

SOCIUS

SOCIAL IMPACT REPORT 2024



BUILDING A LEGACY: OUR YEAR OF IMPACT

£21,866
donated to
charities across
the country

£123,677
of direct social impact
delivered through immediate
actions across our projects
(including corporate activity)

1,081 hours
of time donated
through Give
Back Days

£144,895
of impact for
employees from
health, wellbeing
and training

729 hours
of training and
development
for staff

£11,000 fundraised
through running, swimming,
cycling and walking events

FOREWORD

Our last Impact Report was a chance to look back and reflect on our key highlights from 2023. Our then new B-Corp and Planet Mark accreditations underpinned our commitment to sustainability, community engagement and employee wellbeing.

This year's report delves deeper, spotlighting the immediate and direct social impacts we've delivered across projects, from donations and fundraising to community initiatives.

While they're undoubtedly important recognitions, impact reports should also be a chance for introspection; posing challenges and asking how we can work to continually improve and deliver better outcomes for communities.

And, because the proof is always in the pudding, it's important we show how we've gone about it. From Cambridge to Bristol and London to Brighton, our teams and partner network have been working together to push what's possible, continually striving to balance purpose with profit.

Key milestones include partnering with Aviva Capital Partners to launch proposals for the London Cancer Hub, which will deliver a world-class cancer research campus in Sutton. This comes alongside other exciting projects like Devonshire Gardens and Botanic Place in Cambridge, where sustainability, social responsibility and innovation all play a pivotal role.

Looking ahead to 2025, we're exploring new and exciting ways to deliver impact through the spaces and places we create. One area I'm particularly excited about is Populate, a new company which we'll use as a vehicle to shift the dial and consider how we can maximise impact throughout planning, build and beyond.

As I hope you'll agree, 2024's report gives good reason to celebrate, but there's always more we can do. Building on the momentum from last year's report, I'm already excited to see what next year will bring.



BARRY JESSUP

Managing Director, Socius
Chairman, Populate



OUR B CORP JOURNEY

We became a B Corp in 2023, the culmination of years of work to ensure that we deliver the best outcomes for our team, client, communities we work in and the planet.



Journey highlights so far

Recruited two new interns, paid at London Living Wage, with one progressing to full time employment in the team

In partnership with Aviva Capital Partners, launching our largest project, the London Cancer Hub in Sutton. This collaboration reflects our mission to deliver developments that not only serve immediate needs but also drive social, health, and economic benefits for communities on a larger scale.

Giving over 1,000 hours back to local communities

Hosting two Formation Days with activities that bring the team together to celebrate our success and support local initiatives

Raising £11,000 through our Cancer Charity Challenge 2024

Growing the brand to include Populate, a new company that delivers impact through delivery. The creation of Populate underscores our dedication to ensuring the promises made during development are fulfilled, a fundamental tenet of B Corp values. By embedding social and environmental accountability into operational management, Populate reinforces our ability to deliver enduring positive impacts for communities and stakeholders alike.



What we've learnt

Capturing the impact that we have on people, places and the planet isn't easy. Our work reaches into communities and changes the landscape for the long term, we might not fully realise the change we can bring for many years to come.

With a dedicated and ambitious team, we've delivered significant results this past year and laid a strong foundation for future growth. As we continue to evolve, we remain committed to pushing boundaries, exceeding expectations, and delivering greater impact through our projects and partnerships.



Our metrics for success

Measuring our impact can help us benchmark against competitors as well as showing improvement year on year. We are careful about what we measure and how, acknowledging that sometimes getting caught up in the numbers can stop the real value of a piece of work shining through.

We use measurement tools that are most appropriate for what we are trying to achieve, as well as pushing us to do more and exceed standards.



COMMUNITY

Engaging and listening to local people is critical to the success of our projects. Coming alongside communities to understand their specific needs and challenges helps us to form meaningful partnerships with local organisations, leaders and charities.

Our engagement process

Working alongside a variety of partners to create tailored engagement strategies that identify local needs, challenges and community representatives to shape the programme.

Being creative in how we engage people from all ages and backgrounds, with a particular emphasis on younger people. For example, co-design and listening to young voices as we shape the development of the London Cancer Hub has been critical, ensuring the researchers and staff of the future will want to work there. These sessions focus on listening to young local residents about the creation of an attractive, safe and equitable place.

Giving people more than one opportunity with which to engage on our proposals, showing how their feedback has helped to shape the plans and deliver impact.

Engaging beyond the planning process through GiveMyView, a digital tool that helps capture the views and sentiment of local communities, to generate impact through construction and operation.



The power of our network

For Socius, partnerships are critical for us to advocate for and deliver meaningful impact for communities and the environment. Here's how we do it:

We choose our supply chain carefully, ensuring our partners align with our mission as part of the onboarding process that draws out tangible social impact commitments.

We track the diversity and equity of businesses throughout our supply chain and hold people to account.

We collaborate with our partners to engage with local community groups, broadening our reach and deepening the impact we can deliver as a collective.



Case study

As part of our development of Soapworks in Bristol we have fostered strong partnerships with 1625 Independent People.

We have delivered 52 hours of pro-bono project management support across the year and our project team have supported with the refurbishment of their HQ building in Old Market, Bristol. This will enable them to continue offering vital assistance in housing, education and employment to young people experiencing homelessness or at risk of homelessness.

When young people have stable housing and access to opportunities, they can contribute positively to the local community. This translates to healthier, more vibrant neighbourhoods, making developments more attractive and valuable for residents and investors alike.

CAMBRIDGE SPOTLIGHT

Cambridge has a vibrant blend of innovation, community spirit and commitment to sustainability; it's an empowering vision which is closely aligned with our own company values and goals.

The city is home to world-leading businesses and is often dubbed the UK's 'next Silicon Valley' however, it was recently recognised as one of the most unequal cities in the UK.

We believe transformative developments can address these social imbalances and deliver inclusive growth; driving change through effective placemaking.

Socius and Railpen are delivering two major projects in Cambridge, which includes Mill Yard– a mixed-use community with homes, workspace and a new public park – and the AHMM-designed 500,000 sq ft £500m workspace scheme in central Cambridge, Botanic Place.

Our plans seek to disrupt the formulaic approach to development which has become commonplace in city centres. We've asked: *why can't a new neighbourhood deliver outstanding spaces to work, live and positively impact our environment?*



Mill Yard

Supporting the community

Working with local primary schools, in partnership with Cambridge Ahead, to develop a play street for children to enjoy, inspired by their own drawings and sketches.

30x year five students engaged at Ridgefield Primary School in partnership with Cambridge Launchpad.

3x careers event at Parkside Community College, with Form the Future and Long Road, with one focusing on green skills.

6x hours of STEM workshops at Long Road Sixth Form College.

2x hours Structural Engineering presentation at Leys School.

Running an arts and crafts stand at Edge Café's Festive Fringe Fair.

Present wrapping for Cambridge Youth Panel.

96% of students from Ridgefield Primary agreed they had learned something new about a job in STEM.'

'I learnt about what is involved in designing a new space, and thinking about all the things the space needs.' – Ridgefield Primary School student who took part in Cambridge Launchpad project day



Botanic Place

Supporting the community

Working with Cambridge LaunchPad, a movement to inspire young people into STEM (Science, Technology, Engineering and Mathematics) careers.

Our project teams have also partnered with Cambridge City Council to provide volunteer support to clean up a local park and play area near the development.

Facilitating co-design workshops with Cambridge Imagination to understand what the community wanted from the future Flying Pig public house

One tonne of aggregate from site being donated to a local charity by Total Reclaims Demolition during demolition phase



LONDON CANCER HUB

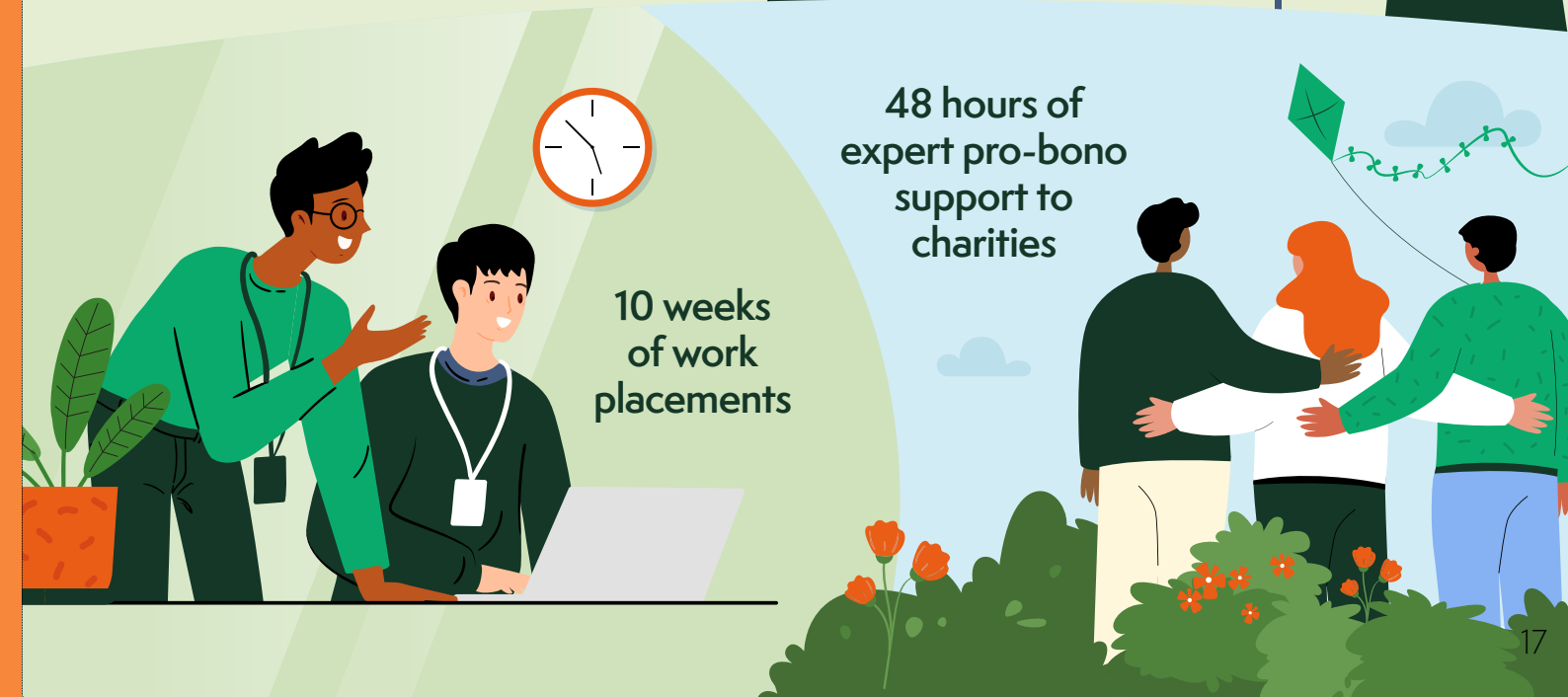
Beyond the red line of the building, we are passionate to creating a sustainable place that benefits local residents and improves the health, wellbeing, prosperity and safety of Sutton, the UK and internationally through the development of life saving cancer treatments.

To achieve this, we have set up a Social Impact Fund, where project partners collectively contribute time, money and resources to worthwhile community causes.

The next generation in STEAM (Science, Technology, Engineering and Mathematics)

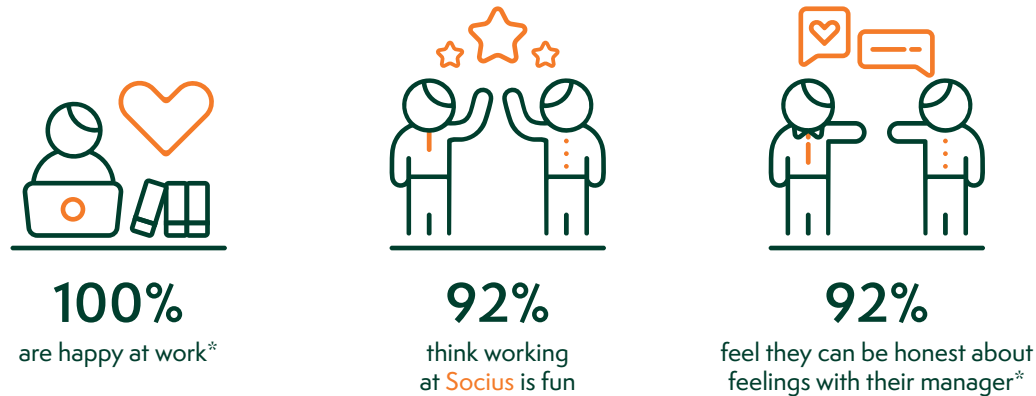
The LCH team is committed to inspiring local young people into possible future STEAM careers at the London Cancer Hub, breaking down the barriers to access and highlighting that 47% of life sciences jobs do not require a degree for entry.

To do this, we have run workshops and networking events with Harris Academy Sutton, Regeneration Brainery and Sutton Young Commissioners to provide hands on experience of careers in science, research, technology and the arts.



WORKERS

The wellbeing of our team is at the forefront of what we do, treating everyone with dignity, respect and kindness. Our annual happiness survey speaks for itself when it comes to our employees:



* Self-reported a score of 7 or more out of 10 on a 1-10 point scale

Team benefits, training and development

- ✓ Giving all employees and their families immediate access to our EAP programme.
- ✓ Shared parental leave, a day off for your birthday and moving house.
- ✓ Over the past 12 months we've supported the team through over **729 hours of training**, including programmes specific to our projects such as life science seminars and sustainability reporting.
- ✓ Over the last year we have developed our team members through promotions and been able to progress our intern to full time employment, investing in their journey and skills.
- ✓ This includes **98 hours** of training for our managers on leadership and team planning.
- ✓ One team member has been undertaking a Level 3 AAT course which aims to support their progression into a new finance focused role.



Give Back Days

Every member of our team is given two days per year to help causes close to their heart. Through this programme, our team have donated over **1,018 hours** of their time. This includes working with Darlands Conservation Trust, Roundtable, football coaching and supporting various schools in governor roles.

Work experience

Ali was a candidate who came to us via 'Form the Future' in Cambridge which is a charity supporting young people from low-income families gain valuable paid work experience. After their experience they said:

"Socius is a team that works hard and is dedicated to their craft and ensuring that it is the best it can be. I can say first hand that everyone at Socius is extremely kind and welcoming, whilst I only was at the organisation for a week, they treated me with the same respect as they would with their other colleagues. I have seen some of the greatest developing minds come together and collaborate in order to problem solve and strategise on a variety of matters."



IZZY'S STORY...

Izzy has spent three months with the Socius team undertaking a summer internship and has now been taken on as a full-time employee.

Here is her take on the experience and what it means to be part of the business.

I discovered Socius through the B-Corp website during my final year at university. At the time, I was writing my dissertation on sustainability reporting in commercial real estate and was attracted to Socius' genuine commitment to sustainability and social impact.

Unlike many companies that treat these aspects as mere box-ticking exercises, Socius demonstrated a genuine focus on these values, which aligned perfectly with my academic and personal interests.

I've been given a remarkable level of autonomy in my role. The team trusts me with responsibilities and have enabled me to contribute meaningfully while also developing my skills in areas I'm passionate about.

The highlights of my internship have been engaging directly with stakeholders during site visits and organising an Investor board site visit. These experiences have given me a comprehensive view of our projects' real-world impact and gain insight from an investor's perspective. They've deepened my understanding of both ground-level operations and strategic business aspects.

Moving forward, I see myself staying in the development world and I'm eager to delve deeper into the design aspects of our projects, with a particular focus on elevating sustainability considerations in our decision-making processes.

The impactful nature of our work, especially projects like the London Cancer Hub, is incredibly motivating. Being part of initiatives that directly improve people's lives, such as creating one of the largest comprehensive cancer research sites, is both exciting and fulfilling.



"Having an intern like Izzy at Socius brings fresh perspectives, enthusiasm, and a willingness to learn, which contributes positively to the team dynamic. Interns often approach projects with new ideas, supporting ongoing tasks while simultaneously developing their skills."

"For a company like Socius, Izzy's contributions can add value through additional research, assisting with project management, and offering innovative solutions, thereby fostering a culture of growth and collaboration."

– Victoria Birks,
Head of Operations



CUSTOMERS

Our customers take many forms, from our investors to our project teams, to the public who move in and around the places we create. Each has their own unique perspective of our business and how we operate but we aim to keep the message the same – we are creatively reimagining and rethinking places to deliver long lasting change.

“We were keen to work with Socius on the London Cancer Hub scheme at Socius as they are highly experienced in the design, creation and delivery of new places. The importance that they put on knowing their stakeholders and building understanding through relationships is key to ensuring we unlock the true potential of the scheme and wider Cancer District in Sutton.”

– Sophie White,
Sector Head for Regeneration, Aviva Capital Partners



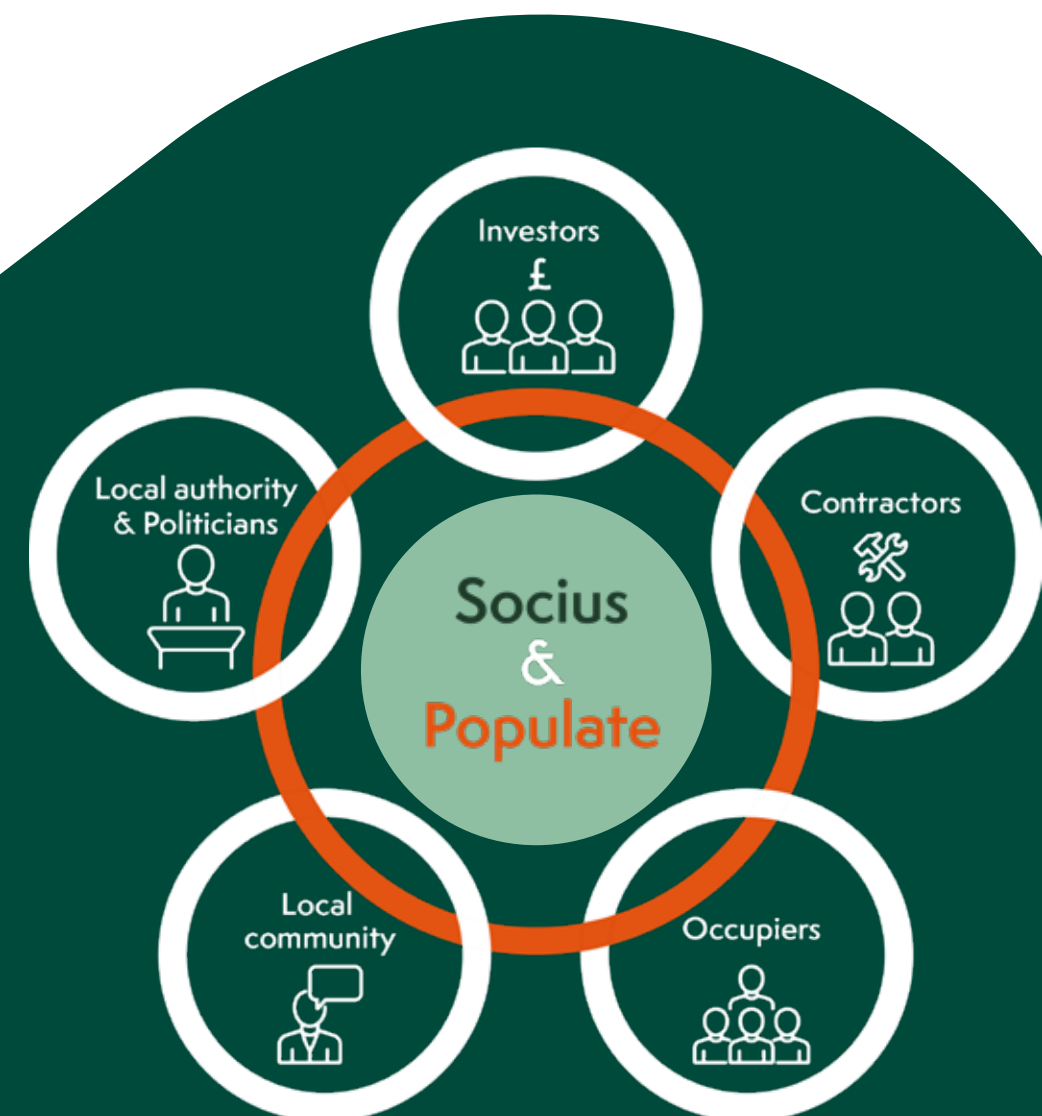
POPULATE

Populate are a place management specialist focused on driving long term value for investors from their developments, post completion.

Populate was born out of a frustration that Socius has with the development process. As the developer leading major mixed-use developments in fast growing cities across the UK, Socius felt that despite success in delivering the schemes, Socius has no control over the delivery of the promises that were made to local people, communities, and politicians.

Why do these promises matter? Because they deliver the legacy of the place; whether that is sustainability, social impact, being a good neighbour, fostering a sense of community and in turn, deliver strong and impactful returns.

Populate's focus is on ensuring that the mixed-use destinations that Socius develops for investors are able to thrive; financially and from a social and community perspective.



ENVIRONMENT

We are Planet Mark accredited and this highlights our commitment to continuous improvement. This is not something that we hold lightly, and we want to be transparent about the areas where we have made huge steps in reducing our overall emissions, changing our practices and evolving our habits.

We also know this is an area where we can do more. We are putting in place strategies to help us reduce our environmental impact corporate but also to help our project teams reach and exceed sustainability targets.

Carbon Emissions



Committed to reducing our direct carbon emissions by at least 10% per annum

Emissions Offset



100% of our residual Scope 1 & 2 emissions using gold standard offsetting measures

Sustainable Travel



90% of our corporate travel is via sustainable forms of transport

100% Electric



All developments will be free of fossil fuels*

Biodiversity Net Gain



Will deliver minimum 50% BNG on and off site

BREEAM Outstanding



Our aim for every project

** Unless required by local planning authority*

Championing sustainability throughout our projects

We have diverted 1 tonnes of aggregate from landfill in Cambridge and donated it to Abbey People, a community charity who supporting access to education and employment, projects to improve the environment, and by developing a culture of volunteering in the community.

As part of the contract for Botanic Place our partners are committed to ensuring 98% of waste is reclaimed, reused or recycled:

- Computer flooring is being reused in a London refurbishment project
- An existing bicycle store was donated to a local church
- Kitchen and bathroom fixtures to be donated
- Windows and brickwork carefully removed for re-use in the new build

'Fallen & Felled' have helped us repurpose six trees (mix of - Sycamore, Ash and Cherry) from our Devonshire Gardens development to be made into useable timber planks that can then be easily upcycled into furniture or cladding on the project.

We have salvaged 30,000 bricks from the London Cancer Hub site clearance, saving 6 tonnes of CO2 which is equivalent of three round trips from London to New York.



GOVERNANCE

Social and environmental governance are at the heart of our business decisions, team training and operations.

Over the past year, we have embedded B Corp into our business at a management and structural level to ensure that we uphold our commitments to people, place and planet through the following measures:

- Integrating social and environmental factors into all our decision making, including our project supply chains and business operations
- Quarterly board updates on our social and environmental performance
- Reviewing our code of ethics and ensuring all new employees are properly briefed on our practices, values and goals
- Signing up to the Emerging Talent Programme which addresses the lack of diversity in real estate and hiring two new team members from global majority and working-class backgrounds
- The HR team meet quarterly, key objectives are to attract and retain our people of the highest calibre, promote and instil a positive culture within the team and identify areas for improvement



Daniel May, Director

"We are a small and agile team, allowing us to shift and stretch to meet the needs of our workers, customers and communities. Ensuring there is constant feedback between the team and the board ensures accountability and also that we can adapt when needed."

"For me, this approach allows us to be innovative thinkers, pushing boundaries and trying new things. We also ensure that when we are hiring, we bring new voices into the business who push and challenge us."

The Dreamball Draw

In 2022 Socius set up the draw to celebrate and reward our people through an opportunity to win a tax-free £5,000 to spend on an experience or trip. So far lucky winners have been on a babymoon, to Lapland and to Jamaica.








WHAT NEXT?

Our B Corp status and our mission to be an impactful developer means we are always looking to grow, adapt and evolve.

We've taken a critical look at ourselves and outlined where we think we can do better, as well as the areas we are already strong in that we want to continue to grow.



	Where We Are On The Journey	Our Goals For Growth
	Our give back days, foundation days and approach to engagement are all key parts of our business. We always aim to give time, money and resource into supporting local communities.	This year we want to: <ul style="list-style-type: none">• Empower our investors, professional team and our occupiers to do more• Support local causes and strengthen local relationships.
	This year 53% of our people said that they feel their contributions are valued and 61% feel very supported with their mental wellbeing.	We want to do better and will: <ul style="list-style-type: none">• Work directly with the team to implement initiatives to support mental wellbeing and improve workload.• Support our team with their professional development and provide internal opportunities for them to grow their skills and experience.
	We love hearing why our customers, investors, communities and placement students enjoy working with us.	Our sister company Populate launched in October 2024. We are now able to deliver on the commitments made during planning and deliver places that respond to local needs and aspirations. We will work harder to seek feedback from our customers and actively embed these into our learning.
	We already track our own supply chain and make socially and environmentally conscious choices as much as possible. We are working to reduce our emissions from business travel and events.	This year our focus will be: <ul style="list-style-type: none">• Working with the landlord and building operators to understand our impact on the environment through use of these spaces.• Monitoring and reducing our Scope 1 and 2 emissions and look to establish a baseline for Scope 3.• Using local independent suppliers across our company operations and projects.
	We have clear systems of reporting to our board and to our wider customers. This includes sharing our social and environmental performance and engaging stakeholders to talk about how we can improve.	This year our focus will be: <ul style="list-style-type: none">• working closely with our Board to identify areas that we need to strengthen our expertise and increase our knowledge.• Bringing in additional support to assist or provide knowledge where needed.

SOCIUS

populate

33 Broadwick Street
London
W1F 0DQ

www.socius.dev

