



# BARGATE

## ESG Report

# Introduction

Mark White, Managing Director of Bargate has been instrumental in the success and growth of the company, since its inception in early 2006. Mark, Bargate's first employee has helped deliver more than 80 developments over the course of the company's 18 year journey.

Mark also joined the advisory board for the influential APPG providing counsel to parliamentarians, proposing topics for research, and meeting with ministers and other policymakers. The advisory board members provide insight to each other and to policymakers, with the

aim of improving the way that the government regulates and supports the housing industry.

Bargate is renowned for the high quality of its land supply and new homes in the central-southern area. Industry-leading customer satisfaction and an ethos of 'purpose beyond profit' are central to successful performance and continued growth.

Bargate, a subsidiary of VIVID Homes works to progress the organisation's joint ambitions of developing more new homes to meet the needs and aspirations of people in the south.







# Meet the team



**Steve Birch**  
Land Director



**Andrew French**  
Sales & Marketing Director



**Mike Sneddon**  
Commercial Director



**Mick Hanson**  
Construction Director



**Rachel Davies**  
Design & Development Director



**Matt Prout**  
Technical Director



**Tom Evans**  
Finance Director



## The vision

Bargate was established in 2006, to be a truly differentiated homebuilder in its product and guiding principles.

- To be better, not bigger.
- To focus on doing the right thing, in delighting customers; not prioritising margins and shareholder returns.
- To develop a limited number of select developments annually, exclusively in beautiful locations within 45 minutes of our Fair Oak headquarters.
- To recognise our corporate responsibility; to have a purpose beyond profit.
- To demonstrate a duty of care in development, to enhance the beautiful local area we all choose to call home and give back to the communities in which we develop.
- To be the brand that cares in a marketplace that seemingly does not.

This vision is as true to the business now as it was then, resulting in our enviable reputation. Indeed, VIVID's acquisition of the business and decision for Bargate to continue to operate independently is a further endorsement of the appeal of our ethos.

At the centre of this is our ESG commitment and we recognise we have an active responsibility and need to continually evolve and improve the ways we operate.



# Enviromental Commitment

Supported by a significant budget allocation, our first sustainability strategy is based around four main objectives



# Becoming a sustainable business partner

Working to a robust sustainability strategy - and by proactively enhancing energy performance - will help us on the journey to deliver the Future Homes Standard needed in the marketplace. We are working with VIVID on this shared vision now and for the future.

This includes enhancing the sustainability emphasis of our procurement decisions, to make sure we not only work with like-minded businesses, but also to ensure throughout each stage of the development process we are as environmentally considerate as possible.

We are working towards becoming a zero-carbon business and strive to become one of the most sustainable housebuilders in the industry. The homes we deliver are where we can make the biggest impact. This in turn will help our customers to reduce their carbon footprint and energy bills.







## Becoming a zero-carbon business

Our environmental commitments have also extended to our business activities, including reductions to our own carbon footprint, ensuring Bargate is upheld as a sustainable partner to work with. This is measured and reported under the Government's Energy & Carbon Reporting requirements.

We do this by actively promoting recycling at our headquarters office and across our development portfolio. We also promote and facilitate sustainable travel, with walking and cycling routes, access to public transport, and availability of EV charging points, a key characteristic.





## Provide biodiverse developments

With every new development, we also seek to deliver meaningful biodiversity net gains. This includes, proactive ecological enhancements, such as tree and shrub planting, new green infrastructure, hedgehog highways and habitats for local reptiles. Our commitment also goes one step further aiming to provide ecology boxes to each home where possible, these include nesting boxes, bat boxes and bee bricks.

Our developments have sustainable urban drainage features, with an emphasis upon wet features - where possible - to provide the most effective natural landscaped drainage solutions, but also additional wildlife and biodiversity benefits.

We continually review our Design Code principles to positively influence and engage with the community and local stakeholders.





# Making our homes more energy efficient

We measure the energy efficiency of our homes against Energy Performance Certificates, which give each home a rating from A being the most efficient to G being the least efficient. We have committed to only producing EPC A or B rated homes, as these higher ratings ensure the reduction of greenhouse gas emissions and can make a substantial difference to household energy consumption.

The Government has set a target to reach an EPC rating of C or better for all homes, which we are already exceeding. We are also starting to install air source heat pumps, in line with changing Building Regulations and to support renewable technologies.

[WWW.BARGATEHOMES.CO.UK](http://WWW.BARGATEHOMES.CO.UK)

# People and communities

Bargate will deliver 1500 mixed-tenure homes over the next five years







With every Bargate development, we demonstrate a duty of care by enhancing the beautiful local area. We want to give back to the local communities in which we develop, and we only choose to deliver a limited number of selected projects annually, exclusively within 45 minutes of our Fair Oak Headquarters.

Even since VIVID's acquisition of the business, we continue to operate independently, as a further endorsement of our strong culture and company ethos. We emulate this through our core values, including the responsibility of being local, giving our buyers space, and our purpose beyond profit.

What makes Bargate stand out is that all employees live where we choose to develop and build. Hampshire is one of the most beautiful parts of the country and we understand the requirements of the area, and what social initiatives the community looks for. As a business, we have a self-imposed responsibility: to create beautiful homes and developments that enhance where we all choose to call home, and in turn benefit the local area.

With the uncertainty of the housing market, we also have to play our part in making it more affordable to own a home in the areas our customers choose to live. We seek out sites in areas where there has been a lack of development, and provide a range of homes to suit all age ranges and budgets.

# Governance

Bargate also practises what it preaches - internally within the company - as well as what we project externally





As part of our mission to be the leading housing developer in Hampshire, producing quality over quantity, we are completely open about the way work. There is 100% transparency around all our policies and objectives, in order to demonstrate how we provide services and manage our business.

We also choose to involve our customers in all stages of the development process, and share details of the progress on sites we are working on. By involving our customers from the start, it ensures we can deliver great homes for them, in areas they love, with all the amenities and features they desire.

Bargate also practises what it preaches - internally within the company - as well as what we project externally. We have fostered a culture that is inclusive and supportive for all. This has helped us to build a high performing team and business, where our employees are proud to come to work.

# Social futures strategy

Bargate believes in the power of collective action to shape a thriving future. As part of our commitment to driving positive change, we run a Volunteering Program as part of our Social Futures Strategy.

Employees have the opportunity to spend two days per year carrying out voluntary work in the communities we operate, while receiving their full pay and benefits. Voluntary work includes:



**Community Outreach and Education**



**Green Events**



**Sustainable Development Projects**



[WWW.BARGATEHOMES.CO.UK](http://WWW.BARGATEHOMES.CO.UK)

# Our policies delivered





## Anti-slavery policy

One initiative which is enforced in all areas of our business is the prevention of modern slavery and human trafficking from taking place anywhere in our business and supply chain. We have the same expectation of our suppliers and partners we work with. This policy is fully implemented across our business structure.

- Policies relating to slavery and human trafficking include the Equal Opportunities and Dignity at work policy, Managing Diversity, and the Foreign Nationals policy. The ways in which we actively enforce these include -
- All employees are on full written conditions of employment that are standardised and checked for compliance with all relevant Acts.
- All employees are paid at or above the Living Wage.
- No casual labour is employed.
- Appropriate training is carried out across the workforce and the provision of this is continually reviewed.





# Consumer vulnerability policy

The purpose of the Consumer Vulnerability Policy is to set out our approach to supporting vulnerability. Bargate's team delivers inclusive services, with support for our customers through every part of the business.





# Impact report



**1442**

Number of homes  
built up to 2023



**30%**

Number of homes  
provided as  
Affordable Housing



**A and B Rated  
commitment**

Energy Efficiency



**5-year forecast  
budget £100k**

Funding to  
Essential Services



**Investing £40k  
into office  
refurbishments**

Green Building





## Conclusion

In spite of industry-wide challenges, Bargate is entirely focused on its long-term objectives and the need for continual progress. Our actions - and the full team's commitment to deliver these objectives - highlight the proactive steps we take in supporting our customers and reducing everyone's carbon footprint.

All this cannot be achieved without transparent and strong governance, effective leadership, and a talented workforce. We're committed to seeing our future success underpinned by our ESG strategy and achievements.

# BARGATE

[www.bargatehomes.co.uk](http://www.bargatehomes.co.uk)

The New Barn, Vicarage Farm Business Park,  
Winchester Road, Fair Oak,  
Hants, SO50 7HD