

SOCIUS

SOCIAL IMPACT REPORT 2025

FOREWORD

This year's Impact Report is a celebration of what our people and partners have achieved from 1 November 2024 to 31 October 2025. In last year's report, we set out with a challenge: to deepen our immediate, on-the-ground impact while staying true to our long-term vision.

This report captures impact at two levels. The headline figures show the scale of what Socius delivers across our projects, while the more personal insights highlight how our people live those values day to day, at work and beyond. Together, they show how big impact is built through everyday actions.

Much of the social impact we deliver is embedded within our projects themselves, from early pre-planning through to construction on site, alongside the social value we generate through our corporate activities; this report reflects both. From Cambridge to Sutton, our key milestones included the planning submission of our largest project to date, the London Cancer Hub in Sutton, and commencing construction onsite at two schemes in Cambridge; Mill Yard and Botanic Place, where sustainability and social innovation are at the forefront.

Equally important, 2025 saw us bring our network together to share and amplify impact. In March, we hosted our third annual Socius Impact Showcase event - a gathering of colleagues, investors, community leaders and changemakers to swap stories and inspire each other.

The theme was "turning ideas into action", and the room was filled with energy as we heard from expert speakers and charities about what collaboration can achieve. That evening reaffirmed that by working together across sectors, we can create meaningful change even in challenging times.

As ever, there is always more to do. Impact reporting is as much about reflection as celebration - it reminds us where we can do better. As we head into 2026, we're starting to explore ways to raise the bar. We plan to strengthen our expertise in areas where we can grow, bring in fresh perspectives to challenge us, and double down on our commitment to transparency and accountability.

2025 has been a year of momentum and building on last year's foundation. I'm excited to see what we will achieve next year as we continue to creatively reimagine places and deliver lasting positive impact.



BARRY JESSUP

Managing Director, Socius
Chairman, Populate

The social value we are building across our places

This infographic brings together the scale of social value being delivered and committed across our three major projects – Mill Yard, Botanic Place and the London Cancer Hub. It shows the combined impact these developments will have over time, from jobs, apprenticeships and local spend, to volunteering, community investment and long-term public benefit. Some of this impact is already being delivered on site today; much more is still to come. Together, it demonstrates how our projects are designed not just to create places, but to generate lasting social, economic and health benefits for the communities they serve.



£60m+
Investment in local economies.



2500+

Hours of volunteering
committed and being
delivered



3,400+

Jobs will be created and supported across our projects

150+

apprenticeships and hundreds of training weeks

£66m+

social value commitment at Mill Yard

£44m+

social value commitment at Botanic Place

£163m+

social value committed across our projects

botanic place

MILL * YARD

The London Cancer Hub

£53m

cumulative social value over 20-30 year period via the London Cancer Hub

SOCIAL IMPACT SHOWCASE

In March, we hosted an event that showcased the power of social impact working at its best. Partners, investors, local leaders and charities came together to celebrate what can be achieved when collaboration sits at the heart of development. We heard from community changemakers – including a Sutton Council representative and the founder of a local educational trust – who reminded us why business investment in people and place matters. This year's theme centered on turning ideas into action, empowering our networks to spark meaningful, lasting change.



Guest speakers included...

LandAid

RedBalloon
Educational Trust

T Teach
First

**MORGAN
SINDALL**
GROUP

 **Plunkett UK**


Landsec



The Social Impact Showcase was focused on how our industry can increase the social impact we make through our work. It was powerful and practical. Bravo!

Martyn Evans Hon FRIBA
Creative Director, Landsec

Thank you for such an interesting event, bringing together a great group of people. I also love my seed paper name badge.

Claire Pollock Hon FRIBA,
Partnerships Lead, Allford Hall Monaghan Morris

Fantastic to be in a room with so many like-minded people working hard to make a positive impact in the built environment and beyond.

Charlie Carter,
Project Management Lead, Vertical Meadow

I was genuinely moved to hear from the panel and be reminded of the support and opportunities they provide to those less fortunate, which changes lives for the better.

Alison Taylor,
CEO, Conscious Communications



Socius in action: Everyday actions delivering social impact, 2025

£17,314
donated & fundraised



51
work experience
weeks



1,103
hours of staff
vounteering

£38,920
in social value delivered
through our supply chain





£162,658

of direct social impact
delivered by Socius & Populate

600

hours of Training
& Development

£11,100

professional services
donated in value

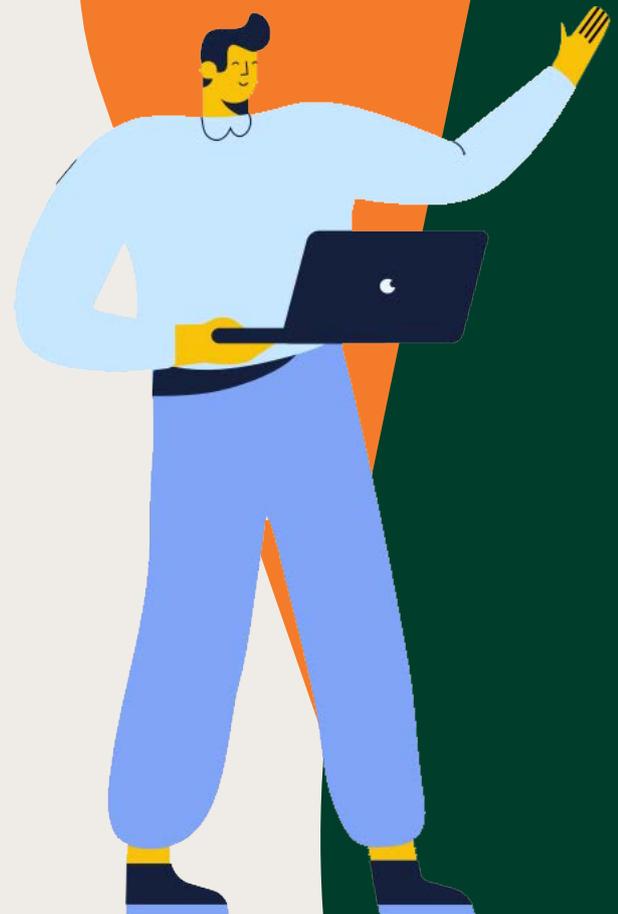
LONDON CANCER HUB

Engaging with local people is essential to making our projects work. From the outset, we listen closely to communities, building partnerships with local organisations, leaders and charities so every development reflects real needs and shared priorities.

At the London Cancer Hub (LCH) in Sutton, community engagement sat at the heart of our planning phase. The momentum of 2025 built on the fantastic foundations laid through our 2024 programme of events and activities in the run-up to submission, helping us deepen relationships and broaden our impact.

Activities this year have included:

- **Gardening at Maggie's**
Socius colleagues volunteered at Maggie's Centre to help prepare the gardens for spring, supporting practical tasks such as weeding, digging and mulching. The work helped maintain a calm, welcoming outdoor space for people affected by cancer and their families.
- **2 UrbanPlan Workshops**
Socius and Populate colleagues supported 2 UrbanPlan workshops with local students, helping young people explore the social, environmental and financial decisions behind development. These workshops encouraged teamwork, problem-solving and greater awareness of careers in the built environment.
- **Sutton Community Farm**
Team members spent time volunteering at Sutton Community Farm, supporting the harvest of locally grown fruit and vegetables. The activity helped strengthen connections with a valued community asset focused on sustainable food, wellbeing and education.
- **Sutton Soup**
London Cancer Hub supported Sutton Soup, a community-led event that brings people together to hear and fund grassroots project ideas. The initiative helps empower local changemakers and encourages collaboration around community priorities.
- **London Festival of Architecture**
As part of this festival, Populate delivered a programme of events at the London Cancer Hub that brought local people together to explore design, place-making and shared futures. Activities helped open up the site and strengthen community connections.
- **Sutton Youth Summit**
Socius and project partners took part in the Sutton Youth Summit, engaging with young people on topics including skills, opportunities and the future of the borough. The event helped amplify youth voices and build links between local talent and long-term development plans.





By March 2025, our LCH planning-stage activity had generated £62,439 in direct social value – already 111% of our target at this stage. This reflects a wide range of programmes, from National Careers Week workshops to ongoing volunteering and mentoring. It's a strong start, and we're aiming to deliver over £500,000 of social impact across the life of the project.

We also connected the project with wider industry initiatives. Through UrbanPlan UK, our team volunteered in a sixth-form workshop in early 2025, supporting students as they tackled a mock regeneration project and explored the social, environmental and financial decisions behind development. It was a brilliant way to spark curiosity about careers in property – and maybe spot some future interns along the way!

OUR WORK IN CAMBRIDGE

In partnership with Railpen, at Mill Yard in Cambridge, construction is well underway with Morgan Sindall leading delivery and embedding social value throughout the build. Using Thrive to track progress, the project generated over £16.1 million in social value between November 2024 and October 2025.

This impact spans key areas including employment opportunities, apprenticeships and formal training, pre-employment and educational engagement, local supply chain spend, community investment and workforce wellbeing.

Against a total project target of £66 million, Mill Yard is performing strongly at this stage of construction and remains on track to meet, and potentially exceed, its social value commitments.

ROUTES INTO STEM



This year, we also hosted a 'Routes into STEM' course on site with Morgan Sindall and the Engineering Development Trust (EDT). Students from six local secondary schools visited Mill Yard to learn about the project, explore different career paths and take part in hands-on design activities. As one student put it: "The course has further made me want to go into engineering."

242

apprenticeship
weeks completed

310

hours of corporately
organised volunteering

88

hours of volunteering supporting
community-led projects

£3.8m

spent with local suppliers

£16m

of social value delivered
via Mill Yard

OUR WORK IN CAMBRIDGE

Botanic Place is another Cambridge project being delivered in partnership with our investor Railpen. Social impact activity is now beginning to ramp up as the scheme moves further into delivery, with a strong focus on laying the foundations for meaningful, long-term value. While still at an early stage, the foundations are firmly in place to deliver meaningful, long-term social value throughout the life of the project.

During the reporting period, early initiatives focused on governance, engagement and awareness. These included establishing a Social Value Charter Group led by Skanska to coordinate and track delivery, participating in sector events such as Networking with Purpose – Get Synergised to build partnerships and share best practice, and hosting a Digger Day that gave local residents and young people hands-on exposure to construction and careers in the built environment.

Alongside this, a clear set of social value targets has been agreed for Botanic Place, aligned to local priorities and tracked through Thrive.

Over the life of the project, Botanic Place aims to deliver £44 million of social value, including:



25 local jobs, with at least 10 for people from disadvantaged backgrounds



2,000 volunteering hours



9 Apprenticeships or NVQ's



£15,000 in gifts in kind



24 weeks of work experience



£41 million spent through the local supply chain



Two social value innovation initiatives, including Battle of the Bands and the CAM Cycle programme

By October 2025, Botanic Place had generated £177,262 of social value, reflecting early delivery across local employment, work experience, educational engagement, volunteering and professional services. While this represents just the first step, these initial outputs demonstrate strong early momentum and provide a platform for a significantly expanded programme of social value activity as construction progresses.



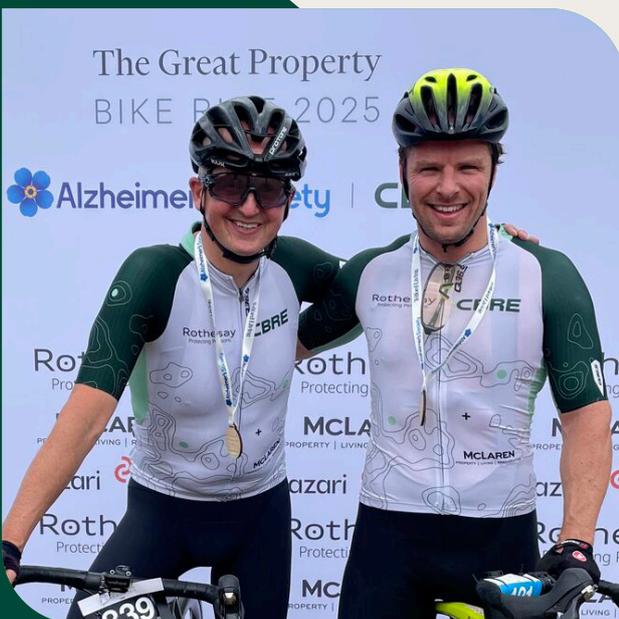
COMMUNITY AT SOCIUS

Our commitment to community stretches far beyond our development sites - it's embedded in how we work, volunteer and give back every day. At Socius, corporate volunteering isn't a nice-to-have; it's actively encouraged. Every employee receives paid "Give Back" days to support causes they care about, and in 2025 our team collectively contributed nearly 1,000 hours to community and environmental initiatives.

Our commitment to community goes beyond our development sites and is woven into our day-to-day culture. Corporate volunteering at Socius is not a box-ticking exercise but a supported and valued part of how we work, with paid "Give Back" days enabling employees to support causes they care about. In 2025, this resulted in nearly 1,000 hours contributed to community and environmental initiatives.

CBRE Great Property Bike Ride,
fundraising for Alzheimer's Society

Bake Sale to raise funds for
Maggie's, on World Cancer Day



TEAM EVENTS

Socius come together as a company to take on fundraising challenges each year, for causes close to our hearts. In 2025, we have supported Action Medical Research - which funds vital medical research to save and improve children's lives - and for Maggie's, whose centres provide free practical and emotional support for people affected by cancer.



In May 2025, a Socius cycling team took on the "Cycle to UKREiif" charity challenge. Riding alongside peers from across the industry, the group helped raise funds for Action Medical Research.

Maggie's Night Walk of 15 miles across London



WORKERS

Our employees are the driving force behind our impact. Looking after our people, their growth, wellbeing and sense of purpose, isn't just the right thing to do; it's also good business. This year, colleagues completed over 600 hours of formal training and CPD, spanning technical skills, leadership and professional development.

These hours have been monetised using recognised social value proxies that capture the wider benefits of employee development, including improved wellbeing, confidence, productivity and long-term employability. Based on this approach, our investment in training generated an estimated £20,300 of social value.

We also supported 51 weeks of work experience and internships, including welcoming Ashleigh, who joined us in the spring and quickly became a valued member of the team, gaining confidence and hands-on experience across our projects.



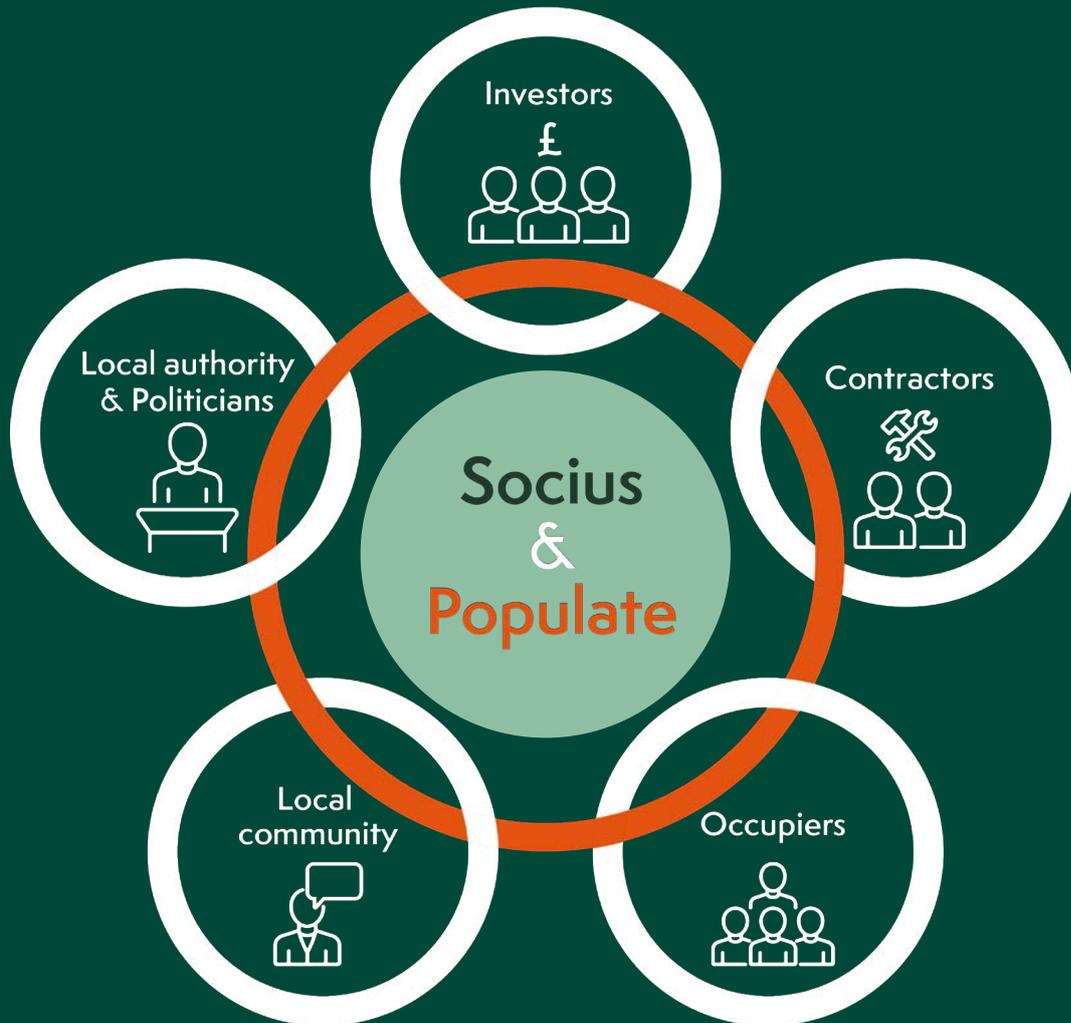
A standout moment each year is Socius' Formation Day in December, when we mark our company anniversary by coming together around our values. In 2024, the team split into two groups to support different community initiatives simultaneously. One group joined the Kingston Roundtable's Christmas Appeal and the other supported Maggie's annual Christmas Carol service.



As part of Bioregional's One Planet Living Framework, which we embed across all our projects, the team volunteered in August to support the Local and Sustainable Food initiative with Cambridge Foodbank. We helped the Foodbank relocate to a larger, more efficient warehouse, freeing up their regular volunteers to keep services running during the move. With 17,666 emergency food parcels distributed in 2024, the scale of their work made it all the more important to support their transition to a space that can better meet growing demand.

CUSTOMERS

Our customers include investors and funding partners, the consultants and contractors we work with, and ultimately the tenants, residents and visitors who live, work, and spend time in the places we create. One of the most exciting developments within Socius has been the growth of Populate, our sister company dedicated to long-term place management and social value delivery.



2025 was Populate's first full year in action, and it quickly gained momentum. Populate has been developing place-management strategies for our pipeline projects while delivering a range of activities across its sites. Highlights included the return of regular markets at Edward Street Quarter following last year's festive launch, and a lively London Festival of Architecture programme that brought people together on the London Cancer Hub site.

This autumn, Populate enabled Social Sports Society to launch four new padel courts in Sutton, creating a new community sports destination at the London Cancer Hub. As part of this, free weekly court hours are being offered to a neighbouring school, alongside discounted access for NHS staff from the Royal Marsden Hospital, the Institute of Cancer Research and other onsite partners. It's still early days, but Populate is already proving its value—strengthening relationships, activating spaces, and building the long-term vibrancy that makes our places thrive.



ENVIRONMENT

As a responsible developer and a **certified Planet Mark business**, we are acutely aware of our environmental footprint - and we're committed to reducing it in both our projects and our operations. Over the reporting year, we took actions to build more sustainable places, and promote biodiversity.

Our approach is multifaceted

- Design buildings smartly
- Manage construction impacts
- Foster greener lifestyles in the communities that emerge.

Every Socius project is an opportunity to push the envelope on sustainable design and construction. In Cambridge, our Botanic Place and Mill Yard schemes have been planned with ambitious environmental targets from the get-go - aiming for BREEAM "Outstanding" ratings, incorporating renewable energy systems, and prioritizing low-carbon materials.



BREEAM

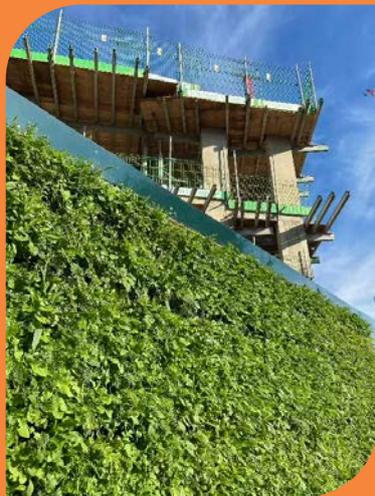
OUTSTANDING



PlanetMark

ENVIRONMENTAL INITIATIVES

Working alongside our investor partner Railpen, we partnered with Vertical Meadow at Mill Yard in Cambridge to help bring biodiversity back during the construction phase. In late summer 2025, we installed a 16m² Meadow Wrap, adding a welcome burst of greenery alongside the ongoing works. It marks our first step toward creating a safe, vibrant and nature-friendly environment at Mill Yard.



We also leveraged our projects to support wider environmental initiatives. As part of the London Festival of Architecture 2025, which had the theme “Voices”, we sponsored an event highlighting the voices of community members in shaping greener city spaces. At this event held in June, we showcased plans for extensive green roofs and living walls at the London Cancer Hub, and featured a talk by a local allotment group on the importance of preserving green pockets in urban settings. These engagements help educate and inspire both our stakeholders and the public about sustainability features, making them partners in our environmental goals.



OUR CONTRIBUTIONS

As part of our commitment to restoring nature, the team spent a hands-on day with Nattergal at Harold's Park Wildland, learning how biodiversity net gain can support both landscapes and communities. We helped clear woodland, remove old fencing and worked directly on site, gaining practical insight into how rewilding can deliver long-term environmental and social benefits.





We also spent time assisting with the Sutton Community Farm, where some of our team spent the day helping with the harvest of fresh fruit and vegetables grown by locals. Getting involved and contributing to our stakeholders both in a business and social capacity is central to how we work, and we're always keen to learn from and achieve more through supporting our partners



GOVERNANCE



At Socius, governance means making transparent, ethical decisions and staying accountable to everyone we impact - from our Board and investors to the communities around our projects. As a B Corp since 2023, we use the framework to guide continual improvement, and this year we began early preparations for re-certification in 2026.

As one of the highest scoring companies in our sector, we've been:

- Tightening policy documentation
- Strengthening how we evidence impact
- Ensuring our governance structures scale with the business.

Good governance evolves as we do, so in 2025 we focused on future-proofing our approach. We improved our impact measurement systems, expanding the use of the Thrive platform (aligned with the UK Social Value TOMs) to give the Board clearer, more consistent data on volunteer hours, local spending, employment pathways and community outcomes.

Our external recognition reflected this progress: we won the Estates Gazette "Social Impact Initiative of the Year" award and were shortlisted for a regional ESG Leadership Award, both acknowledging the strength of our reporting and community engagement.

Strong governance is also a competitive advantage. Institutional investors with ESG mandates increasingly tell us that our B Corp status and transparent reporting give them confidence to partner with us on complex regeneration projects. It's a powerful signal that how we run our company directly supports how we deliver impact.

ESTATES GAZETTE AWARD FOR SOCIAL IMPACT INITIATIVE OF THE YEAR



**ESTATES
GAZETTE**



LOOKING AHEAD

The past year has shown what Socius can achieve by staying rooted in our mission - now the task is to accelerate that impact through 2026 and beyond. A major focus for the year ahead will be preparing for B Corp re-accreditation, understanding the updated standards and making sure our policies, data and governance are ready for the next assessment

It's a chance not just to maintain our certification, but to deepen the way we embed purpose and accountability across every part of the business.

It's an opportunity not just to meet the standard, but to push the envelope, strengthening how purpose and accountability are embedded across every part of the business.

The good news? We have a passionate team, supportive partners and a clear vision guiding us. The story continues, chapter by chapter, project by project. Together with our partners, we look forward to writing the next chapter of impact in the year ahead.



SOCIUS

populate

33 Broadwick Street
London
W1F 0DQ

www.socius.dev