

Community impact report

for year ended March 2019



Commitment	Across our business we will	Progress made	For each of our projects	Progress made	In partnership with occupiers	Progress made
Support our employees in contributing to the local community	Nominate one corporate charity partner that addresses youth homelessness and employment.	£117K raised for our charity partner – Centrepont. A further £31K raised in Gifts in Kind.	Support charities and community groups that address local community and educational needs.	We have partnered with Bankside Open Spaces Trust, contributing £10K towards their Future Gardeners apprenticeship scheme. Additionally, we supported the Bankside Great Get Together and the Migration Museum. An 'Introduction to construction day' was held for Centrepont young people, resulting in the offer of three work placements. We supported the London Air Ambulance Trust as project charity for The Hickman.	Encourage our building managers to support local community causes that break the cycle of youth homelessness.	Access given to our reception areas to promote Centrepont Sleepout. Additional fundraiser events also took place, contributing to our overall £117K donation for the year.
	Hold a community day involving GPE employees to support causes relating to youth homelessness and employment before March 2019.	720 hours donated by GPE for our first Community Day in support of Centrepont.				
	Support employee fundraising initiatives.	£8.5K matching funds provided to support our employees' own fundraising endeavours.				
Work with industry bodies and our supply chain to maximise apprenticeship opportunities at our developments and managed buildings	Appoint one apprentice into our Building Management team and review opportunities to extend further.	In progress, we are working with Centrepont to find an appropriate candidate.	Extend apprenticeship opportunities across the full duration of our projects, aiming for five or more apprentices to be appointed within our consultant teams on GPE projects over £5 million in construction value. Ensure that during the construction phase of our developments at least five apprentices are appointed on GPE projects over £5 million.	Whilst a number of our consultants employ apprentices, we are working with our teams to support apprentices specifically across our schemes. Six apprenticeships were provided across our three construction sites. An additional three work placements were provided for Centrepont young people.	Employ five apprentices across our occupied buildings through our mechanical and electrical contractors, reception and facilities management related service providers at any given time.	Three apprentices were employed through our Mechanical and Electrical contractors at our occupied buildings. Additionally, fifteen work placement opportunities were provided for Centrepont young people.

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Promote the property and construction industry through engagement with local schools	Support property and construction industry initiatives to address the skills gap.	We are a bronze supporter of Pathways to Property, which aims to support diversity and inclusion in the property sector.	Support one primary school and one secondary school local to each development over a value of £10 million through, providing site tours, presentations, career events and competitions.	Three STEM sessions provided for Marner Primary School Tower Hamlets. Budding Brunels scheme supported, which introduces 16-19 year olds to careers in construction. We continue to work with our project teams to create links with local schools.	Provide opportunities for work experience and career events for schools located in the communities in which our occupied buildings are located.	We continue to work with our Occupier Services team to look at how we can support local schools through our portfolio.
Work with colleges and universities to develop the knowledge and skills of the future workforce	Continue to work with local universities and colleges on emerging trends and innovation in Real Estate, Construction and Sustainability.	Through our relationship with the University of Westminster we have provided lectures on Smart Buildings, Sustainability and BIM.	Provide opportunities for local universities and colleges to engage with our project team in connection with our construction projects and provide access to our active sites to support learning.	135 University of Westminster students supported through site tours and presentations using Hanover Square and The Hickman as case studies.	Provide work experience for at least one university/college student per annum to work within our occupied buildings.	We have provided opportunities for fifteen work placements for Centrepoint young people, hosted by our supply chain. We continue to work to identify opportunities to support work experience at our occupied buildings.
Help the existing workforce to adapt to new ways of working	Champion health and wellbeing at our buildings and for our employees. Trial innovative wellness tools.	Our Wellbeing brief will be finalised in June 2019. Our wellbeing programme for employees was launched this year with seminars, a programme of yoga classes and a walking club. Our app has been launched at 200 Gray's Inn Road and 160 Old Street with numerous features, including wellbeing benefits, this is being rolled out across our portfolio during the year ending March 2020.	'Design-in' health and wellbeing interventions for each development including measures to improve local outdoor and indoor air quality, and the mental health and wellbeing of our occupiers. Support our construction contractors in setting up community training facilities within site welfare facilities at GPE sites.	Our three developments on site have been designed with wellbeing in mind. Incorporating natural light, access to nature and opportunities to exercise. We are working with our contractors to develop our approach.	Using feedback from our occupier satisfaction survey, identify and implement additional health and wellbeing services to be rolled out across our portfolio. Through our post occupancy evaluation process, partner with occupiers to survey the effectiveness of building health and wellbeing interventions. Utilise reception areas and technology to increase awareness of the future of work and health and wellbeing.	Our occupier app has now been launched which gives access to a variety of value added services. We are undertaking post occupancy evaluations at 1 Dean Street and Elm Yard with health and wellbeing incorporated within our scope. A number of events have been undertaken in our reception areas during the year, our occupier app is being used to support health and wellbeing initiatives.

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Work with local authorities, the community and our neighbours to contribute to urban greening measures	<p>Collaborate with other property owners to improve the green infrastructure within the boroughs in which we work.</p> <p>Support organisations that promote urban greening in London to improve air quality and improve health and wellbeing.</p>	<p>As members of Wild West End we are working with other West End property owners to improve biodiversity and greening in the West End.</p> <p>£15K per annum for three years to be donated to Groundwork London, with the first donation made in July 2018.</p>	<p>'Design-in' green walls, green roofs and terraces within our buildings.</p> <p>For projects where there is no scope to increase or introduce urban greening measures, review how the development can contribute to local biodiversity schemes or GPE corporate urban greening initiatives.</p>	<p>All projects currently on site have urban greening features which include: green roofs, green walls, terraces and courtyard spaces.</p> <p>Local biodiversity schemes with green interventions supported at Marner Primary and Oliver Goldsmith schools during the year through our partnership with Groundwork London. Our funding unlocked a further £65K to support greening interventions at the schools.</p>	<p>Appoint a biodiversity champion within the building management team to ensure upkeep of green walls, roofs and terraces and insect/ bird habitats.</p> <p>Review existing buildings for opportunities to retro-fit urban greening measures.</p>	<p>Biodiversity champion appointed.</p> <p>Our occupier services team are working with our landscape contractors to improve current greening initiatives and looking at the potential for new installations.</p> <p>As members of Wild West End we are using their framework to specify our green spaces.</p> <p>Through our relationship with Bankside Open Spaces Trust we will be installing greening measures at our existing buildings in Southwark.</p>
Contribute to local air quality improvement measures	<p>Fund a data gathering project on London air quality and the benefits of urban greening.</p>	<p>Through our support of Groundwork London we funded the Air Quality Toolkit for schools. We are building on this work this year to understand the impact of the green interventions at schools.</p>	<p>Support more efficient approaches to site deliveries and consider the use of consolidation centres.</p> <p>Look for prefabrication opportunities to minimise waste collections.</p> <p>Work with our contractors to reduce pollution from our construction activities.</p>	<p>We are using prefabrication approaches at Hanover Square and at Oxford House, which will reduce waste. Consolidation centres located away from Central London are being used to store materials to reduce deliveries and wastage for all our developments currently on site.</p>	<p>Consider installing air quality monitors at some of our properties to improve awareness of air quality issues and to monitor the impact of green walls and roofs on air quality.</p> <p>Look to reduce waste collections and deliveries to our occupied properties through the support of local consolidation initiatives.</p>	<p>We are using our work with Groundwork London to inform our approach.</p> <p>Where possible our Building Managers and Occupier Services team are working to reduce deliveries and support consolidated deliveries.</p>

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Understand local community needs and incorporate them into our activities	Ensure that the principles of social value and how our activities impact local communities are understood and considered, throughout our business.	<p>Social value is integrated within our Sustainable Development Brief.</p> <p>Our Guiding Principles for design set out the need to consider positively impacting our local communities.</p>	<p>Set social value performance measures.</p> <p>Through public consultation events and informal community meetings, provide opportunities for our neighbours to discuss community needs and aspirations during the design stage.</p> <p>Appoint a community liaison officer for each project over the value of £10 million to facilitate engagement with the local community through the construction phase of our development projects.</p>	<p>Social Value performance measures are now set at contract stage.</p> <p>Through the planning process we engage formally and informally with the community this process is informing our proposals for our New City Court development.</p> <p>A community liaison officer/CSR lead has been appointed by our Principal Contractors at all our developments currently on site.</p>	Identify local community and arts facilities that could benefit from access to our occupied buildings and our co-working facilities.	A programme of regular pop ups in the reception spaces of our occupied buildings is now in place, which includes start-ups and local businesses.
Provide spaces and opportunities for occupiers and surrounding communities to enjoy	Quantify the social impact of our developments to understand and build upon our community relationships.	<p>Social Value study undertaken for Oxford House. During construction, the social impact will be quantified and reported against the original KPIs identified in the study.</p> <p>An initial social value study has been undertaken for our New City Court development.</p>	<p>Undertake a social value review for all developments over £10 million in value.</p> <p>Incorporate social indicators into the contracts of all our professional teams and supply chain.</p> <p>Look to design in opportunities for communities to network within our buildings through public realm.</p> <p>Consider whether site facilities such as training rooms can be used for community needs.</p>	<p>We have undertaken social value reviews for Oxford House and New City Court.</p> <p>At Oxford House our social value indicators have been integrated into contracts.</p> <p>Co-working space provided at 200 Gray's Inn Road, similar spaces will be provided at The Hickman.</p> <p>We are working with contractors to consider how communities could benefit from site facilities.</p>	<p>Provide community facilities within our buildings, supported by access guidelines.</p> <p>Support pop-up occupiers in vacant units for local charities, community groups, local entrepreneurs and start-ups.</p>	<p>Public co-working space provided at 200 Gray's Inn Road.</p> <p>We regularly support pop ups and small businesses.</p>

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Commitment	Across our business we will	Progress made	For each of our projects	Progress made	In partnership with occupiers	Progress made
<p>Work with our contractors to eradicate modern slavery from the supply chain</p>	<p>Review and monitor GPE risk management processes in connection with Modern Slavery. Map our supply chain in conjunction with partners to monitor high risk areas. Provide training for our employees and suppliers on Modern Slavery in London.</p>	<p>Modern Slavery discussed at all Principals meetings. We are currently testing the BRE Ethical Labour Standard to see whether it is appropriate for our business. Our Sustainable Development Brief was relaunched in May 2018 and includes increased requirements in connection with responsible sourcing and modern slavery.</p>	<p>Undertake Worker Engagement Audits at all our construction sites over £5 million to establish working conditions at our development sites. Sponsor poster campaigns at all our construction sites to provide information on Modern Slavery and Human Rights. Work with our contractors to encourage the payment of the London Living Wage for all site operatives.</p>	<p>Worker Engagement audits undertaken at The Hickman, Hanover Square and Oxford House. We are working with our contractors to build on awareness of Modern Slavery, this has included the sponsorship of a touring arts project which deals with modern slavery. We are working with our Principal Contractors to encourage the payment of London Living Wage to all site operatives. Good progress has been made, we are working with the remaining subcontractors to understand their pay rates.</p>	<p>Undertake audits to ensure that all service provider employees are paid the London Living Wage. Require all our cleaning, reception and security contractors to join the Living Wage Foundation.</p>	<p>Audits have recently been undertaken of our cleaning contractors, with no issues identified. All our cleaning and security contractors are accredited by the Living Wage Foundation and pay the London Living Wage. Following a change in provider, our reception contractor is in the process of becoming accredited by the Living Wage Foundation.</p>