FY26 ESG Report

At untypical, we have a strong commitment to sustainability and social responsibility. We are dedicated to a greener future and are committed to finding new ways to build more sustainably.

We are working continuously to integrate sustainability into all aspects of our business, from the suppliers we choose, to the materials we use, the training we provide and the customer care that we deliver.

1. Strategy & Reporting

We aim to build better homes, provide our people with a better place to work, and leave a better and lasting legacy for generations to come. This commitment means we are trusted by communities, customers and local authorities to build homes of outstanding quality. The group's Sustainability policy can be found at www.untypical.co.uk/policies.

2. Procurement

A resilient supply chain is key in delivering quality homes to our customers and we prioritise collaborative, long term partnerships with our business partners to ensure we are always building better. This includes working with our suppliers and subcontractors to ensure they have steps in place to prevent exploitation of their own workforce and supply chain – in line with our Modern Slavery Policy.

We are committed to embedding ESG principles throughout our procurement process and have continued to work with the Supply Chain Sustainability School to provide free training to upskill our supply chain partners.

All timber products purchased directly or through our supply chain group contracts hold a recognised independent chain of custody certification from either the Forest Stewardship Council (FSC) or the Programme for the Endorsement of Forest Certification (PEFC).

Alongside this we have set clear expectations for our supply chain partners to ensure they are independently assessed against untypical ethical and sustainable procurement standards. Working with CQMS to audit compliance against its Safety-Scheme Advanced Assessment (PAS91+) which includes Environmental Management, Equality & Diversity & Safety Management alongside financial information and Additional Bribery & Corruption & Modern Slavery modules. With performance regularly reviewed by our commercial teams and any non-compliance managed in line with our Commercial Golden Rules.

3. Energy & Carbon

The untypical group is targeting an 80% reduction in Scope 1, 2 & 3 emissions across our value chain by 2040 and is working to develop a detailed roadmap for achieving Net Zero by 2050.

Because operational emissions from our homes represent the largest share of our total carbon footprint, improving the energy performance of the homes we build is central to our decarbonisation strategy. All new homes are designed to be net zero ready, with air source heat pumps installed as standard and our homeowners are given support with the sustainability features of their new homes. Helping us progress towards our target of reducing operational emissions by more than 70% from our 2025 baseline by 2030.

To measure our performance against this target we monitor the average DER (Dwelling Emissions Rate) of our developments.

Metric	FY25 (Baseline)	FY26	Y/Y Reduction
Average Operational Carbon Intensity ($kgCO_2e/m^2/yr$)	13.9	9.6	-31%

FY25 baseline data has been re-stated to include all group data for both Tilia and Hopkins Homes. Previous reporting for FY25 included only Tilia Homes. A detailed breakdown of group reporting is available in the ESG data table at the end of this report.

Alongside this we have been working to reduce our operational scope 1 & 2 carbon emissions as part of our ESOS (Energy Savings & Opportunity Scheme) Phase 3 action plan. Which includes the relocation of our Anglia office to a modern, energy efficient building, providing a salary sacrifice programme for low emission vehicles and migrating our servers to a cloud-based service. The latter will save an estimated 300MWh of energy by 2027.

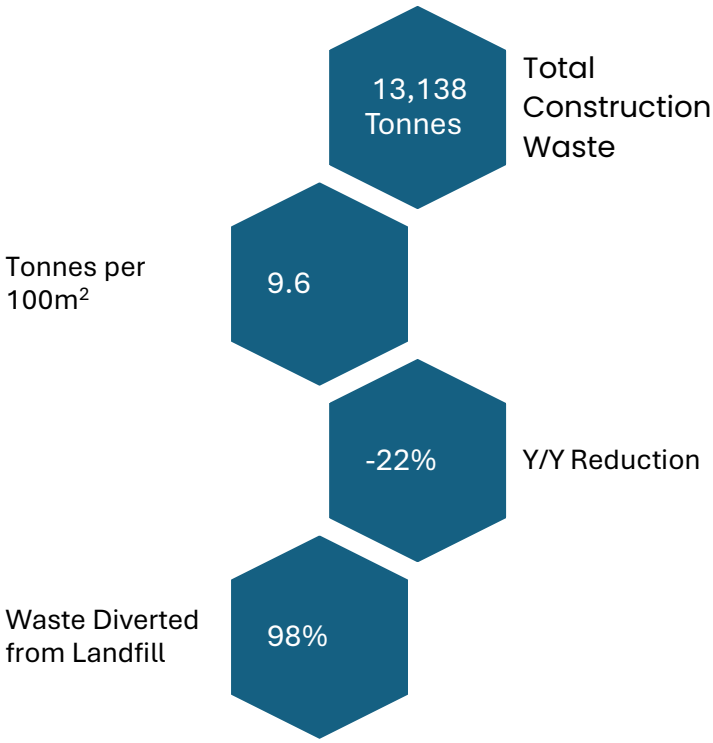
During the Financial Year ending 2025, the group's total operational carbon emissions (Scope 1 & 2) was 2762 tonnes CO_2e with underlying energy consumption of 11,830,027 kWh. Whilst this represents an increase on the previous reporting period due to the growth of the company, we have continued to look at ways to operate more efficiently. This has included implementation and monitoring of fuel and generator use across our developments, trials of hybrid generators and continued roll out of our salary sacrifice scheme to support our staff in making more sustainable choices. All of which has helped us achieve a 25% reduction in normalised emissions across the group over the last 3 years.

Metric	FY24	FY25	FY26
Normalised Scope 1&2 tCO_2e per $100m^2$ Legally Completed Area	2.7	1.9	2.0

A detailed breakdown of group reporting is available in the ESG data table at the end of this report.

4. Circular Economy

We aim to cut construction waste by more than 50% by 2030, compared with our FY25 baseline of 12.2 tonnes per 100m² of legally completed area. To achieve this, we are identifying ways to reduce waste through better awareness, material storage, and reuse across our developments. Our FY26 performance is shown below.



FY25 baseline data has been re-stated to include all group data for both Tilia and Hopkins Homes. Previous reporting for FY25 included only Tilia Homes. A detailed breakdown of group reporting is available in the ESG data table at the end of this report.

Throughout the year we have continued to work with our site and commercial teams to raise awareness of the true cost of waste and how we can achieve these targets. From standardising how we set up sites and the materials we use to holding regional workshops supported by our waste management partners to share best practices.

Case study: Reducing timber waste through Pallet LOOP

Our continued focus on the re-use of pallets is helping to reduce avoidable timber waste, cut disposal costs and support a more circular approach to construction materials. Through Pallet LOOP, untypical group has returned more than 39,000 pallets for repair and re-use since starting to work with them in 2024, preventing around 7,900m³ of wood waste from entering skips and reducing waste disposal costs by an estimated £105,000.

Since the start of 2026, Pallet LOOP has collected just over 14,000 white and green pallets from our sites. This has diverted 215 tonnes of wood waste, reduced operational carbon emissions by 1,006kgCO_2e and saved approximately £39,000 in waste disposal costs.

By collecting pallets separately and returning them for re-use, we are reducing avoidable waste on site while delivering measurable environmental and financial benefits.

5. Ecology & Water

Protecting and enhancing the natural environment remains an important part of how we design and deliver our developments. Across our projects, we are focused on achieving Biodiversity Net Gain (BNG) and creating places that support local wildlife and habitats.

Our commitment to the Homes for Nature initiative, which we joined in 2024, continues to guide our approach to integrating nature into new communities. This includes installing bird-nesting bricks or boxes for every new home built and creating hedgehog highways as standard. We also continue to work with partners such as Save our Suffolk Swifts and Hedgehog Street, while incorporating features such as wildflower meadows where possible to provide food and habitat for pollinators and other wildlife.

Water efficiency is also an increasing priority. We recognise the importance of creating homes that help customers use water responsibly and reduce demand on local water infrastructure. Our current approach includes water-efficient fittings, wastewater heat recovery systems and A-rated appliances, alongside sustainable drainage systems such as basins and ponds to manage surface water runoff and support biodiversity.

We are working with our partners to identify further opportunities to improve water efficiency through future house designs, including the potential use of rainwater harvesting and other measures that reduce potable water use while supporting resilient, sustainable communities.

6. Communities & Placemaking

Placemaking lies at the heart of creating vibrant, resilient communities that thrive beyond mere buildings and infrastructure. By prioritising open spaces, green walkways and play areas at the heart of our developments, we create places that support wellbeing, encourage connection and foster a sense of belonging.

Our homes are thoughtfully positioned to reflect the unique character of each site – considering topography, sound, privacy, light and key vistas – to create neighbourhoods with a natural rhythm and a distinct sense of place.

We are proud to align our approach with Building for a Healthy Life, Home England's design code for healthier, more sustainable places. Its principles, from walkable streets to well-connected green spaces and community-focused layouts, guide us in delivering people-first developments where residents can live well, feel connected and truly thrive.

As Hopkins Homes and Tilia Homes continue to grow under untypical, our Placemaking Guidance gives our teams a clear framework for designing and assessing new developments, keeping quality, customers and communities at the forefront.

Case study: Building for a Healthy Life on every new site

untypical has committed to entering every new site into the Building for a Healthy Life (BHL) assessment process from the planning stage.

The follows Church View, a 115-home Hopkins Homes development in Bramford, Suffolk, receiving untypical's first BfHL Commendation in June 2026. The scheme achieved a green light across all 12 assessment criteria, recognising its connected streets, distinctive local character, high-quality public open space and green infrastructure.

Church View also incorporates wildlife features including bat boxes, swift bricks and hedgehog highways, while every home is fitted with an air-source heat pump and achieves an EPC rating of B or above. By applying BfHL consistently across future developments, untypical is embedding independent design-quality assessment at the earliest stage of each scheme.

We also go beyond minimum planning requirements for play provision. Our Universal Play Guidance promotes accessible, engaging spaces that support children's physical, social and cognitive development, while welcoming families, carers and the wider community. Inclusive equipment, accessible surfacing, sensory features, quiet spaces and neurodiversity-informed design are considered from the outset.

Case study: Inclusive play at Woolpit, Suffolk

The shared play area at The Elms and Kiln Grove in Woolpit is the first example of untypical's new approach to inclusive play. Developed with Kompan, it is designed to help children of different ages and abilities play together, while providing a welcoming outdoor space for the whole community.

The area includes accessible equipment and surfacing, sensory activities, quiet areas, and seating for parents, grandparents and carers. It is now a blueprint for future Hopkins Homes and Tilia Homes developments, helping to create family-friendly neighbourhoods where people can meet, play and spend time together.

Our universal play guidance demonstrates our commitment to raising the standard of inclusive play and sharing best practice across the industry.

7. Socio-Economic Impact

People are central to our success. We are committed to creating an inclusive environment where colleagues can develop skills, build rewarding careers and progress with confidence. Through training and development, we support our people to realise their potential.

Over the last two years, we have continued to grow our workforce while strengthening our investment in people and skills. Employee numbers increased from 493 in FY25 to 522 in FY26. Female representation at Executive Committee level increased from 25.0% to 33.3%, while overall female representation remained broadly stable at 35.6%.

Our women's networks provide a space for colleagues to connect, share experience and support one another. We also support HBF's Women into Homebuilding programme, helping to attract more women into the sector and widen access to careers across the industry. This along with our other programmes has enabled us to increase women in site based roles to 7.1% in FY26.

Apprenticeships and early careers are an important route into homebuilding. Through our commitment to the 5% Club, we also continue to strengthen earn-and-learn pathways that combine practical experience with recognised training and professional development. In FY26, our graduates, apprentices and trainees represented 5.6% of employees, up from 3.9% in FY25, demonstrating continued support for early careers and skills development. Women accounted for 50% of these apprentices, reflecting our focus on improving diversity in future talent pipelines.

We support charities and community organisations at both local and national level, reflecting our commitment to creating positive change beyond the homes we build. Alongside supporting causes close to our developments, we work with national partners that address wider social challenges, including Emmaus UK.

Case study: Working with Emmaus UK to beat homelessness

untypical is partnering with Emmaus UK to help tackle homelessness and create lasting opportunities for people rebuilding their lives. The partnership combines fundraising, employee volunteering and access to training and employment.

untypical has set an annual fundraising target of £250,000 and is encouraging colleagues to complete one volunteering day each year. It will also help create apprenticeship opportunities, supporting people to develop skills, build confidence and take the next steps towards sustainable employment.

8. ESG Data Table

untypical group performance for the FY26 reporting period and previous reporting periods where data is available.

	FY23	FY24	FY25	FY26	Footnote
Energy & Carbon					
Greenhouse Gas Emissions Scope 1 & 2					
Scope 1 tCO_2e	3,659	2,883	2,200	2,353	*1*
Scope 2 tCO_2e - location based	116	535	400	409	*1*
Total Scope 1&2 tCO_2e - location based	3,775	3,418	2,600	2,762	*1*
Scope 1&2 tCO_2e - location based per $100m^2$	3.0	2.7	1.9	2.0	
Greenhouse Gas Emissions Scope 3					
3.01 - Purchased Goods & Services tCO_2e			62,159	63,320	*2*
3.03 - Fuel Related Emissions tCO_2e			517	463	*2*
3.04 - Upstream Transport & Distribution tCO_2e			2,068	2,115	*2*
3.05 - Waste Generated in Operations tCO_2e			1,158	1,902	*3*
3.06 - Business Travel tCO_2e			313	578	*4*
3.07 - Employee Commuting tCO_2e			966	987	*5*
3.11 - Use of Sold Products tCO_2e			109,976	75,075	*6*
3.12 - End of Life Treatment of Sold Products tCO_2e			2,834	2,877	*2*
Total Scope 3 tCO_2e			179,991	147,317	
Scope 3 tCO_2 per $100m^2$			135	108	
Whole Life Carbon					
Embodied Carbon A1-A5			61,401	63,323	*7*
Embodied Carbon (Houses) A1-A5 per $100m^2$			46.0	46.4	
Embodied Carbon (Site)			5,448	5,479	*8*
Embodied Carbon (Site) per $100m^2$			4.1	4.0	
Energy & Carbon Performance - Homes					
Average SAP rating			87	89	*6*
Average Dwelling Emissions Rate (DER) for completed homes ($kgCO_2/m^2/yr$)			13.9	9.6	*6*
% Homes Delivered that are 'Zero Carbon Ready' during the period			27%	39%	*6*
Circular Economy					
Waste Management					
Construction Waste total (tonnes)			16,306	13,138	*9*
Construction Waste (tonnes) per $100m^2$			12.2	9.6	
Construction waste diverted from landfill (%)			97.4%	98.2%	*9*

	FY23	FY24	FY25	FY26	Footnote
Nature & Ecology					
FHH Homes for Nature Interventions					
Bird Boxes & Integral Nest Bricks Purchased in the year				1,699	*10*
Bat Boxes Purchased in the year				485	*10*
Insect Bricks Purchased in the year				25	*10*
Communities & Placemaking					
Placemaking					
No. Developments submitted for assessment against Building for a Healthy Life accreditation in the year				7	*11*
No. of Play Areas designed to meet Kompan Universal Play in the year				31	*11*
Investment in New Homes					
Number of legally completed units			1,382	1,387	
Number of Affordable homes legally completed			362	409	
% Affordable Homes legally completed in the year			26.2%	29.5%	
Legally completed area (100m^2)	1,248	1,262	1,335	1,364	
Socio Economic Impact					
People					
Number on Executive Committee as at 31st March			4	6	
% Female			25.0%	33.3%	
Number in Regional Senior Leadership Teams (SLT) as at 31st March			11	16	
% Female			27.3%	25.0%	
Number of Employees (Including Regional SLT & Group Exec Committee) as at 31st March			493	522	
% Female (all employees)			36.3%	35.6%	
% Female (site based roles)			3.8%	7.1%	
Number employees receiving Real Living Wage as at 31st March			492	522	
% Employees receiving Real Living Wage			99.8%	100.0%	
Number of Graduates, Apprentices & Trainees as at 31st March			19	29	
% Graduates, Apprentices & Trainees			3.9%	5.6%	

FY26 ESG Data Table Footnotes

Our reporting period for FY26 covers 1st April 2025 to 31st March 2026. Previous reporting periods cover the 1st April -31st March for the relevant financial year. Unless otherwise stated all data included in this report is for the untypical group (Tilia & Hopkins Homes)

1	Calculated using the HM Government Greenhouse Gas (GHG) conversion factors for Company reporting for the relevant years. Gas and Electricity consumption data (Scope 1 and 2) from billing and consumption reports supplied by our energy suppliers for all sites. Office energy data from billing and invoices with estimates made based on average consumption across sites where not available. Transport data from fuel cards, internal claimed mileage and expenses tracking. Including Scope 1 and 2 emissions from Company Fleet. Scope 1 data for combustion of fuel on development site from invoices for delivery of fuel onto site during the period. Following the availability of new, finalised data, we have adjusted our previously published figures to ensure the highest standard of accuracy and compliance. Periods prior to FY25 have been calculated by combining Tilia and Hopkins data.
2	Hybrid method used to calculate scope 3.01, 3.04 and 3.12 emissions. WLCA archetypes modelled for house types based on construction method and size. Spend data used to calculate material emissions with cost based conversion factors for all other spend categories not included in WLCA or stated in other categories.
3	Calculated using the HM Government Greenhouse Gas (GHG) conversion factors for relevant years. Includes emissions from all waste (construction & excavation) removed from sites.
4	Calculated using the HM Government Greenhouse Gas (GHG) conversion factors for relevant years. Internal expenses used to track business travel by vehicle, mileage/fuel type with estimates for average vehicles only used in exceptional circumstances.
5	Employee commuting estimated based on total employees during the reporting period using average commuting distance data collected during a staff survey in FY23.
6	Data taken from SAP certificates and registered EPC reporting for plots completed during the period. Scope 3.11 emissions calculated from plot level Dwelling Emissions Rates for regulated energy use only over the standard RICS 60 year building lifespan.
7	Detailed RICS WLCA archetypes have been modelled based on construction method and size for modules A1-A4. Actual fuel use, energy consumption and waste data has been used for module A5 with estimates only used for module A5.2 'Construction Activities' where data from subcontractors is not available. Modules A5.1 & A5.4 excluded.
8	Detailed RICS WLCA methodology used to calculate site infrastructure emissions across 2 sampled developments with an average kgCO2e per plot calculated. This has been multiplied by legally completed plots for the relevant reporting periods.
9	Includes only EWCs starting with 17 except soils (EWC 170504), removed from sites whilst untypical group companies were principal contractor. Where waste carrier returns or confirmed end-of-life treatment fates were unavailable, diversion from landfill rates have been estimated. EWC codes were mapped to corresponding EWC-STAT classifications to apply national treatment averages published in Defra's UK Statistics on Waste datasets.
10	Data reported is captured from units purchased during the period. We are working to improve verification of installation at plot level through our QA processes in future years
11	This is a new process for the most recent reporting period so designs have been submitted but not yet assessed or installed.