

# Sustainability Data Supplement

to the Annual Report and Accounts 2025/26



# Introduction


## Purpose of the document

The Sustainability Data Supplement provides supporting environmental and social information for the Annual Report and Accounts 2025/26, which can be found online at: [thecrownestate.co.uk/annual-report](https://thecrownestate.co.uk/annual-report), and should be read in conjunction for full context. It includes both quantitative metrics and qualitative progress where appropriate (for example in relation to Nature recovery), as well as wider non-financial disclosures such as People and culture and Health, safety and wellbeing, to support the disclosures set out in the Annual Report.

The level of reporting across topics reflects both the maturity of data availability and the evolution of our sustainability priorities. Energy and climate reporting is more developed, supported by established metrics and longer-term data. This year, we have expanded our nature disclosures, reflecting increased focus and improved data. For inclusive growth, we have established new strategic goals and expect the level of disclosed data to increase over time as these are supported by more defined metrics and targets.

## Limited assurance

KPMG LLP has provided independent limited assurance over selected non-financial data included within our Annual Report and Accounts 2025/26. The assurance engagement was planned and performed in accordance with International Standard on Assurance Engagements (UK) 3000, Assurance Engagements Other Than Audits or Reviews of Historical Financial Information, and International Standard on Assurance Engagements 3410, Assurance of Greenhouse Gas Statements (ISAE 3410). KPMG has issued an unqualified opinion over the selected data.

KPMG's full assurance statement, together with our reporting criteria, are available on our website at: [thecrownestate.co.uk/assurance](https://thecrownestate.co.uk/assurance) and should be read in conjunction with the selected data in this report. The data subject to KPMG's assurance has been reproduced in this report where you see the symbol .

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# Energy and climate resilience

Our approach to energy and climate resilience focuses on enabling the UK's low-carbon transition while reducing emissions and strengthening resilience across our own portfolio.

## Enabling the UK's energy transition

We support the UK's transition to a low-carbon economy by enabling renewable energy generation and storage, carbon sequestration, and working across sectors to unlock system-wide decarbonisation.

## Offshore wind generated renewable energy

During 2025/2026, across our seabed holding, cumulative operational capacity in the offshore wind sector increased from 12GW to 13GW<sup>△</sup> (an increase of 1GW<sup>△</sup>).

### Cumulative capacity of offshore wind

	2025/26	2024/25	2023/24	2022/23
Cumulative capacity (GW)	13 <sup>△</sup>	12	12	12

### Carbon emissions displaced from the generation of offshore wind renewable energy<sup>1</sup>

	2025/26	2024/25	2023/24	2022/23
Total electricity generated (TWh)	46	39	43	41
Carbon emissions displaced (tCO <sub>2</sub> e)	18 million	15 million	17 million	16 million

1. Carbon emissions displaced represents the carbon dioxide that would have been emitted by traditional power stations to generate electricity, in the absence of renewable energy. A study of greenhouse gas emissions of the UK electricity system by R.C. Thomson (2014) demonstrated that wind power displaces coal- and gas-fired power stations, and that partial loading of fossil-fuelled power stations has an efficiency penalty of 11%. The CO<sub>2</sub> displaced by offshore wind can be calculated by using the Department for Energy Security and Net Zero (DESNZ) emissions statistics for 'all fossil fuels' and subtracting 11% to account for the induced efficiency penalty.

## Decarbonising our portfolio

This section provides supporting data for the Energy and emissions reporting set out in the Annual Report. Further information on methodologies, boundaries and data sources is included in the Environmental Reporting Criteria at: [thecrownestate.co.uk/assurance](https://www.thecrownestate.co.uk/assurance).

### Energy target progress (with breakdown)

The absolute energy consumption shown below reflects energy procured by The Crown Estate excluding Electric Vehicle (EV) charging and assets purchased or sold since 2021/22. The table shows performance by business and asset area, highlighting that while the enterprise-level energy reduction target was not met overall, parts of the business exceeded the 23% reduction target.

Our assets in London account for the largest share of operational building energy consumption and include a high proportion of heritage assets, presenting additional complexity in delivering energy and carbon reductions.

### Energy consumption - absolute (MWh)

	2025/26	2021/22	2025/26 vs 2021/22 (decrease)
Urban (assets in London)	72,561	91,482	(21)
Urban (assets in regional locations)	3,319	4,687	(29)
Windsor	1,898	2,527	(25)
<b>Total excluding EV charging and assets purchased or sold since 2021/22</b>	<b>77,778<sup>△</sup></b>	<b>98,696</b>	<b>(21)</b>

### Onsite generation (direct-managed portfolio)

	2025/26	2024/25	2023/24	2022/23
Solar photovoltaics (MWh)	561	351	111	84

The Crown Estate has increased the number of solar photovoltaic (PV) arrays installed across our Windsor, Rural and Urban business which has resulted in an increase in electricity generated onsite by renewables and consumed by our direct-managed portfolio. We continue to expand our use of onsite renewables, including PV systems, which help reduce reliance on the grid and lower operational emissions. For example, during the year 2025/2026, solar PV systems used at the Windsor Estate generated over 414 MWh, supporting both our own consumption and export to the grid. At the Windsor office, more than 55% of the solar energy generated was used for our own consumption.

<sup>△</sup> Independent limited assurance (see page 1)

# Energy and climate resilience continued

## Greenhouse gas emissions

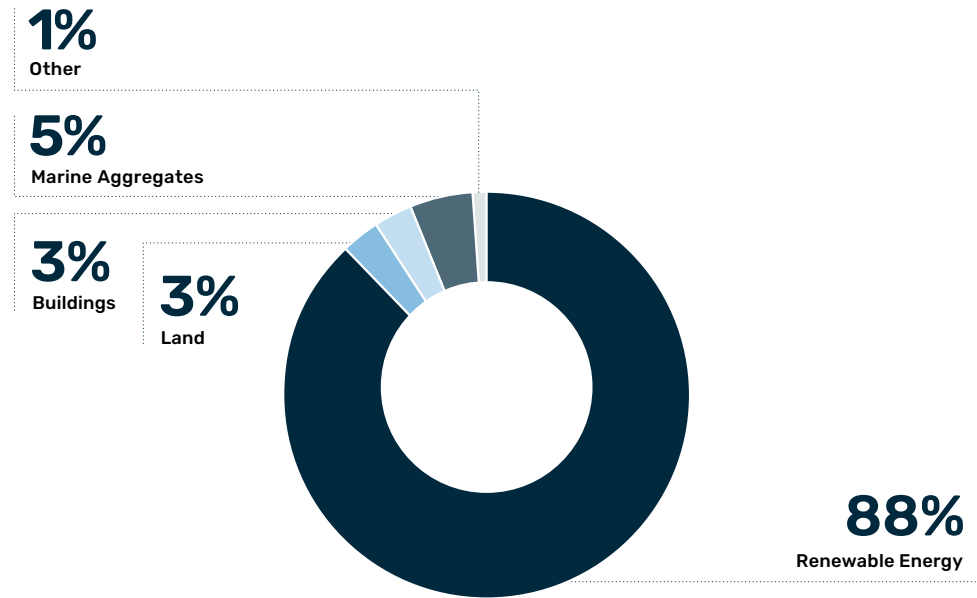
Total Scope 1, Scope 2 (location-based) and Scope 3 emissions (tCO<sub>2</sub>e)<sup>1</sup>

	2025/26
Total Scope 1	13,330
Total Scope 2 (location-based)	5,023 <sup>△</sup>
Total Scope 3	3,458,465

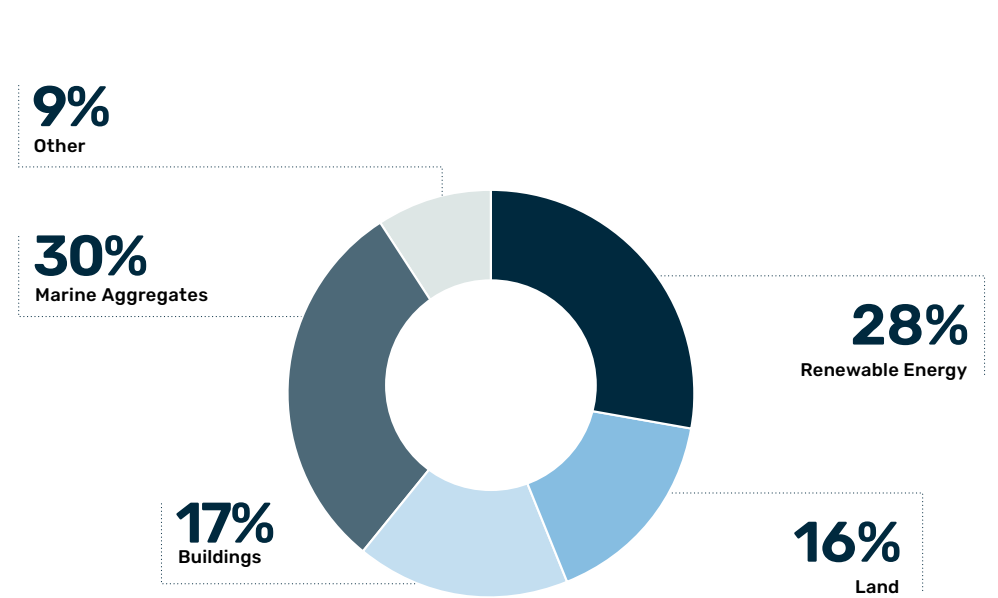
1. Scope 1, 2 and 3 emissions are presented here as totals. A more detailed breakdown is provided in the Energy and emissions section of the Annual Report.

### 2025/26 Scope 1, 2 and 3 emissions – breakdown by sector

#### Including Marine embodied carbon



#### Excluding Marine embodied carbon



<sup>△</sup> Independent limited assurance (see page 1)

# Nature recovery

Our Nature Recovery Ambition sets out three goals for 2030 and beyond: increasing biodiversity across our land and marine holdings, restoring freshwater, marine and coastal systems, and enhancing wellbeing by reconnecting people with nature.

## Biodiversity baseline overview

This year, as part of our Biodiversity goal, The Crown Estate developed its first enterprise-wide, standardised nature baseline, providing a consistent picture of habitat extent, type and condition across Marine, Rural, Windsor and Urban portfolios. This baseline brings together the best available datasets, integrating field surveys, remote sensed mapping, national datasets (including Natural England (NE), Natural Resources Wales (NRW) and Habitats of Principal Importance (HoPIs)), UKCEH Land Cover, SSSI assessments, and specialist business unit level ecological data. This establishes a repeatable framework for tracking change over time and underpins consistent reporting against our Biodiversity goal. Below, we feature a specific aspect of our baseline, focusing on the most abundant<sup>1</sup> priority habitats in each business unit landholding, along with the data sources and limitations<sup>2</sup>.



### Marine<sup>3</sup>

#### Most abundant HoPIs

- Mud and sediment habitats
- Reefs
- Seagrass

#### Data sources

- JNCC UKAsh (published 2025)
- MPA condition assessments (The Crown Estate commissioned work, dates of surveys vary)

#### Data limitations

- Habitat type and condition cannot be considered together, as condition data relates to the MPA rather than the habitat explicitly.



### Rural

#### Most abundant HoPIs

- Arable field margins
- Lowland calcareous grassland
- Native hedgerow

#### Data sources

- The Crown Estate commissioned environmental Farm Business Tenancy (eFBT) surveys (2025)
- NE/NRW HoPI (2025)

#### Data limitations

- Condition assessments aligned to England's Biodiversity Net Gain (BNG) Statutory Metric are not applicable for arable field margins.



### Windsor

#### Most abundant HoPIs

- Deciduous woodland
- Lowland dry acidic grassland
- Lowland heathland

#### Data sources

- Natural England Habitats of Principal Importance (2025)
- Ancient and Veteran tree inventory (2026)

#### Data limitations

- No habitat condition data is available.



### Urban

#### Most abundant HoPIs

- Wet woodland
- Lowland meadows
- Native hedgerow

#### Data sources

- The Crown Estate commissioned AiDash remote sensing (2025)
- Ecologist surveys (2025)

#### Data limitations

- Many of the surveys were completed by remote means – condition cannot be assessed by this method.
- Remotely sensed surveys do not provide sufficient depth to identify detailed habitats (ie HoPI).

1. 'Most abundant' refers to the priority habitats with the greatest extent, measured in hectares or kilometres, depending on the habitat type.

2. We have used a blend of available datasets, with varying levels of quality, for example from on the ground surveys through to public data, to establish the most robust baseline. We will continue to review data limitations and seek to improve this over time, using this to further refine our KPIs and targets.

3. We have included a spatial representation of Section 7, 41 and 3 (Wales, England and Northern Ireland respectively), Marine Habitats as well as OSPAR Marine Habitats. This was an initial attempt at representing HoPIs outside of the MPA network, and we will continue to work with stakeholders to refine and improve this data. Due to inconsistent naming conventions with datasets used, we have chosen general descriptions.

## Nature recovery continued

### High-level findings of biodiversity baseline

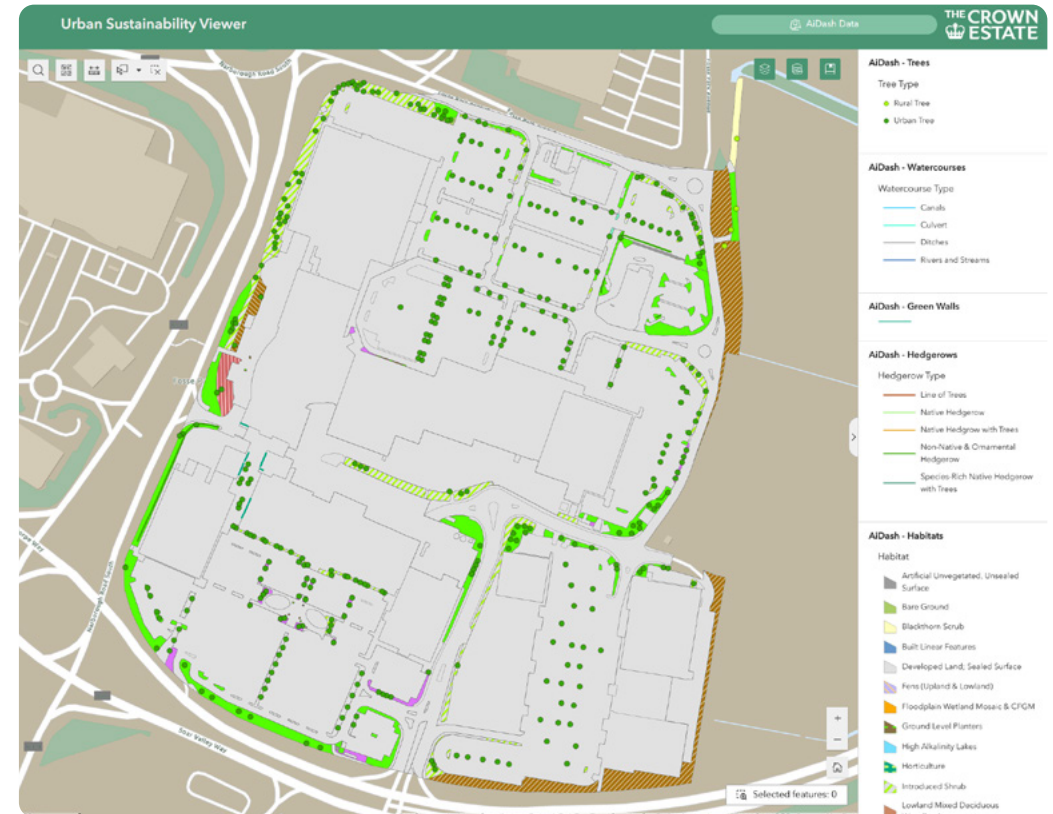
The results show variation in habitat extent, type and condition across our portfolios. Across the marine environment, habitat condition varies between sites, reflecting differences in levels of protection and survey coverage, with ongoing seabed habitat mapping helping to refine future priorities.

Within the Rural portfolio, cropland, modified grassland and hedgerows from the majority of the areas surveyed to date. Condition assessments continue to show a mix of conditions, with several areas demonstrating strong potential for ecological enhancement, eg through grassland improvement, hedgerow restoration and freshwater habitat enhancement.

At Windsor, deciduous woodland and grassland mosaics are generally in moderate to good condition across key habitat types, with opportunities to further strengthen and connect these habitats.

Across our Urban portfolio, a varied network of greenspace, scrub and sealed surfaces presents opportunities to enhance green infrastructure and improve ecological connectivity between habitat patches.

The map below is an illustration of how the baseline data is displayed for an Urban asset.



We worked with AiDash to develop a baseline habitat survey (aligned to the statutory Defra Biodiversity Metric tool) which was completed across the entire Urban estate in 2025/26, using a hybrid approach to surveys combining on-site ecological surveys and satellite imagery with AI.

## Nature recovery continued

### Headline biodiversity targets

Our headline nature targets set out the outcomes we are working towards in support of our biodiversity goal – one of our three nature-related goals – focused on delivering a measurable increase in biodiversity across our holdings across land and sea, with a first milestone of 2030. These targets are underpinned by supporting actions needed to build foundations for long-term delivery, including establishing our best available biodiversity baseline, improving data quality, and strengthening our marine and terrestrial evidence base.

Progress against our water and people and nature goals remains focused on priority initiatives, as we continue to refine where and how we can make a material difference over time.

Full details of these commitments were shared in our January 2025 Nature Ambition Update ([thecrownestate.co.uk/nature](https://thecrownestate.co.uk/nature)), and this section provides a consolidated summary of progress during 2025/26.

### Progress in 2025/26

#### Marine

Headline target	2025/26 progress	Key result snapshot
<p>1. Integrate nature as a priority in our Marine Delivery Routemap, drawing on our Whole of Seabed evidence base, to:</p> <p>a) Identify the most suitable locations for nature recovery interventions in partnership with stakeholders by 2028.</p> <p>b) Double the area leased to marine and coastal nature recovery-focused activities by 2030, measured against a 2025 baseline.</p>	<p>a) We have published the Marine Nature Principles as part of integrating nature considerations into the Marine Delivery Routemap (MDR).</p> <p>Looking ahead, our next step will be to publish nature opportunity maps, which will identify geographically explicit areas that are most suitable for nature recovery interventions across our Marine interests.</p> <p>b) A cumulative total of 130ha has been leased for marine and coastal nature recovery activity versus the 2025 baseline, bringing the total area leased for nature recovery focused activities to in excess of 1,700ha in 2026.</p>	<ul style="list-style-type: none"> <li>– Marine Nature Principles published as part of MDR</li> <li>– 130ha leased for nature (cumulative)</li> </ul>
<p>2. Increase understanding of the state of protected and vulnerable habitats, both inside and outside of Marine Protected Areas (MPAs), within our jurisdiction, working with others to support improvement by 2030.</p>	<p>We have commissioned a project with JNCC, Natural England and The Wildlife Trusts to update critical information on the condition of features in MPAs within our jurisdiction. This activity also collated information on pressures associated with condition and remedial action proposed by the Statutory Nature Conservation Body (SNCB) and improvement plans.</p> <p>Nature Action Plans (NAPs) have been established as the primary mechanism through which we aim to increase our understanding of the state of protected and vulnerable habitats. A framework for NAPs has been agreed across the business, recognising the distinct environment for Marine while creating an aligned model for capturing progress for MPAs and areas outside MPAs.</p>	<ul style="list-style-type: none"> <li>– Condition update on MPAs in progress</li> <li>– NAPs frameworks agreed for MPAs and areas outside MPAs</li> </ul>
<p>3. Accelerate private sector investment in nature and support the development of innovative, high-integrity finance mechanisms</p>	<p>To support the acceleration of private sector investment in nature and the development of innovative, high-integrity finance mechanisms, we have developed a set of pilot projects with partners.</p> <p>This includes: providing seed funding to MARINE Fund Cymru to help leverage further investment in Wales' marine and coastal environment; supporting saltmarsh restoration at Lymington Harbour, and contributing to the development of the Marine Enhancement Data (MEnD) platform.</p> <p>Work is also underway with the Green Finance Institute and Finance Earth to develop a toolkit for marine nature project developers.</p>	<ul style="list-style-type: none"> <li>– Investment in key nature recovery projects</li> </ul>

## Nature recovery continued

### Rural

Headline target	2025/26 progress	Key result snapshot
<p>1. Repurpose 15% of farmland let on new tenancies<sup>1</sup> in the rural portfolio to nature recovery by 2030.</p>	<p>Through eFBT agreements, nature recovery has been initiated on 688ha of land, representing 15% of farmland re-let to date under these agreements, primarily through arable field margins, neutral grassland and flood plain grazing marsh woodland creation.</p> <p>This has included the implementation of 465ha of nature recovery features or “approved” habitat types across all current eFBT agreements, reflecting our focus on creating more of these features and habitat types such as HoPIs.</p> <p>A further 735ha has been repurposed outside new tenancy agreements, for example through woodland and hedgerow creation and through Contract Farming Agreements, with activity implemented across three non-eFBT holdings.</p>	<ul style="list-style-type: none"> <li>- 688ha (cumulative) of nature recovery on new eFBTs, including 465ha of new nature recovery features and approved habitat types</li> <li>- 735ha (cumulative) for nature outside new eFBTs</li> </ul>
<p>2. Restore or start creating Habitats of Principal Importance (HoPI) and increase the extent by 600ha, including 400ha<sup>2</sup> of woodland, by 2030, and plant 500km of new ‘nature-friendly’ hedgerow by 2030 and 1000km by 2035, measured from a 2022 baseline. Review and engage where possible with targeted local nature recovery partnerships to identify the most suitable parts of our rural portfolio to focus habitat creation by 2030<sup>2</sup>.</p>	<p>During the year, progress has been made against our target to restore or create HoPIs across our Rural portfolio and expand woodland and hedgerow coverage. These figures form part of the nature recovery metrics above.</p> <p>In 2025/26, 106ha of lowland deciduous woodland and 239ha of arable field margins were created. In addition, around 70km of new, nature friendly hedgerows were planted during the year, including more than 2km at the Windsor Estate.</p> <p>Since the 2022 baseline, a cumulative total of 305km of hedgerows has been planted, representing 61% progress towards the 2030 target.</p> <p>We also submitted 25 Local Nature Recovery Strategy (LNRS) consultations responses across England, that are relevant to our business.</p>	<ul style="list-style-type: none"> <li>- 106ha lowland woodland created</li> <li>- 239ha arable field margins created</li> <li>- 70km new nature-friendly hedgerows 2025/26 planted</li> <li>- 305km of hedgerows planted cumulatively (2022-2026)</li> <li>- 25 responses to LNRS strategies</li> </ul>
<p>3. Working with graziers with common rights, local communities, statutory agencies and other stakeholders, we will agree a shared nature recovery vision for selected commons in Wales and Cumbria by identifying key nature recovery opportunities on common land within our ownership and begin implementing action plans by 2030.</p>	<p>Progress has been made in identifying priority nature recovery projects on selected commons in Wales, working with others to deliver shared nature recovery ambitions.</p> <p>This has included a 50ha peatland restoration pilot with the National Trust in North Wales. The restoration work is due to commence in August 2026 and complete in March 2027.</p> <p>In addition, restoration works were completed with the RSPB to restore peatland across a 5ha area of The Crown Estate’s land at Hiraethog, Wales. This activity was supported by engagement with commoners, including meetings with grazer associations and a series of one-to-one discussions with individual graziers.</p>	<ul style="list-style-type: none"> <li>- 50ha of peatland restoration in pipeline</li> <li>- 5ha of peatland restoration completed</li> </ul>

1. New tenancies refers to environmental Farm Business Tenancies for a term of 15 years which we aim to cover 30% of our farmland by 2030.

2. We are increasing our area of woodland and tree cover from a baseline of approximately 7%. This will contribute to the Government target of increasing woodland cover in England to 16.5% by 2050.

## Nature recovery continued

### Windsor

Headline target	2025/26 progress	Key result snapshot
<p>1. Enhance and expand Windsor's areas of Habitats of Principal Importance (HoPI) by 5ha by 2030 whilst maintaining favourable condition of the SPA, SAC and SSSIs, where appropriate environmentally.</p>	<p>A range of restoration activities have been implemented on over 10ha of woodland and heathland during 2025/26. Although this is double the original target, we do not consider the restoration to be complete until the target habitat condition has been met, and the target will be reviewed accordingly.</p> <p>Windsor Great Park includes several environmental designations, and all SSSIs are currently assessed as being in favourable condition. SPA bird surveys indicate stable territories.</p>	<ul style="list-style-type: none"> <li>- 10ha woodland and heathland restoration activities initiated</li> </ul>
<p>2. Maintain the population of ancient and veteran trees on the Windsor Estate and ensure appropriate establishment of 1,000 successor trees and a minimum of 20km of new hedgerows by 2030, through completion of the landscape replanting project.</p>	<p>Through the landscape replanting programme, approximately 1,700 trees have been planted across the Windsor Estate as parkland trees, new avenues, in-field clumps, and to enhance existing habitats.</p> <p>Although it may seem like we have exceeded our target, the target is for 'establishment' of trees rather than planting. Aftercare to achieve successful establishment of these trees will take 5-10 years, and we will review our planting annually to ensure that we remain on track.</p> <p>In addition, over 2km of mixed native hedgerows were planted across the Windsor Estate during the year.</p>	<ul style="list-style-type: none"> <li>- 1,700 trees planted (reflecting need to establish 1,000 over 5-10 years)</li> <li>- 2km of hedgerows planted (10% of 2030 target)</li> </ul>
<p>3. Restore or create 25 waterbodies and/or wetlands providing wildlife-rich habitats by 2030.</p>	<p>During the year, restoration work was undertaken on 9 ponds, and a 2ha wetland complex - featuring several small ponds - was created at Buttersteep Forest.</p>	<ul style="list-style-type: none"> <li>- 9 waterbodies restoration work initiated</li> <li>- New 2ha wetland complex created</li> </ul>

## Nature recovery continued

### Urban

Headline target	2025/26 progress	Key result snapshot
<p>1. Increase understanding of the state of our green and blue spaces and identify nature recovery opportunities across the entire urban portfolio by 2026. These spaces will promote ecological connectivity, seek to benefit protected and notable species, and be aligned with Local Nature Recovery Strategy priorities, where possible. This understanding work needs to be completed in order to set a robust target for growth in our next target.</p>	<p>To support the development of a robust portfolio-wide approach to urban nature recovery, a baseline habitat survey (aligned to the statutory Defra Biodiversity Metric tool) was completed across the entire Urban estate in 2025/26, using a hybrid approach to surveys; through on-site ecological surveys or satellite imagery with AI.</p> <p>This baseline provides the evidence base to understand the habitat types across the Urban portfolio and identify potential nature recovery opportunities.</p> <p>Our understanding has also been enhanced through the application of emerging technologies and methodologies. Supported by NatureMetrics, our eDNA testing is a highly specific method that identifies the different species present in an area, enabling us to better understand what species are present and to tailor greening initiatives to support existing biodiversity.</p> <p>Supported by Greengage, our Embodied Ecological Impact report is a relatively new approach that examines how material use affects the natural environment across its entire life cycle, from extraction and transport to construction and end-of-life. It builds on Whole Life Carbon Assessment (WLCA) principles but adds a critical lens on nature, helping us understand ecological impacts alongside carbon considerations.</p>	<ul style="list-style-type: none"> <li>- Baseline habitat survey completed for full Urban portfolio</li> </ul>
<p>2. Publish a target and metrics by the end of 2026 to protect and grow nature-rich green and blue spaces by increasing their area and improving their condition. This target and metric will go beyond Biodiversity Net Gain (BNG) requirements. It will exclude greenfield and brownfield development sites, which are covered by target 3.</p>	<p>We plan to use the baseline surveys (see target one) to set and publish a new target with appropriate metrics.</p>	<ul style="list-style-type: none"> <li>- Targets planned to be set in 2026/27</li> </ul>
<p>3. Exceed mandatory Biodiversity Net Gain (BNG) requirements by targeting 15% BNG on all greenfield and brownfield development sites where we are the developer whilst following the biodiversity mitigation hierarchies and CIEEM BNG good practice principles</p>	<p>Of the eligible planning applications in 2025/26, all have exceeded the minimum requirement of 10% BNG, and one site achieved over 15% BNG.</p> <p>Our Urban team uses Development Sustainability Principles (DSP) (<a href="http://thecrownestate.co.uk/development">thecrownestate.co.uk/development</a>) which sets minimum standards for development performance, application of the CIEEM BNG good practice principles, and tracks performance.</p>	<ul style="list-style-type: none"> <li>- One of five applications reached the 15% BNG target</li> <li>- All applications over the 10% mandatory target</li> </ul>

## Nature recovery continued

### Managing waste and water

#### Operational waste

Operational waste is defined as waste generated as a result of our direct activities, or those of our customers where the disposal of waste is under our management. This covers our Urban and Windsor portfolios.

#### Operational waste generated and disposal route

	2025/26	2024/25	2023/24	2022/23
Waste generated from buildings where we collect the waste (tonnes)	<b>6,750</b>	6,892	6,939	7,334
Percentage of non-hazardous waste diverted from landfill	<b>100%</b>	100%	100%	100%
<b>Waste disposal route</b>				
Recycled (following onsite generation)	<b>31%</b>	37%	40%	47%
Anaerobic digestion	<b>16%</b>	16%	12%	12%
Composting	-	-	-	3%
<b>Total recycled</b>	<b>47%</b>	53%	52%	62%
Incineration offsite (with energy recovery)	<b>53%</b>	47%	48%	38%
<b>Waste costs avoided</b>				
Avoided landfill costs <sup>1</sup> (£)	<b>851,025</b>	731,904	708,370	732,000

#### Construction waste

Construction waste is defined as waste generated by our construction partners working on our behalf. The data in the table below does not include demolition waste, but does include waste generated from construction, strip-out and excavation.

#### Construction waste generated and diverted

	2025/26	2024/25	2023/24	2022/23
Construction waste generated (tonnes)	<b>18,016</b>	10,970	10,617	224
Number of projects	<b>9</b>	7	5	14
<b>Diversion from landfill</b>				
% diverted from landfill	<b>100%</b>	100%	99%	99%
<b>Waste costs avoided</b>				
Avoided landfill costs <sup>1</sup> (£)	<b>2,272,718</b>	1,134,692	1,074,711	22,000

1. Avoided waste costs for 2025/26 are based on landfill tax of £126.15 per tonne (2024/25: £103.70).

#### Water – absolute consumption (m<sup>3</sup>)

	2025/26	2024/25	2023/24	2022/23
<b>Water consumption from municipal supplies</b>				
Urban	<b>315,370</b>	204,747	243,690	309,723
Windsor	<b>69,669</b>	57,764	77,591	91,469
<b>Total water consumption from municipal supplies</b>	<b>385,039</b>	262,511	321,281	401,192
Water abstraction from Windsor	<b>95,114</b>	62,653	50,113	89,138
Water from rainwater harvesting	<b>43,493</b>	27,239	36,114	26,599
<b>Total water consumption (absolute)</b>	<b>523,647</b>	352,403	407,508	490,330
Number of Urban properties in analysis	<b>102</b>	107	108	108
<b>Water consumption (indirect use)</b>				
Construction projects <sup>1</sup>	<b>5,845</b>	7,174	1,271	n/a
Number of projects included in analysis	<b>8</b>	6	4	n/a

1. Water used in construction includes water use from demolition and strip-out phases where data was available.

### Air quality

We work in partnership with air quality experts at Imperial College London to monitor pollution levels across our London estate and help us to improve the health of our spaces. Since 2020, we have trialled a reduction from four traffic lanes on Regent Street to two.

As members of the London Air Quality Network, our observations of nitrogen dioxide, fine particulate matter and ozone from monitors near Heddon Street and Waterloo Place are in-line with Local Authority measurement standards, and data is publicly accessible.

Air quality has improved across all measured pollutants compared with last year, reinforcing the long-term downward trend. At Waterloo Place annual average NO<sub>2</sub> was 26.5 µg/m<sup>3</sup>, far below the 40 µg/m<sup>3</sup> limit set by the Air Quality Standards Regulations 2010. Fine particulate matter (PM<sub>2.5</sub>) annual average was 8.5 µg/m<sup>3</sup>, below the long-term target of 10 µg/m<sup>3</sup> under the Environment Act 2021. These trends are consistent with neighbouring observation sites in central London.

# Inclusive growth

We have established four goals to guide our Inclusive Growth Strategy: drive inclusive growth, increase community participation, develop accessible and healthy places, and connect people with nature. Future reporting will align to these goals, while this year focuses on areas where we have existing KPIs and metrics.

## Supporting employment in local communities

We have for a number of years focused on supporting employment and pathways into work to secure the skills our business, suppliers, customers and communities need to build a more equitable future. Across our activities, we support thousands of jobs and training opportunities, working with partners to ensure these are accessible to local communities and connecting supply chains, occupiers and places to drive inclusive growth at scale.

### Employment and training programmes

	2025/26	2024/25	2023/24	2022/23
<b>Recruit Placement Programme</b>				
Regional – no. of participants	213	157	196	173
<b>Recruit Jobs Gateway</b>				
Regional – no. of participants	1,586	1,551	934	1,599
Regional – no. of jobs offered	311	331	94	245
London – no. of participants	715	785	582	644
London – no. of jobs offered	36	5	7	110
<b>Intern Programmes (paid)</b>				
Number of participants	21	8	13	11
of which subsequently employed	1	1	2	3
<b>Apprenticeships</b>				
Internal (direct)	20	26	11	8
No. of apprenticeships created in our Developments <sup>1</sup> (indirect)	24	-	-	-

1. We have partnered with Workwhile to provide apprenticeships on our Developments through the 'Create Programme'. This number is the number of apprenticeships started in 2025/26.

## Supply chain

We support economic opportunity through our procurement and partnership activity, helping to strengthen local economies and foster diverse, resilient supply chains. Changes introduced through the Procurement Act 2023 have increased flexibility and proportionality in tendering, broadening access to the opportunities created through our supply chain, including for social enterprises and small and medium-sized enterprises (SMEs).

### Buy Social Corporate Challenge spend

In 2025/26 we continued our participation in the Buy Social Corporate Challenge led by Social Enterprise UK, spending a total of £7 million (excluding VAT).

	2025/26	2024/25	2023/24	2022/23
Social Enterprise (£ spend excluding VAT)	1,277,399	766,367	585,777	253,746
Not-for-profits (£ spend excluding VAT)	5,777,865	3,803,431	2,123,083	1,467,509
<b>Total (£)<sup>1</sup></b>	<b>7,055,264</b>	<b>4,569,798</b>	<b>2,708,859</b>	<b>1,721,255</b>

1. The 2024/25 spend was calibrated after the Annual Report and Accounts 2024/25 was published. We have used the updated figure in the table for accuracy and comparability.

### % SME spend

In 2025/26, SMEs accounted for 65% of our supplier base and 28% of our total spend.

# People and culture

This information supports the People and culture section in the Annual Report which provides an overview of employee engagement and our diversity, equity and inclusion activities during 2025/26.

## Employee engagement

We collect data through the listening platform, Qualtrics, which we launched in 2024/25 and has transformed how we gather and act on feedback from our people. In 2025/26, 84% of employees participated in these surveys.

### Engagement indicators

The percentages shown below are a positive response.

## 83%

of employees are proud to work for The Crown Estate

## 74%

would recommend it as a great place to work

## 66%

feel that working at The Crown Estate makes them want to go the extra mile

## 69%

of employees said their work gives them a feeling of personal accomplishment

## Diversity, equity and inclusion

Colleague diversity at 31 March (%)	2025/26	2024/25	2023/24	2022/23
White	69	69	68	73
Black, Asian and minority ethnic	16	15	13	12
Prefer not to say	2	-	-	-
Not disclosed	13	16	19	15

### Colleague diversity

## 13%

Not disclosed

## 2%

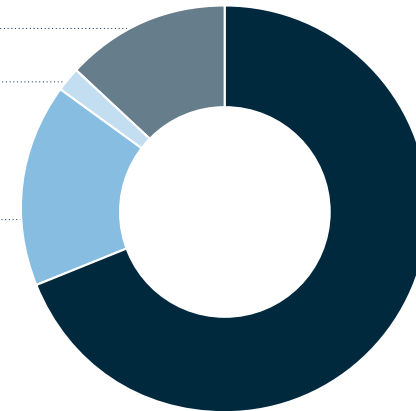
Prefer not to say

## 16%

Black, Asian and minority ethnic

## 69%

White



## People and culture continued

### Gender representation<sup>1</sup>

As at 31 March	2025/26		2024/25		2023/24		2022/23	
	%	Number	%	Number	%	Number	%	Number
Proportion and number of Board Members and Board Counsellors who are female	<b>50</b>	<b>5</b>	55	5	55	5	67	6
Proportion and number of Group Leadership Team who are female	<b>60</b>	<b>6</b>	58	7	45	5	45	5
Proportion and number of employees who are female	<b>51</b>	<b>507</b>	51	442	49	355	46	266

1. Gender data is from the official documentation which we use for payroll and HMRC purposes. We recognise that this data categorises gender into male and female. We collect data on gender identity as it is a more inclusive question which recognises, celebrates, and includes trans and non-binary colleagues. We currently have 0.4% of colleagues who identify as trans and non-binary. The declaration rate was 83.3% as at 31 March 2026.

### Staff breakdown by employment type, gender and region

Based on average number of staff throughout the year	2025/26	2024/25	2023/24	2022/23
<b>Total staff</b>	<b>972</b>	868	642	576
<b>Employment contract</b>				
Full-time	<b>878</b>	771	580	527
as a proportion of total staff	<b>90%</b>	89%	90%	91%
Part-time	<b>94</b>	97	62	49
as a proportion of total staff	<b>10%</b>	11%	10%	9%
<b>Gender</b>				
Female	<b>498</b>	442	303	266
number of females working full time	<b>428</b>	372	258	232
proportion working full time	<b>86%</b>	84%	85%	87%
number of females working part time	<b>70</b>	70	45	34
proportion working part time	<b>14%</b>	16%	15%	13%
Male	<b>474</b>	426	339	310
number of males working full time	<b>450</b>	400	322	295
proportion working full time	<b>95%</b>	94%	95%	95%
number of males working part time	<b>24</b>	26	17	15
proportion working part time	<b>5%</b>	6%	5%	5%

### Pay gaps

#### Gender pay gap

As at April each year	2025/26	2024/25	2023/24
Mean base pay gap	<b>+2%</b> ◊	+8%	+9%
Median base pay gap	<b>+13%</b> ◊	+11%	+11%
Mean bonus pay gap	<b>+29%</b> ◊	+19%	+23%
Median bonus pay gap	<b>+26%</b> ◊	+11%	-4%

A positive figure indicates the pay gap favours men, a negative figure indicates the pay gap favours women.

#### Ethnicity pay gap

As at April	2025/26
Mean pay gap	<b>-10%</b> ◊
Median pay gap	<b>+8%</b> ◊
Mean bonus gap	<b>-58%</b> ◊
Median bonus gap	<b>+10%</b> ◊

A positive figure indicates the pay gap favours White employees, a negative figure indicates the pay gap favours Ethnic minority employees. The mean pay gap show higher average pay for Ethnic minority employees, but the median (which looks at all pay in the range and identifies the middle value) favours White employees. Due to the make-up of our senior leadership team, our mean bonus gap favours Ethnic minority employees, while the median bonus gap favours White employees.

➤ See the full report on pay gaps on our website at: [thecrownstate.co.uk/pay-gap-report](https://thecrownstate.co.uk/pay-gap-report).

#### Assurance

◊ KPMG LLP has provided independent limited assurance over selected pay gap data, using the assurance standard ISAE (UK) 3000. KPMG has issued an unqualified opinion over the selected data. KPMG's full assurance statement can be viewed online at: [thecrownstate.co.uk/pay-gap-report](https://thecrownstate.co.uk/pay-gap-report).

## People and culture continued

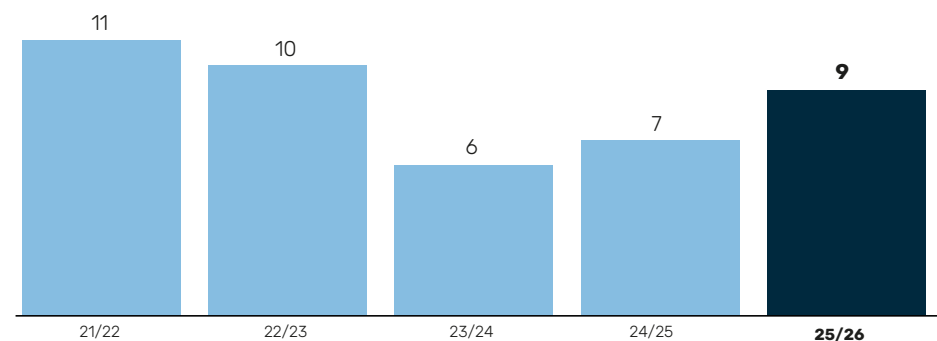
### Staff turnover

Total number and rate of staff turnover by gender, age group and region	2025/26	2024/25	2023/24	2022/23
Total number of staff leaving during reporting period	<b>88</b>	59	41	57
Turnover rate (% of total staff) based on average number of staff	<b>9%</b>	7%	6%	10%
<b>Gender</b>				
Female (number)	<b>43</b>	26	22	18
Male (number)	<b>45</b>	33	19	39
Female turnover rate (% average number of female staff)	<b>9%</b>	6%	6%	7%
Male turnover rate (% average number of male staff)	<b>10%</b>	8%	5%	13%
<b>Age (number)</b>				
16-24	<b>9</b>	7	2	4
25-35	<b>33</b>	20	10	23
36-45	<b>22</b>	15	16	18
46-55	<b>11</b>	8	7	5
Over 55	<b>13</b>	9	6	7

### Staff voluntary turnover rate

% of total staff based on average number of staff for each financial year

**9%**  
(2025/26)



# Health, safety and wellbeing

We continue to build on our Safety First ambition, more information about which can be found in the Annual Report.

## Health and safety metrics

### Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR)

During 2025/26, our external ISO auditor re-certified The Crown Estate to ISO 45001 (occupational health and safety management) and ISO 14001 (environmental management), resulting in The Crown Estate meeting the requirement of ISO industry standards.

#### RIDDOR type

	2025/26	2024/25	2023/24	2022/23
Direct	2	3	1	2
Indirect	4	3	1	5

### Accident Frequency Rate (AFR), Construction Accident Frequency Rate (CAFR), Accident Severity Rate (ASR) and Lost Time Injury Frequency Rate (LTIFR)

	2025/26	2024/25	2023/24	2022/23
AFR	0.10 <sup>△</sup>	0.17	0.08	0.17
Construction AFR	0.00 <sup>△</sup>	0.14	-	0.85
ASR	0.02	0.01	0.01	0.11
LTIFR	0.22 <sup>△</sup>	0.28	0.21	0.34

### Environmental incidents

	2025/26	2024/25	2023/24	2022/23
Reportable	-	-	-	-
Non-reportable	8	10	21	8
Fines incurred (£)	-	-	-	-

## Wellbeing and mental health

	2025/26	2024/25	2023/24	2022/23
<b>Sickness absence rate</b>				
Sickness rate	2.3%	1.8%	2.1%	2.0%
National average	3.0%	3.3%	3.2%	3.2%
<b>Mental Health First Aiders</b>				
Number of trained Mental Health First Aiders (volunteers)	114	114	109	94
Number of staff as at 31 March	1,245	957	755	608
% of Mental Health First Aiders to staff members	9%	12%	14%	15%

<sup>△</sup> Independent limited assurance (see page 1)

# Glossary

**Accident Frequency Rate (AFR):** AFR measures the total number of injuries sustained by employees of The Crown Estate, reportable to the HSE under RIDDOR per 100,000 employee hours worked. This is calculated by: number of employee RIDDOR injuries divided by total hours worked x 100,000. This excludes non-injury incidents.

**Accident Severity Rate (ASR):** ASR measures the total number of Crown Estate employee lost days divided by total hours worked x 1,000. Number of employee lost days per 1,000 hours worked (any lost days from 1-180) relates to direct employees only including absence relating to accidents.

**CIEEM:** Chartered Institute of Ecology and Environmental Management.

**Construction Accident Frequency Rate (CAFR):** CAFR measures the total number of injuries sustained on a development-led project of The Crown Estate, reportable to HSE under RIDDOR per 100,000 site employee hours worked. This is calculated by: number of site employee RIDDOR injuries at the development sites divided by total hours worked x 100,000. This excludes non-injury incidents and only applies to notifiable projects (projects that have been live during the reporting period).

**Habitats of Principal Importance (HoPIs):** HoPI are habitats that are considered to be the most important for wildlife conservation in the UK (Source: Department for Environment, Food and Rural Affairs and Natural England).

**High-integrity finance mechanisms:** High-integrity means real measurable value is delivered for people and nature. High-integrity finance mechanisms ensure the value generated by ecosystems is properly captured and understood, so that funding can flow towards their restoration and protection and benefit is delivered for local communities. According to the CBD, high-integrity markets ensure transparency, accountability, and the inclusion of social and environmental safeguards, which are crucial for sustainable development.

**Lost Time Injury Frequency Rate (LTIFR):** LTIFR captures any injury sustained to an employee of The Crown Estate and the wider supply chain that impacted their ability to go to work the next day and thereafter following the injury. This is calculated by the number of lost time injuries (inclusive of RIDDOR injuries) divided by the hours worked x 100,000.

**Marine Delivery Routemap:** The Marine Delivery Routemap ([thecrownestate.co.uk/mdr](http://thecrownestate.co.uk/mdr)) is a collaborative initiative with our partners and stakeholders to develop a long-term strategy for the marine space. Underpinned by The Crown Estate's Whole of Seabed evidence base, it will help coordinate action across sectors to deliver on net zero and nature policies, build a thriving marine economy, and capture onshore benefits.

**Marine Protected Areas (MPA):** Marine Protected Areas are areas of sea, seabed or foreshore protected under other laws such as Special Areas of Conservation, Special Protection Areas, Marine Conservation Zones and Ramsar Sites.

**Nature Action Plans:** The Crown Estate is developing Nature Action Plans across our portfolio to support delivery against our nature targets. These will articulate the actions we will be taking, alongside others, in different geographies to progress towards our Nature Ambition. We recognise that whilst nature recovery is a global challenge, delivery of outcomes will be locally specific. Each Plan will therefore capture the unique context in which action is being taken forward, and reflect the relevant delivery framework as appropriate. Core to the development of this approach is working in partnership with our customers and wider stakeholders. For example our Nature Action Plans in Rural will be developed with individual farmers and ensure we work with those on the ground to deliver change.

**Nature recovery:** Reversing the current decline of biodiversity so that ecosystem restoration is underway and species are increasing in abundance and fewer are threatened with extinction. (Source: Natural England, Joint Nature Conservation Committee (JNCC), Natural Resources Wales, NatureScot and NIEA 2021).

**Ramsar Sites:** Ramsar sites are wetlands of international importance. They are designated under the Ramsar Convention, an intergovernmental treaty that aims to stop the loss of wetlands.

**Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR):** RIDDOR covers incidents which are required to be reported to the Health and Safety Executive (HSE).

**Site of Special Scientific Interest (SSSI):** a conservation designation in England or Wales designed to protect areas of land or water that are considered particularly valuable for their wildlife, geology or landform features. In Northern Ireland, these are referred to as Areas of Special Scientific Interest (ASSIs).

**Special Areas of Conservation (SACs):** SAC have been chosen to make a significant contribution to conserving habitats and wildlife species that live there, named in the EC Habitats Directive.

**Special Protection Areas (SPA):** SPA are areas that have been designated specifically to conserve wild birds that are listed as rare and vulnerable in the Birds Directive. They also include sites that migratory birds use as stop-off points on their journeys across the planet.

**Whole of Seabed:** The Whole of Seabed Programme is an ongoing, iterative process of data collection, spatial analysis and stakeholder engagement. It aims to provide a highly sophisticated understanding of how the UK might utilise its marine resources to 2050.

**Wildlife-rich habitats:** These habitats are natural or semi-natural areas that are of high quality and can support the flora and fauna that typically live there. They can also include other habitats that are important for the recovery of threatened species. (Source: Environmental Targets England, Fens for the future).

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