“HBD’s commitment to social value, job creation, and preserving mining heritage means the team has fully embraced our mission. They have helped us realise the early vision of creating an environment for success.”

Trudi Saxton,
Markham Vale centre manager



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