

P R I M E



# Doing what's right

Prime's B Corp  
Impact Report 2024

Certified



Corporation



# Built on principles.

## A message from our Chief Executive.

Our vision is to contribute to a global economy where businesses serve as forces for good, and as leaders, we believe in embodying the change we want to see. Businesses should aspire to benefit everyone and understand their interconnectedness and responsibility to each other and future generations.

Since Prime's formation 27 years ago, we have consistently sought positive change. Doing the 'right thing' wasn't just a mantra; it was our compass. It has guided how we make decisions, build partnerships with clients and suppliers, support our people, work alongside our community and respect our environment.

In that time, we've consistently achieved a range of recognised standards within these business areas, such as ISO accreditation, Investors in People Gold and BREEAM. While outstanding achievements alone, none fully encompassed how we view our business.

In 2020, our research led us to the B Corp community. This community allowed us to learn about best practices from like-minded global organisations who have proved that business success and social responsibility aren't mutually exclusive. The next step was to test whether our approach to business and commitment to doing the right thing was as impactful in the outside world as we felt internally.

Going into the process, we had reservations that, as an established, medium-sized business, we didn't have the same freedoms and advantages as a start-up. But when we stacked our practices against the B Corp framework, a rewarding truth emerged: our history of balancing the needs of the environment and communities with financial return was worthy of certification.

Achieving B Corp certification hasn't changed how we work but has been a springboard. In addition to validating our approach, it has ignited our commitment to broadening our knowledge and given us a framework to keep building a culture of continuous improvement, pushing us to higher standards.

This report has been created for our clients, suppliers, investors, my colleagues and the communities we work within to demonstrate how Prime has delivered positive change and continues to drive better outcomes for people and the planet.



**Leighton Chumbley**  
Chief Executive







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**About Prime.**

01

# What we do... and why.

Prime is a specialist health and care property investment manager and developer seeking to deliver a health estate landscape where outstanding care is never restricted by the space it's delivered in. Our passionate and knowledgeable team provides a one-stop shop for clients to unlock complex estate management challenges with leading industry-specific investment management, property development, legal, financial and property planning solutions. We pride ourselves on the relationships we build and the positive impact we have as we see projects through development and into delivery.

As developers, we have a responsibility to deliver solutions that look beyond what is needed now and instead seek to build a future of environmental wellbeing. We strive to find innovative solutions that ensure each Prime development creates a positive impact on the planet and enables people to have a healthier life.

We cannot achieve this alone; we work in partnership with our suppliers, clients, end users and the communities surrounding our developments to gain a deeper understanding of what meaningful change looks like and the challenges we may encounter in achieving it.

# Prime numbers.

## 2023 in numbers

52 employees

5 projects completed

£156M total project value

**Year established:** 1997  
**Location:** Worcester  
**Project delivery:** UK-wide

### About this report

Prime plc created this report in April 2024. It includes proprietary data and frameworks that explore our workplace culture, community engagement and environmental impacts.

While we strive for continuous improvement in our social and environmental impact, this report reflects our performance based on currently available data and methodologies. As B Corp measurement and reporting practices evolve, future reports may present a more comprehensive picture of our impact.

This report was authored by Leighton Chumbley (Chief Executive) and Heather Alexander (Communications and Community Engagement Manager).

# Our B Corp certification journey.

Our B Corp journey began when our Chief Executive, Leighton Chumbley, began searching for a robust certification vehicle which we could use to measure and enhance our commitment to sustainable development.

In preparing our new five-year plan for 2021 onwards, we defined five core pillars of the Prime business — **Project, Environment, People, Community and Finance** — and discovered a perfect alignment with the five core assessment areas of B Corp certification. This fortuitous overlap solidified our decision to pursue B Corp status.

However, B Corp certification isn't achieved overnight. Our application process took around 16 months and

involved extensive self-verification, evidence collection and in-depth interviews. Prime is a complex business, but we wanted to challenge ourselves to ensure that all areas of the company met the required standards rather than solely the most public facing. This way, we can genuinely say that our work is creating the world we want to see, tackling climate and social issues head-on, with a steadfast belief that property developers can and should be a force for good.

Certified



Corporation

**Certification in 2022 was the beginning of a new journey, not the arrival at a destination. The aim was to use our certification as a means to ensure we were conducting our business in the right way, constantly improving and raising the bar, learning from our peers and sharing our knowledge back into the B Corp community.**



# B Corp Impact Score.



- **118.4** Overall B Impact Score
- **80** Qualification for B Corp Certification
- **50.9** Median Score for Ordinary Businesses

## Governance 9.0

Governance evaluates a company's overall mission, engagement around its social and environmental impact, ethics and transparency.

## Workers 30.3

Workers evaluates a company's contributions to its employees' financial security, health and safety, wellness, career development, engagement and satisfaction.

## Community 17.8

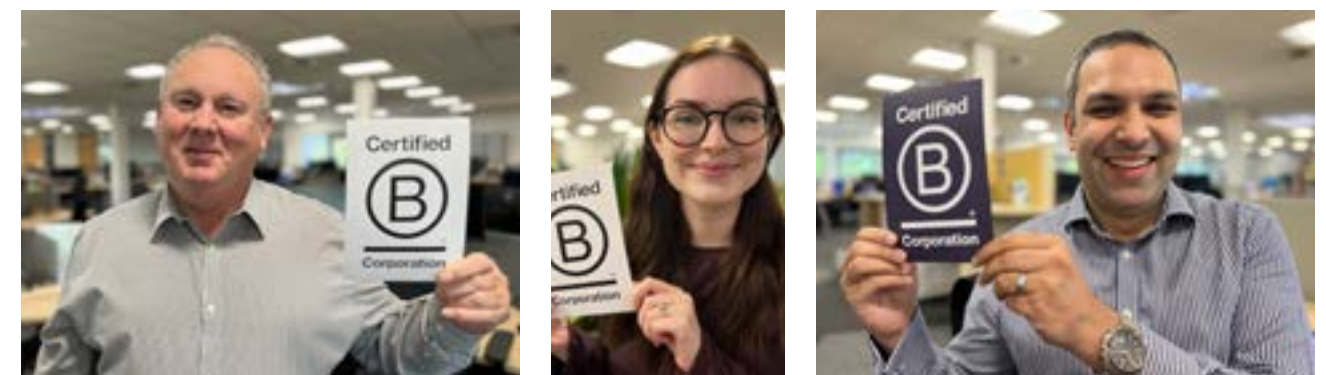
Community evaluates a company's engagement with and impact on the communities in which it operates, hires from and sources from.

## Environment 56.8

Environment evaluates a company's overall environmental management practices as well as its impact on the air, climate, water, land and biodiversity.

## Customers 4.4

Customers evaluates a company's stewardship of its customers through the quality of its products and services, ethical marketing, data privacy and security and feedback channels.







# Governance.

B Corp governance score: 9

# 02



# Built on solid foundations.

Prime prioritises open, transparent and consistent decision-making, respecting the critical nature of the infrastructure we deliver. The solutions we provide serve public bodies, charities, global institutions and private health providers, and are occupied by people who work tirelessly to deliver vital health services.



# Collective responsibility, collective success.

Our *Prime Ways of Working* framework is centred on giving authority and accountability to the right people within our business to make decisions within a framework that ensures comprehensive board oversight. The Prime Board is an open environment that is available to leads across the business when they need to discuss the corporate and project matters for which they are responsible. This allows them to benefit from the support, knowledge and experience of the Executive Team.

Everyone at Prime is included in the annual business planning process. Annual workshops encourage everyone to generate ideas, identify key work streams and develop outcomes. As a result, colleagues input into the drafting of our aims and tasks for the year, including leadership roles and timescales. There is complete visibility over progress made against our business plan and actual outcomes achieved via our intranet system and within our monthly face-to-face business updates.

These meetings have been improved in 2023 to spotlight all areas of the business and how they have achieved their business plan milestones. They include everyone at Prime, allowing us to share information from all parts of the business and a focused update on the business plan's successes and upcoming activity.





# Quality guaranteed.

Prime's business processes are independently audited by BSI and Investors in People.

We have also achieved the following certifications and accreditations:



**INVESTORS IN PEOPLE**  
We invest in people Gold



Pioneering social value

**Prime was one of the first businesses in the health and care development sector to measure and report externally on the corporate business and the developments we deliver.**

Prime's financial auditors are [Cooper Parry](#).





# Employees.

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B Corp workers score: 30.3

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# 03





# Empowering our people.

**INVESTORS IN PEOPLE™**  
We invest in people Gold

Prime is proud to be a gold-standard Investor in People, nominated as UK Employer of the Year in the Gold 50-249 category in last year's Investors in People awards. Our diverse and talented employees make Prime an exceptional business to work for, and with. We've purposefully created a workplace which celebrates and encourages individuality and unique approaches to delivering work.

Our head office is a hive of activity, providing a range of different workspaces, including sit/stand desks, video conferencing areas, comfy break-out spaces and quiet areas for focus. We promote work-life balance with flexible work arrangements to support our team members' personal needs. As well as delivering hybrid working seamlessly through state-of-the-art technology in our meeting rooms, we've built a supportive culture that encourages staff to understand the needs of others. When our team is away from their desks, you might

find them volunteering in the community, building relationships at our regular social events, or gathering together for training activities, which enhance their current experiences and elevate their future career prospects.

Knowledge sharing is central to our culture, and we have developed a range of formal and informal means of achieving this – from continuous improvement workshops and company-wide knowledge shares to business briefings and formal CPD.



“Our ethos has always been to create an environment where people can think creatively and work as part of a highly-professional and knowledgeable team to seize opportunities and make exciting things happen for our clients, communities and businesses.”

Leighton Chumbley, **Chief Executive, Prime**



The hard work of our team is rewarded with a company-wide bonus of up to 10% of their salary, subject to company performance and linking it directly to achieving actions within our business plan. We safeguard our people and their families with income protection insurance and life assurance up to four times their salary. To ensure our working parents make the most of family life, we offer enhanced maternity and parental leave, and time off for all staff between Christmas and New Year in addition to 25 days of leave and bank holidays. There is also an additional leave purchase scheme.

Our dedicated wellbeing support comes in the form of private medical insurance, resilience training and mental health first aiders – all helping to protect our staff's health and wellbeing.

We're an organisation that rewards the dedication and effort of our team with opportunities to develop and build a rewarding career within the business. We support our people in creating personal development plans and identifying their training and development needs. Providing access to a wide range of opportunities also helps our team develop their skills and experience in a way that suits their needs:

- Access to peer support and coaching
- Guidance from a mentor
- Convenient training access through online learning portals
- Support to gain professional qualifications
- Membership of relevant professional bodies





## What our people say.

“What makes working at Prime so special? It’s the people. They’re a great bunch who are very capable, intelligent and good-humoured. Culture is something that can be underestimated when you go to a new place of work.”

Ewan Forsyth, **Development Director**

“Being part of the Prime family is not just about a place to work but a way of living. Wellbeing is a big part of how we work; we all work better when we feel our best. Prime gives back to its employees in many ways, be it monthly social activities, the option of working in the office or elsewhere, wherever is best for us to complete our roles, and additional leave that can be taken every year to help balance home and work life.”

Guy Kippen, **Development Manager**

96%  
of staff say they are happy working at Prime.

95%  
of our people feel confident in describing what we do and what we stand for.

100%  
understand and are committed to our environmental objectives.

98%  
would recommend working at Prime to others.

93%  
are proud to work at Prime.



# Beyond work: building a culture of wellbeing.

Prime's People and Wellbeing team dedicate themselves to providing outstanding workplace experiences that enhance health and wellbeing. In 2023, our staff enjoyed regular sporting activities, including yoga classes, rock climbing, paddle boarding and zorb football. They've checked in with their bodies using an Integrative Health Kiosk from Wellbeing People and shared worries and concerns with support from our team of Mental Health First Aiders.

Prime's Sports and Social Committee arranges free monthly activities, which to date have included paddleboarding, axe throwing, escape rooms, board game and movie nights, guided walks and ice skating.

An annual summer barbecue is an opportunity to bring our families together. We also have several staff activity groups; you could go for a ride with the *Prime Pedallers*, get crafty at *Knit and Natter* or spend time under the stars with the *Camp Prime* crew.





# Investing in resilience and adaptability.

In 2022, with the support of innovative workplace learning firm Laughology, Prime embarked on its largest investment in staff training to date, the Truly Human Leadership course.

The programme, which will take place over three years, got off to an outstanding start when 100% of staff elected to undertake a course entitled Leading Self. The course explored personality profiles and preferences, helping our team better understand the

drivers of individual behaviours. Armed with a deeper understanding of each other's behaviours and motivators, this course has had an outstanding impact on Prime colleagues' working relationships and personal development.



“It was so lovely listening to everyone’s stories and being part of everyone’s journey. A fantastic experience for us all.”

Liz Squibb,  
**Executive Assistant and HQ Facilities Manager**

“The course content was thought-provoking, and it provided a great start to our personal development journey.”

Paul Thatcher,  
**Commercial Manager**





# Community.

B Corp community score: 17.6

# 04



# Investing in tomorrow.

We believe that when it comes to developing space for change, the communities we affect often have the greatest ability to see a project's potential. The facilities we develop have a legacy that lasts far beyond the time of boots on the ground on a building site, so we invest heavily in making sure the solutions we deliver are right for the long term.

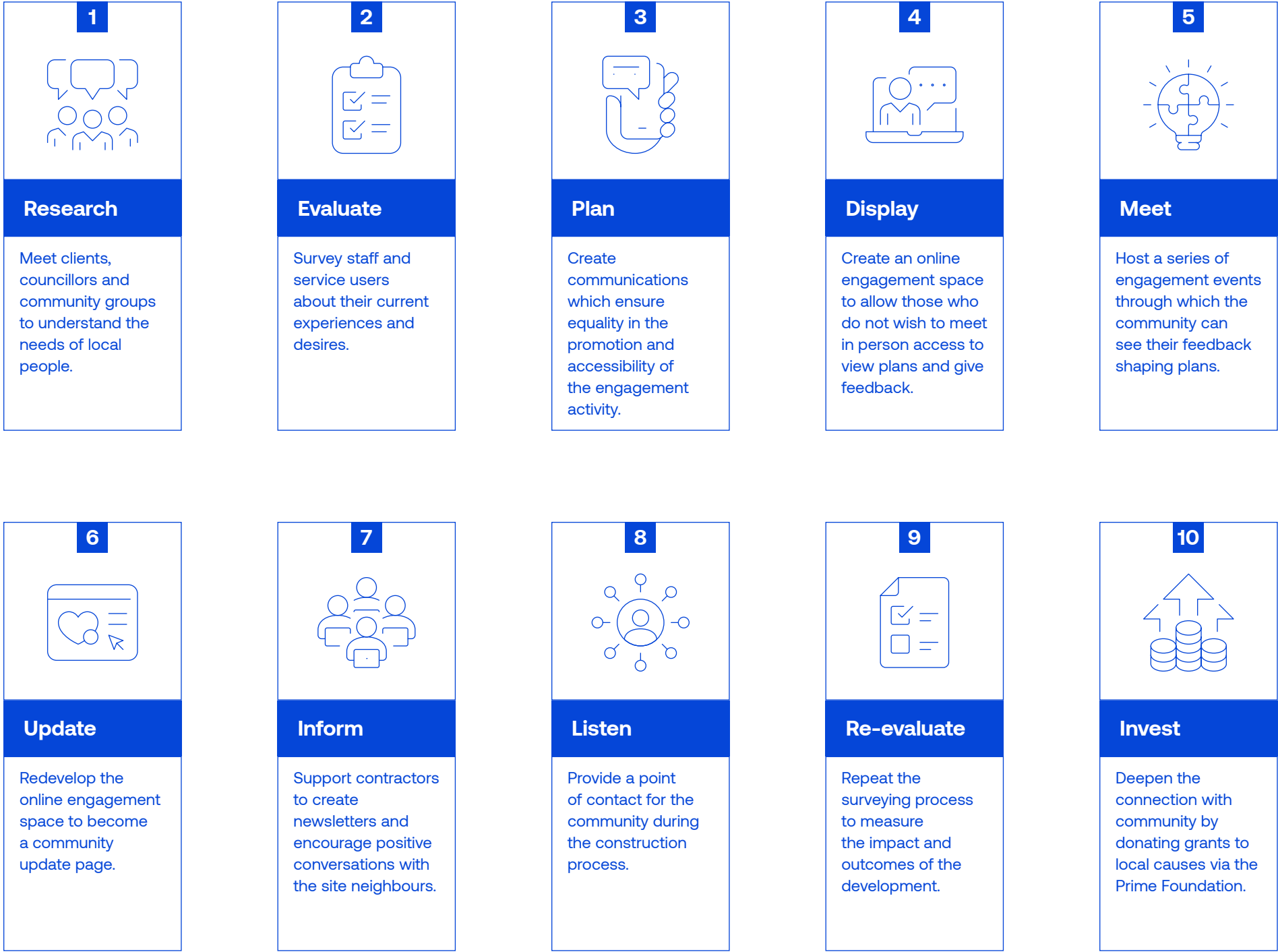


Our in-house Community Engagement team gets to know staff, users and the local community through proactive engagement during the design stage. The relationships they build are maintained throughout the planning process and then into construction and operation, constantly seeking opportunities to enhance social value outcomes.

Closer to home, we invest in the community surrounding our head office by actively engaging with local education providers to develop workplace skills and knowledge in young people. Our Charity Events Group tirelessly fundraises for local causes chosen by our staff and our people provide brain power or muscle where it's needed by volunteering with local community groups.



# Prime’s approach to community engagement.





# Diversity and Inclusion.

At Prime, we want to help reduce inequality in healthcare by creating outstanding, accessible facilities. The more diverse we are, the more varied our perspectives and ideas are, and the easier we will be able to take on the complex challenges that come our way, the better our work will be.

Inclusivity and feeling a part of the team is how we work. Creating an environment where everyone plays a part and differences are welcomed delivers real value for Prime and our clients. A safe environment where people are knowledgeable, motivated, empowered and feel free to work together to produce the best result. Our future success depends on everyone being free to be whoever they are at work and being confident that their uniqueness will be valued and appreciated.





# Prioritising local suppliers and distributors.

Prime's approach to procurement and purchasing aims to achieve the best balance between meeting our legislative and ethical requirements and duties, providing excellent value to our clients and meeting our own social and environmental objectives.

In making purchasing decisions, we ensure, where practicable:

- Suppliers comply with International Labour Organization (ILO) principles in respect to human rights and conditions of employment.
- Suppliers shall ensure that slavery, human trafficking, bribery and corruption is not taking place in their supply chains and in any part of their business.
- The Health and Safety of our people, clients and communities is prioritised.
- We will adhere to the terms of our Bribery Policy.
- We prioritise the use of sustainable materials and waste minimisation.
- We maximise the use of local sourcing of goods and services.
- We will pay suppliers on time in accordance with invoicing terms.
- Our process of adding a new supplier to our purchase order system is adhered to.

We recognise that some suppliers of goods and services directly to our people and offices are small, locally based enterprises. This means that they may not have the back-office infrastructure to provide copies of policies, processes and systems that can verify they meet all of the criteria listed above. At Prime, we embrace these smaller businesses and are keen to support them as they are critical to the health of our local community. The guidelines are, therefore, meant to act as a checklist for our internal purchasing teams.



# The Prime Foundation.

## PRIME foundation

In addition to developing health and care infrastructure within communities across the UK, we're committed to enhancing the lives of the people who live and work there too — that's why we founded The Prime Foundation. It's our registered charity, and each year, we donate tens of thousands to good causes near the facilities we develop and in our home county of Worcestershire.

Founded in 2007, the Foundation aims to advance education outside the classroom, promote good physical and mental health and enhance social wellbeing through recreation. Building a future that can improve the wellbeing of communities and reduce future burdens upon our health and care services is about championing a proactive approach to healthcare.

The Foundation's work is a source of enormous pride to our staff and one of the ways we demonstrate our long-term commitment to enhancing the communities we impact through our developments.

With each new project, we donate a proportion of our profits to the Prime Foundation. In 2023, the Prime Foundation supported a fantastic range of causes, including a repair café, an Age UK community group, a veterans allotment group, a community tennis club, a child contact centre, a community pantry, several schools, including a SEND school, guides, scouts and a water sports group.





# Bletchingley Repair Café

Bletchingley Repair Café is a free walk-in repair shop run by trained volunteers in Surrey. Locals can bring their items needing repair to the café, and either have them fixed while they wait or be taught how to fix the item themselves. The Prime Foundation funded training and equipment for volunteers to enable the group to expand in serving their local area.

“We’ve saved countless electronics and appliances from the landfill... there have been lots of repairs and lots of community interaction.”

Steve Townsend, **Volunteer**



# Age UK Surrey

The Clockhouse Community Centre is a hub based in Surrey where locals can join in on a range of activities provided by Age UK. At the centre, patrons can book in with the hairdresser, podiatrist or tech support, meet for a ‘tea and chat’ club at the café, or join in on group activities like crafts or walking club. The Prime Foundation awarded Age UK Surrey funding to buy Tovertafel projector equipment for use by their 10-3 Club and Memory Lane groups, which provide memory cognitive stimulation therapy.

“It’s encouraging to see group members engage so well with the activities and so keen to participate. The Tovertafel is providing a wonderful opportunity for social interaction between the group members, staff and volunteers.”

Melanie Sneller, **Grants and Development Coordinator**



# Lido Park Tennis Club

A group of volunteers in Droitwich wanted to start a tennis club for homeschooled children aged 7–16 in the local area, some of whom had additional needs. The Prime Foundation was able to fund enough equipment and training costs to kick-start the group, whose demand grew exponentially. Now, each week, they provide a space for physical activity, fun and friendship for local children who have less regular access to social settings due to their circumstances.

“The project is going really well. Our home-educated group now has close to 30 participants in total and we get between 18–25 on a regular basis... overall, it has been very successful!”

Neil Bates, **Volunteer Tennis Coach**



# The Prime Foundation has funded:

60 projects across 10 towns and cities

Furniture for a homeless people's shelter

PAT equipment and training for a repair café

Floodlights for a community football group

A shed for a veteran's allotment

Forest school equipment

Sensory equipment for a SEN school

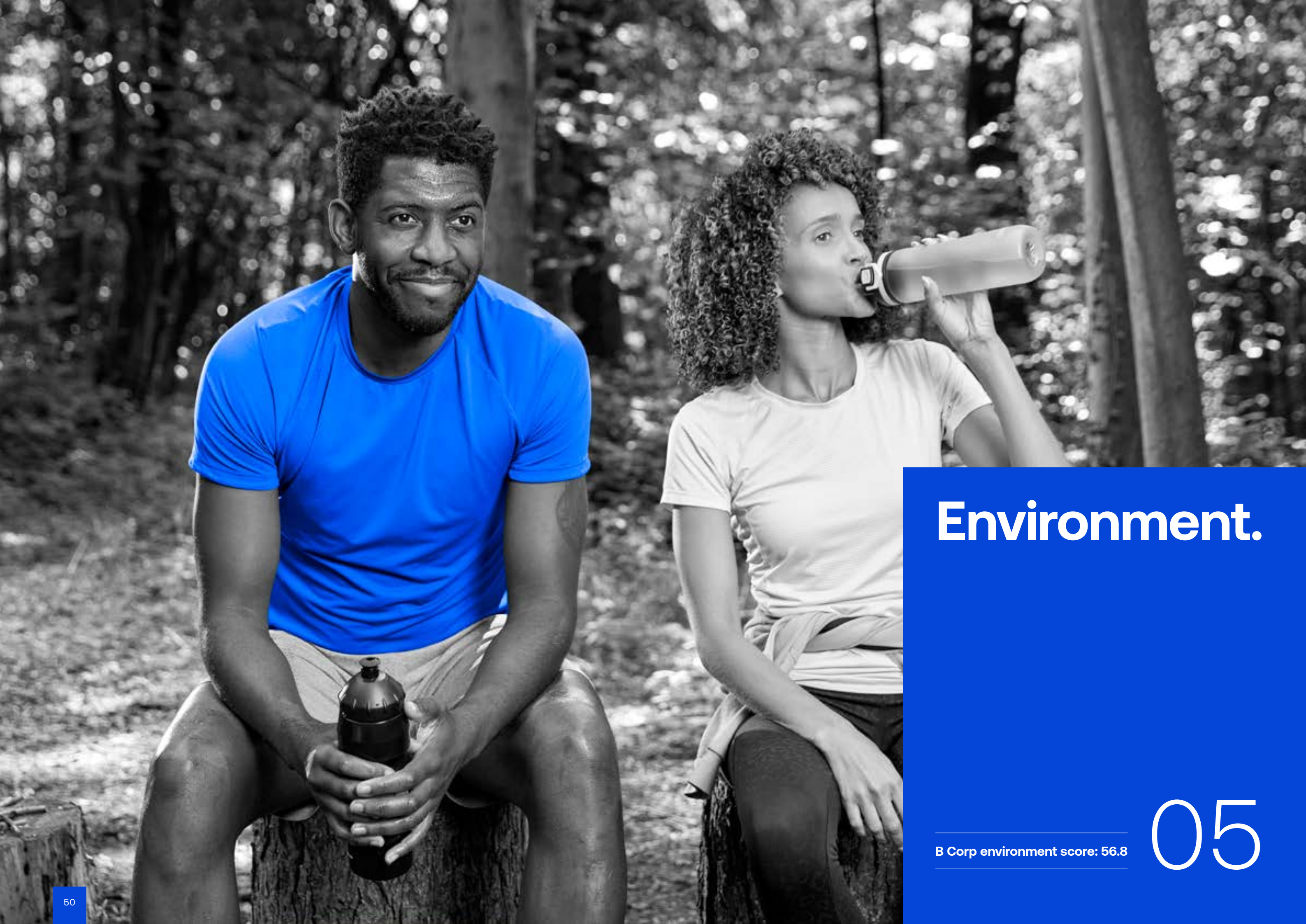
A children's library at a contact centre

Tents for Brownies

Equipment for a barracks community group

Five kayaks for a junior league





# Environment.

B Corp environment score: 56.8

05



**We anticipate we will be 'climate positive' from 2030 onwards based upon the development of our woodland.**





# Protecting our planet.

While property development might not be the industry most associated with environmental stewardship, Prime takes a different approach with a strong cultural affinity for the environment and nature. Since our inception, we have challenged ourselves to deliver adaptable, sustainable spaces that work towards a future of outstanding care.

Sustainability drives each Prime development to create a positive imprint on the planet and enable people to access a healthier life. We believe we have a responsibility to develop this influence even further through our supply chain, partnerships and across the communities we serve.



# Reducing our impact.

For years, we've made decisions focused on carbon reduction, and as environmental frameworks have evolved, these efforts are now backed by robust scientific evidence.

Since 2021, we've taken a significant step forward, educating ourselves on the scientific consensus around carbon emission measurement. As a result, we've dramatically reduced our scope 1 and 2 emissions, even calculating our historical impact for a more comprehensive picture. Our team has completed a carbon reduction plan that is helping us to continue identifying and acting upon opportunities to improve energy efficiency and reduce wastage.

We continue to create flexible and adaptable spaces through conscious design and sustainable construction. We have been applying the leading sustainability assessment method, BREEAM, to our developments for over two decades, reaching 'excellent' standards in brownfield site management.

By incorporating environmental thinking and decision-making at all levels within the business, we ensure that it is a cultural norm. To help achieve this, we provide information and advice through our knowledge share programme. Travel to sites and meetings with clients is selective, with a considered focus on choice of transport when on-site meetings are necessary to minimise emissions.



# Investing in nature.

In 2022, we agreed to purchase circa 24 acres of farmland adjacent to an existing Worcestershire Wildlife Trust reserve to develop our own woodland. In the last few months alone, we have planted a variety of fruit trees on our plot with the help of forestry consultant Tilhill Forestry.



This intervention has been incredibly positive for our people, who have felt highly engaged in the importance of measuring, reducing and then offsetting our carbon where necessary. In 2024, Prime will have completed the design, diligence and approval process and look forward to implementing the plan.

We anticipate we will be 'climate positive' from 2030 onwards based upon our Woodland (assuming the calculated Pending Issuance Units (PIUs) are converted into Woodland Carbon Units (WCUs) in the future).



“An excellent effort by all in this planting operation where 95 orchard trees were planted by the Prime team, including 15 varieties of apple, pear and plum trees. The orchard’s restoration will aid in an increase in biodiversity and contribute to core sustainability goals. Bee hives will be erected within the orchard to aid pollination and owl boxes will be installed in the surrounding area using recycled pallet wood material.”

Emyr Parker, **Forest Manager at Tilhill Forestry**



# Embodied carbon emissions.

As a property development business, we are part of an industry that generates almost 40% of the UK's annual CO<sub>2</sub> emissions. Embodied carbon alone accounts for 11% of global annual emissions and is connected to public health and equity issues. Embodied carbon must become a focus of emission reductions within the industry.

Careful specification of materials can reduce embodied carbon, including using low-carbon, carbon-neutral or even carbon-storing materials. Most carbon-storing materials are plants (wood, hemp, straw, bamboo, algae) that have sequestered carbon during their growth before being transformed into a building material. Additionally, using recycled materials or reclaimed materials can reduce the emissions associated with manufacturing new materials. Embodied carbon reductions can also be achieved through material efficiency and optimised design.

Designing buildings with a focus on durability and 'de-constructability'

reduces the need for frequent replacements, improves adaptability, extends the building's useful life and facilitates better end-of-useful life management. Additionally, using passive design strategies, such as better insulation and orienting buildings to take advantage of natural light and ventilation, can reduce the need for energy-intensive mechanical systems that come with high embodied carbon footprints.

We are proud to advise that our first Net Zero upfront embodied carbon project commenced in January 2024, signalling a positive evolution in our sustainability journey and future possibilities for our clients.





Embodied carbon represents the millions of tonnes of carbon emissions released during the lifecycle of building materials, including extraction, manufacturing, transport, construction and disposal:

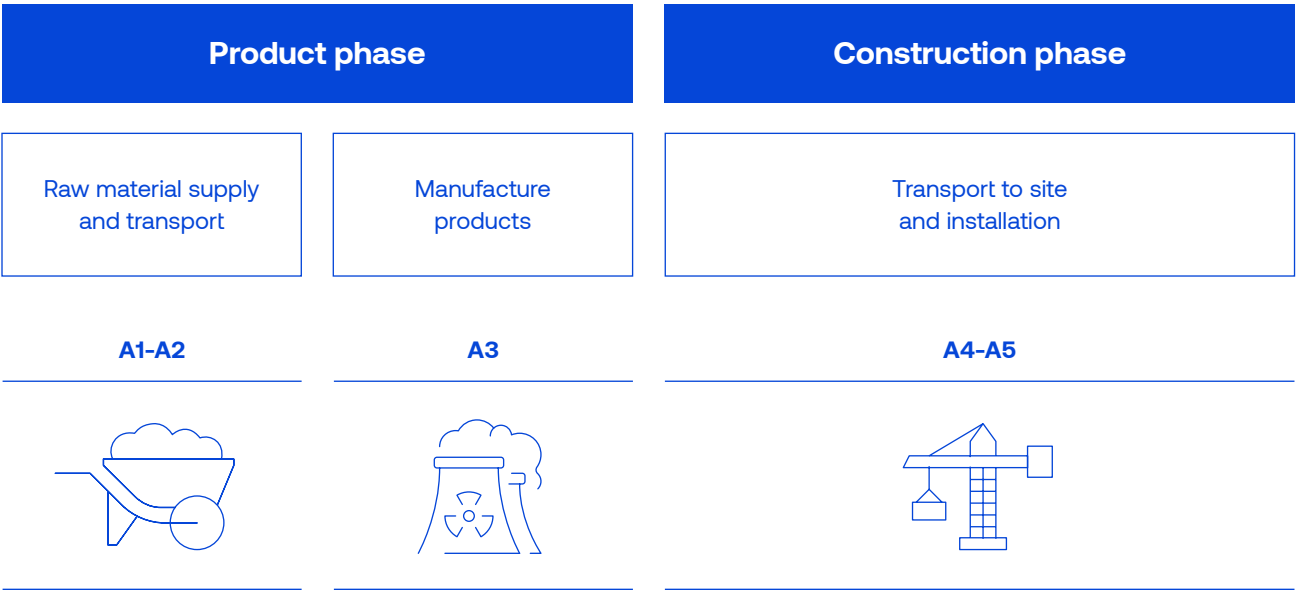
Life cycle assessment phases

65%-85%

of total embodied carbon emissions

6%-10%

of total embodied carbon emissions



Cradle-to-gate

Up-front carbon

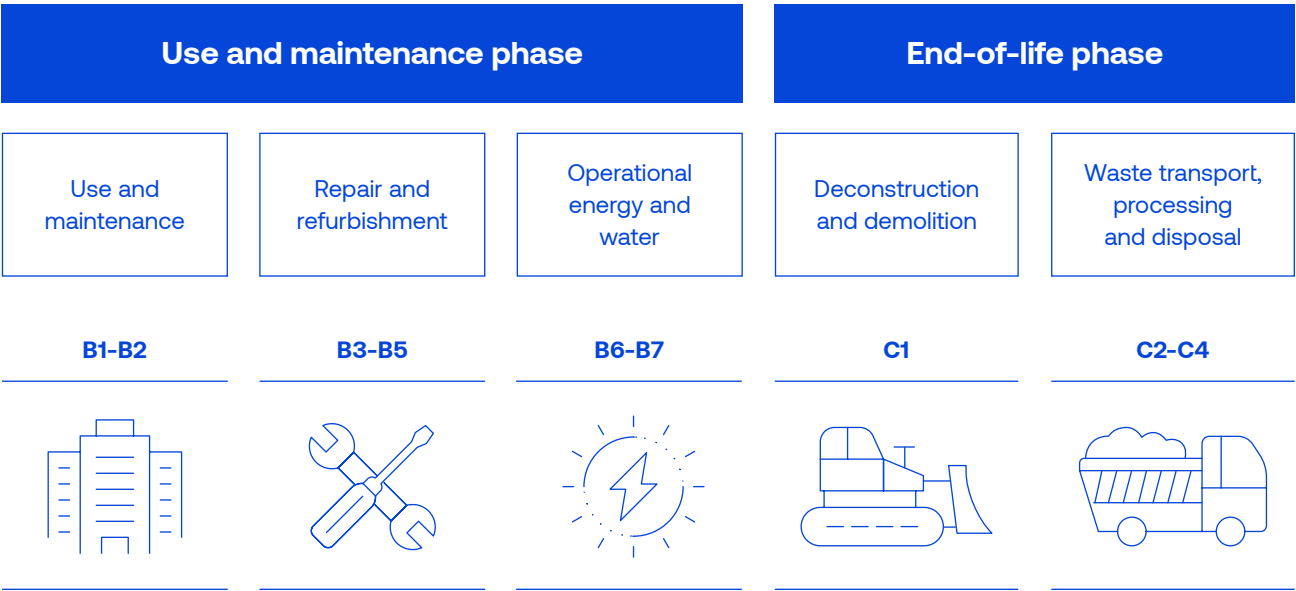
Whole life cycle

8%-15%

of total embodied carbon emissions

3%-15%

of total embodied carbon emissions







Clients.

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B Corp customers score: 4.4

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06



# Nick Johnson, Dorset County Hospital Deputy Chief Executive.

My experience working with Prime on the Dorset County Hospital projects has been exceptional. They truly prioritise their clients, and it shows. For example, they consistently engage with local communities to minimise the environmental impact of their work. Plus, they help the regional economy by supporting local businesses within their supply chain.



Prime's in-depth knowledge of healthcare facilities is evident. The purpose-built properties they create perfectly match Dorset County Hospital's specific requirements, leading to major improvements in patient care and hospital operations. Their work stands as a testament to their expertise, dependability and dedication to healthcare development.

One of Prime's key strengths is its collaborative spirit. They partner closely with healthcare providers like Dorset County Hospital to create facilities that are fully aligned with modern medical practices and patient needs.

Our ongoing partnership with Prime empowers us to advance our strategic goals. We can improve the patient experience, maximise efficiency and seize new opportunities. They bring a full suite of skills that combine private sector efficiency with a crucial understanding of public sector needs.

Prime has helped us retain the value of our facilities and strategically develop our site to support broader health initiatives within Dorset. We can now provide outstanding services, promote better collaboration between healthcare partners, empower our staff and become more sustainable.

The new multi-storey car park project is a great example. It resulted in a 14% increase in biodiversity while simultaneously creating space for critical hospital expansion. This is a key step in creating modern facilities that enhance the experience of patients, visitors and staff.

Prime was also instrumental in solving our lack of housing for crucial staff members. We knew they had a proven track record, and their innovative funding model made this project possible without tapping into the hospital's budget. This fast-paced solution will reduce costs caused by staff turnover, allowing us to better invest in patient care, training and our overall services.



# Unlocking potential together.

In 2023, we completed some incredible projects, bringing our client's visions to life and delivering vital health and care services to communities across the UK. This included completing Birmingham's Harborne Hospital, Birmingham's first NHS Community Diagnostic Centre and a transformative exercise in efficient masterplanning to take a surface car park at Royal Surrey County Hospital, enhance the number of spaces by making it a multi-storey and then develop a state-of-the-art cancer centre on the remainder of the site.

Part of Prime's success over the past three decades has been our ability to unite all of our project stakeholders around a shared vision to create a positive difference. With tailored solutions we help our clients to enrich the patient and staff experience, support improved health outcomes and deliver excellent value for money.

In today's landscape, our clients are also prioritising their own environmental and social goals, from the

environmental impact of construction and the wellbeing of the communities they serve to the ethical practices used throughout the construction process.

Prime understands these evolving concerns, so in addition to helping our clients achieve their health and care infrastructure goals, we also help elevate their projects by incorporating sustainable solutions, fostering positive social impact and ensuring responsible management practices.

# The Harborne Hospital

Prime developed and secured funding for the new £100m independent hospital for HCA Healthcare UK, knitting together the skills and aspirations of all the teams involved. Opening its doors to patients in early 2024, The Harborne Hospital provides a depth and breadth of independent healthcare not currently available in the region, including specialities such as cancer, cardiac and orthopaedics and across inpatient, outpatient and diagnostic care.

- The Hospital achieved a BREEAM 'Very Good' rating, signifying its commitment to sustainable building practices.
- A 'fabric first' approach to thermal performance ensured comfort year-round while minimising energy usage.
- Advanced thermal modelling guided design decisions, optimising passive building performance and reducing reliance on renewable energy.
- Efficient environmental service management was key, with high-efficiency boilers, heat recovery ventilation and variable speed pumps.
- Green initiatives such as a 'green wall', providing planting to soften the area and shield the car park, and habitat improvements in the marshall yard, including log piles for insects and bee hives, further demonstrate the hospital's holistic sustainability approach.







## Sterile Services Department and Aseptic Pharmacy

Prime's work on the Adanac Health and Innovation Campus in Southampton continues at pace, with the construction of a Sterile Services Department (SSD) and an aseptic pharmacy underway following the development of a staff Park and Ride and Costa Coffee.

- The development includes around 1,500 sqm of solar PV panels on the roof, while state-of-the-art air source heat pumps will heat and cool the building.
- Built next to the new Park and Ride, staff can travel to and from the hospital without the use of cars, in turn reducing the impact on air quality in the city centre.

## GenesisCare Cancer Centre

Prime worked closely with GenesisCare, a leading cancer specialist, to ensure the design for this state-of-the-art building met their aim to offer the latest innovations in oncology and cancer care for NHS and private patients.

- The design incorporates new habitats and better opportunities for fauna in line with the Guildford Local Plan 2015-2034 and the Guildford Sustainable Design and Construction SPD.
- The project achieves impressive biodiversity net gain figures of 102%.
- Expected to receive a 'Very Good' BREEAM rating, with 'Excellent' for the energy element and an EPC of A.
- Sustainable technologies have been integrated to include solar PV panels, LED lighting and EV charging stations, all helping to reduce energy consumption and the site's carbon footprint.







## Report Summary.

07



# Building a better future.

Working across the breadth of health and care, building exceptional healthcare infrastructure, we're pioneering change. We're enabling our clients to transform their spaces, be it for clinical space, accommodation, health campuses or site infrastructure. But our commitment to building better extends far beyond bricks and mortar, encompassing a deep and long-held dedication to environmental and social responsibility that's been enhanced by achieving B Corp status.



**This ongoing pursuit of improvement sets us apart, and it's a journey with no finish line.**



# How we’re driving improvements.

	OBJECTIVE	2023 OUTCOMES	2024 GOALS
Satisfaction of our procuring client	Delivering the best space we can within client budgets and programmes.	<div><div>✔ Yeovil Diagnostic Centre</div><div>✔ Client budget</div><div>✔ Programme</div></div> <div><div>✔ Harborne Hospital</div><div>✘ Client budget</div><div>✘ Programme</div></div> <div><div>✔ Genesis Cancer Centre</div><div>✔ Client budget</div><div>✔ Programme</div></div> <div><div>✔ Southampton aseptic pharmacy and sterile services department</div><div>✘ Client budget</div><div>✔ Programme</div></div>	Drive a range of projects forward to reach financial close in 2025 (meeting programme dates is the area of focus).
BREEAM	Use appropriate aspects of BREEAM on all projects.	<div>✔ Education of some clients is essential to ensure meaningful buy-in.</div>	Improve our materials and expertise in supporting clients to embrace the Standard.
Water	Include sustainable drainage systems (SuDS) approach on all projects. Minimise water usage where possible.	<div>✔ SuDS has been successfully introduced to all schemes.</div>	Improve project briefing around water usage with healthcare clients to encourage greater operational focus on water conservation.
Biodiversity Net Gain	Projects developed to have a positive impact on nature within the site.	<div>✔ All projects have at least a 10% improvement as a result of our intervention.</div>	All projects target an excess of 10% gain, with a 15% aim.
Upfront net-zero embodied carbon	In 2026, the objective is for all Prime projects to be net-zero embodied carbon.	<div>✔ Our pilot project, Yeovil Diagnostics Centre, exceeded the target for minimising upfront net-zero embodied carbon.</div>	Apply knowledge of Yeovil Diagnostics Centre to develop methodology across all projects.

“We use our ability as a business to create the world we want to see, at the urgent speed required, to meet the challenges of climate and social breakdown.”

Leighton Chumbley, **Chief Executive**

We continue to be proud of our B Corp certification, joining a global group of highly successful companies reinventing business by pursuing purpose as well as profit.

Looking ahead, we are actively engaging with the B Corp community to learn from others and bring innovative ideas back into our business. As part of this community, we can absorb diverse perspectives from exceptional businesses within and beyond our industry.

We will pride ourselves on continually striving for progress that positively impacts our people, our clients and the communities we serve, with the hope that we can inspire others along the way.





# Developing space for change in health and care.

Talk to the Prime team to spot  
and unlock new opportunities.

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