

GREAT  
PORTLAND  
ESTATES

# Creating sustainable relationships

Our strategy to manage our social  
impact and create long lasting  
community engagement





## Contents

Chief Executive's introduction [P3](#)>

Our 2030 vision for creating sustainable relationships [P4](#)>

Our long-term commitments [P5](#)>

For more information on our long-term sustainability strategy, and how we integrate sustainability across our business:

[gpe.co.uk/sustainability](http://gpe.co.uk/sustainability)



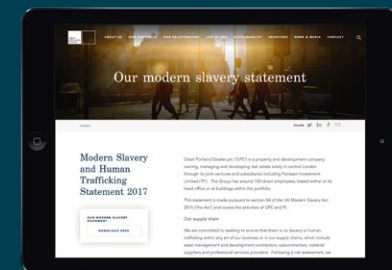
[Our long-term vision for sustainability](#)



[Sustainable development brief](#)



[Annual Report 2017](#)



[Modern Slavery Statement](#)

## Chief Executive's introduction



Toby Courtauld  
Chief Executive

**Our strategy is all about investing in and improving central London real estate to unlock the often hidden potential.**

**A key aspect of unlocking this potential and delivering long-term value is to create enduring, sustainable relationships with the communities where we are working.**

Whilst we have a long tradition of contributing to local causes and donating to charitable organisations, we are now launching our first community strategy setting out how we aim to manage our social impact and build relationships with the communities where we are working.

As a business 100% focused on central London, we want to help address some of London's key social and environmental challenges. As a result, we have made a three-year commitment to work with our charity partner [Centrepoin](#)t, who help young, homeless people find somewhere to live and help them into work.

We will also extend apprenticeship opportunities and work more closely with local schools and universities to provide real opportunities for local people to gain work experience, training opportunities and ultimately local, long-term employment through our business and its supply chain.

We have built on our long-term vision for sustainability, "[Creating sustainable spaces](#)", to support the drive towards improving and growing green spaces across London. The extensive health and wellbeing benefits that result will help ensure people want to continue to live, work and socialise in our great capital city. Green spaces also help to improve air quality, contribute to addressing biodiversity challenges and help our buildings adapt to and mitigate the impact of climate change.

We believe that this strategy, coupled with our commitment to integrating the measurement of social impact through the design and construction of our buildings, will deliver a lasting benefit for the communities in which we are working.

## Our 2030 vision for creating sustainable relationships



Janine Cole  
Head of Sustainability

In 2017 we launched our long-term vision for sustainability “Creating sustainable spaces”. It is a blueprint for creating sustainable spaces, ensuring a sustainable footprint and building sustainable relationships. “Creating sustainable relationships” is an extension of that vision, recognising the importance of our social impact and the relationships that we need to build to ensure the long-term success of our business.

“Creating sustainable relationships” helps put our ambitions in practice with more specific activities and initiatives on issues that we care about that directly impact on London. These initiatives also form part of the social value guidelines issued to our development teams to ensure that we monitor, manage and measure our social impact from our development activities.

Year on year we will report on our progress against these measures providing an update and feedback on:

- the impact of our partnership with Centrepont on the communities in which we are working,
- the educational opportunities and apprenticeships we have created for local people,
- the impact of our urban greening measures on local air quality and biodiversity,

- the effect of our campaign to raise awareness on Modern Slavery and our construction sites and more generally throughout our supply chain, and
- the social impact and value created from our development projects.

We expect to update this strategy based on the output of our activities. We welcome feedback from our stakeholders on its content.

## Our long-term commitments

# 1

Support our employees in contributing to the local community

**Across our business we will:**

Nominate one corporate charity partner that addresses youth homelessness and employment.

Hold a community day involving GPE employees to support causes relating to youth homelessness and employment before March 2019.

Support employee fundraising initiatives.

**For each of our projects we will:**

- Support charities and community groups that address local community and educational needs.

**In partnership with our building occupiers we will:**

- Encourage our building managers to support local community causes that break the cycle of youth homelessness.



Image: Centrepoint sleep out.

# 2

Work with industry bodies and our supply chain to maximise apprenticeship opportunities at our developments and managed buildings

**Across our business we will:**

Appoint one apprentice into our Building Management team and review opportunities to extend further.



**For each of our projects we will:**

- 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.

**In partnership with our building occupiers we will:**

- Employ five apprentices across our occupied buildings through our mechanical and electrical contractors, reception and facilities management related service providers at any given time.

# 5

Number of apprentices to be employed through our supply chain at our occupied buildings

Image: Stephen Bradbury, Kat Norton and Miles Wilkinson, Project Managers, discuss progress at 160 Old Street, EC1.

## Our long-term commitments

continued

### 3

Promote the property and construction industry through engagement with local schools

Across our business we will:

Support property and construction industry initiatives to address the skills gap.



For each of our projects we will:

- 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.

“As part of our efforts to address the skills gap, we will be supporting the CITB [Construction Ambassadors](#) scheme as a positive way to interact with young people and present the diverse opportunities available from a career in construction.”

Martin Quinn, Senior Project Manager

In partnership with our building occupiers we will:

- Provide opportunities for work experience and career events for schools located in the communities in which our occupied buildings are located.

### 4

Work with colleges and universities to develop the knowledge and skills of the future workforce

Across our business we will:

Continue to work with local universities and colleges on emerging trends and innovation in Real Estate, Construction and Sustainability.

For each of our projects we will:

- 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.

“Partnering with GPE on our construction studies degree programme has provided our students with real life scenarios on which to base their studies. The opportunity to present their proposals to property experts in a board room environment has been an invaluable experience and will go a long way to preparing them for their first role.”

Martin Ball, Undergraduate Programme Leader Construction Studies, University of Westminster

In partnership with our building occupiers we will:

- Provide work experience for at least one university/college student per annum to work within our occupied buildings.

Image: Westminster University students presenting to our project management team.





# Our long-term commitments

continued

## 5

Help the existing workforce to adapt to new ways of working

Across our business we will:

Champion health and wellbeing at our buildings and for our employees.

Trial innovative wellness tools.



For each of our projects we will:

- “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.

In partnership with our building occupiers we will:

- 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.

Image: Our extensive cycle centre at 55 Wells Street, W1.

## 6

Work with local authorities, the community and our neighbours to contribute to urban greening measures

Across our business we will:

Collaborate with other property owners to improve the green infrastructure within the boroughs in which we work.

Support organisations that promote urban greening in London to improve air quality and improve health and wellbeing.

“We are looking forward to working with some of London’s leading property investors on improving green infrastructure across London’s West End through our partnership with the [Wild West End](#) initiative.”

Andrew White, Development Director

For each of our projects we will:

- “Design-in” green walls, green roofs and terraces within our buildings.
- 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.

In partnership with our building occupiers we will:

- Appoint a biodiversity champion within the building management team to ensure upkeep of green walls, roofs and terraces and insect/ bird habitats.
- Review existing buildings for opportunities to retro-fit urban greening measures.

Image: Outdoor space and urban greening initiative at 30 Broadwick Street, W1.



## Our long-term commitments

continued

# 7

### Contribute to local air quality improvement measures

**Across our business we will:**

**Fund a data gathering project on London air quality and the benefits of urban greening.**

*“Groundwork London are delighted to be working with Great Portland Estates on this important initiative monitoring the impact of urban green interventions on air quality in the capital, an important priority for all Londoners.”*

**Ben Coles**, Director, Communities and Environmental Services, Groundwork London

**For each of our projects we will:**

- Support more efficient approaches to site deliveries and consider the use of consolidation centres.
- Look for prefabrication opportunities to minimise waste collections.
- Work with our contractors to reduce pollution from our construction activities.

**In partnership with our building occupiers we will:**

- 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.
- Look to reduce waste collections and deliveries to our occupied properties through the support of local consolidation initiatives.

# 8

### Understand local community needs and incorporate them into our activities

**Across our business we will:**

**Ensure that the principles of social value and how our activities impact local communities are understood and considered, throughout our business.**

**We will appoint a community liaison officer for each project over the value of**

# £10m

**For each of our projects we will:**

- Set social value performance measures.
- Through public consultation events and informal community meetings, provide opportunities for our neighbours to discuss community needs and aspirations during the design stage.
- 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.

**In partnership with our building occupiers we will:**

- Identify local community and arts facilities that could benefit from access to our occupied buildings and our co-working facilities.



## Our long-term commitments

continued

# 9

Provide spaces and opportunities for occupiers and surrounding communities to enjoy

Across our business we will:

Quantify the social impact of our developments to understand and build upon our community relationships.

We will undertake a social value review for all developments over

## £10m

For each of our developments we will:

- Undertake a social value review for all developments over £10 million in value.
- Incorporate social indicators into the contracts of all our professional teams and supply chain.
- Look to design in opportunities for communities to network within our buildings through public realm.
- Consider whether site facilities such as training rooms can be used for community needs.

Image: A social value review is being undertaken in anticipation of our forthcoming development at Oxford House, W1.

In partnership with our building occupiers we will:

- Provide community facilities within our buildings, supported by access guidelines.
- Support pop-up occupiers in vacant units for local charities, community groups, local entrepreneurs and start-ups.



# 10

Work with our contractors to eradicate Modern Slavery from the supply chain

Across our business we will:

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.

For our Modern Slavery Statement [www.gpe.co.uk/our-modern-slavery-statement](http://www.gpe.co.uk/our-modern-slavery-statement)

For each of our developments we will:

- 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.

In partnership with our building occupiers we will:

- 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.

## 100%

We aim to ensure all employees working across our portfolio are paid the London Living Wage



A photograph of a modern residential courtyard. In the foreground, a large, shallow water feature reflects the surrounding scene. The courtyard is paved with light-colored stone tiles and features several young trees and manicured hedges. A group of people is sitting on a low wall or bench, some looking at their phones. In the background, a multi-story brick building with large windows and dark doorways is visible. The overall atmosphere is bright and sunny.

GREAT  
PORTLAND  
ESTATES

Great Portland Estates plc  
33 Cavendish Square  
London W1G 0PW  
Tel: 020 7647 3000  
[www.gpe.co.uk](http://www.gpe.co.uk)