

LOCAL CHARTER

Creating a long-lasting, positive social impact



WELCOME



“British Land is committed to making a long-lasting, positive social impact in our communities by collaboratively addressing local priorities. Our places thrive when local people and organisations also prosper. This is central to our purpose to create Places People Prefer.”

SIMON CARTER
Chief Executive of British Land



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INTRODUCTION: THRIVING PLACES

More than a decade on from the launch of our first social impact commitments, our latest Local Charter builds on our long-standing engagement with the communities in which we operate. **Thriving Places** is a key pillar of our 2030 sustainability strategy: **Greener Spaces, Thriving Places, Responsible Choices**.

OUR COMMITMENTS

We focus our resources on three commitments where we can make a long-lasting, positive social impact, on issues that matter in all our communities.

The way we put these commitments into practice is always place-based – tailored around local needs and opportunities for communities at each place.

For more detail, see pages 6-11.

> **IMPACTFUL EDUCATION**
partnerships, benefiting over 80,000 people by 2030.

> **IMPACTFUL EMPLOYMENT**
partnerships, benefiting over 10,000 people with meaningful support by 2030.

> **AFFORDABLE SPACE**
at each priority place, with at least £10m of affordable workspace, retail space, community and arts space delivered across our portfolio by 2030.

£25m

Social Impact Fund to 2030

Building on our work to date, this will comprise at least £15m cash contributions and £10m affordable space invested between 2021 and 2030.

For more detail, see page 13.





COMMUNITY

To us, 'community' means all of us. That's all the people who work, shop and live in and around our places. This includes the different organisations and enterprises in our local area and residents of all ages, along with schools, charities, community organisations and local authorities.

LISTENING AND LEARNING

Updates to our Charter are shaped by input from community partners, local authorities, colleagues, customers and suppliers, along with independent research – allowing us to adapt as local priorities change.

In this Charter, we have increased emphasis on offering affordable space to a broad range of local organisations. This draws on our strengths – our core business of providing high quality space – to generate social impact and helps differentiate our places.



Three earlier commitments are now fully integrated into business as usual.

Connect underpins our entire social impact programme, connecting customers, community partners and suppliers around local priorities.

Local business is at the heart of our focus on affordable space and we continue to support local procurement on all developments (see page 12).

Wellbeing is central to our purpose of creating and managing outstanding places, and our Wellbeing Principles – established in 2015 – are embedded into our business strategy.

THRIVING PLACES

We prioritise social impact not only because it's the right thing to do, but also because it makes good commercial sense.

Planning and development

Our local relationships are central to us securing planning consents that respond to local needs, so we can develop and improve our places over the long term.

Licence to operate

Evidencing social impact is now a fundamental part of our licence to operate for many stakeholders, including colleagues, partners and investors.

Customers

The depth and breadth of our local relationships and social impact are a differentiator and platform for customer engagement – enabling us to connect customers with community partners and create inclusive, authentic places.

Our research shows that visitors who rate our social contribution highly:

are **33%** more likely to recommend our places to friends

visit for **15%** longer

spend **14%** more in shops and restaurants



01 EDUCATION

We support educational initiatives for local people - helping them unlock their potential, developing skills for the future and raising awareness of career opportunities in our sectors.

Integrating awareness of local issues and opportunities, our education programmes range from primary school projects and secondary school workshops to college events and university challenges, along with mentoring, site tours, talks and educational events. These often bring together our customers, suppliers and local partners.

SOCIAL IMPACT



Goal: Impactful education partnerships, benefiting over 80,000 people by 2030.



Progress: 29,000 people have benefited from our education partnerships since 2021.



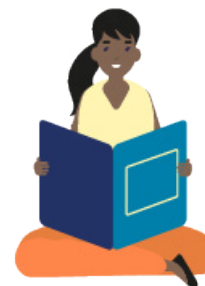
CASE STUDY

YOUNG READERS PARTNERSHIP

Our partnership with the National Literacy Trust has been inspiring children to read for pleasure since 2011, working collaboratively with local schools and our customers. It is the largest and longest collaboration between a business and charity to improve literacy in the UK.

Every child taking part gets to choose new books to take home for free. Many of our places also welcome children for fun, literacy-led events, hosted by our customers in retail stores, offices and restaurants. Activities are tailored in each community, including diverse book choices so children see themselves reflected in the stories.

To mark our 10-year partnership, we commissioned research that quantified – for the first time – the economic impact of reading for pleasure. It could support as many as 1.1 million children to gain better GCSEs, boost their lifetime earnings and grow GDP by up to £4.6bn per year within a generation.



“British Land has long championed children’s literacy and we are hugely grateful for their support. Over the past decade, our partnership has inspired over 55,000 children from lower income backgrounds to develop a life-changing love of reading, distributing over 145,000 books; for many of these children, the first they own.”

JONATHAN DOUGLAS CBE
CEO of the National Literacy Trust



02 EMPLOYMENT

We support local training and jobs – developing skills and empowering local people to access opportunities at our places and in our supply chain through Bright Lights, our skills and employment programme.

Depending on the place-based situation, employment activities may prioritise youth opportunities, adult skills, long-term jobseekers or other groups. Initiatives include pre-employment training, virtual programmes, mentoring, work placements, graduate schemes, internships and apprenticeships.

Everything we do in this space helps secure the skills our business, customers, suppliers and communities need to thrive in the future.

SOCIAL IMPACT



Goal: Impactful employment partnerships, benefiting 10,000 people with meaningful support by 2030.



Progress: 2,150+ people have benefited from our employment partnerships since 2021, with 700+ successfully securing jobs.

Through our robust approach to reporting, we only count people who receive meaningful – that is, potentially life-enhancing – employment support. Many more individuals enrol or engage in other employment activities at our places, such as job fairs.



CASE STUDY

BRIGHT LIGHTS FROM LONDON TO EDINBURGH

In a changing landscape, we work with community partners to adapt our employment programmes in response to local need. This is our place-based approach to social impact.

Our lasting partnership with the East London Business Alliance has helped hundreds of East Londoners gain fulfilling jobs in and around our Broadgate campus since 2012, while connecting campus customers and suppliers with local talent. When Covid hit, we quickly re-routed support for candidates previously placed into jobs, signposting them to growth sectors, providing advice and continuing to support them with CVs and interview skills. As communities confront the cost of living crisis, we have pivoted to help people experiencing in-work poverty, while continuing to place local jobseekers into work.

Through our strong relationship with Capital City Partnership at Fort Kinnaird in Edinburgh, we have been helping retailers sustain business and moving people who face barriers into employment since 2013 – from responding rapidly to sudden recruitment needs post-Covid, to developing the skills and resilience of candidates facing soaring living costs.

As we share lessons from local employment partnerships across our portfolio, we are excited about the impact this will create at Canada Water, where we are delivering the first new town centre in London in 50 years.



“The reason our recruitment and skills partnership works so well is because there’s a real family feel at Fort Kinnaird, providing a safe environment for candidates. It’s a launchpad for a lifetime.”

RONA HUNTER
Capital City Partnership

03 AFFORDABLE SPACE

We provide space to a broad range of local organisations on an affordable basis. This draws on our core strengths, providing high quality space to generate social impact, and helps differentiate our places.

Affordable space includes workspace, retail space and community and arts space on a temporary or permanent basis, as well as outdoor pop-ups. Reflecting opportunities at each place, our approach includes supporting social enterprises, small businesses, charities, community groups and cultural organisations.

SOCIAL IMPACT



Goal: Affordable space at each priority place, with at least £10m of affordable workspace, retail space, community and arts space delivered across our portfolio by 2030.



Progress: £2.9m of affordable space provided to community organisations and enterprises in 2022.



CASE STUDY

NDT BROADGATE

Building on the success of our long-term partnership with New Diorama Theatre at our Regent's Place campus in London, together we launched NDT Broadgate, one of the UK's biggest and most accessible arts hubs.

NDT Broadgate provided over 20,000 sq ft of creative space completely for free to independent and freelance artists, from August 2021 to July 2022.

It protected arts livelihoods and enterprises at a vital time and spurred vitality, benefiting restaurants and bars close to NDT Broadgate.

The first project of its kind in the world, NDT Broadgate offered over 25 rehearsal spaces, writing rooms, co-working areas, recording booths and a sizeable studio and workshop – available right in the heart of London and without charge for those who needed it most.



“NDT Broadgate was one of the most significant engines for recovery across the theatre sector and a brilliant example of the enormous value derived from innovative cross-sector partnerships. At ACE, we witnessed first-hand how crucial this initiative was for thousands of diverse, early-career artists at such a critical moment.”

NEIL DARLISON
Director of Theatre for Arts Council England

8,800+

artists accessed free space at NDT Broadgate

250+

new shows made at Broadgate



RESPONSIBLE CHOICES

Alongside our Local Charter commitments, we set out clear social, ethical and environmental requirements in our Supplier Code of Conduct and Sustainability Brief, writing key performance indicators into contracts where appropriate.



SOCIAL IMPACT



Goal: All British Land employees and development supply chain paid at least the Real Living Wage. Procurement with small and medium-sized enterprises (SMEs) supported on all developments.



Progress: 100% of British Land employees paid at least the Real Living Wage. 63% of construction site spend with SMEs since 2020 - boosting business growth by £76m.



Our responsible choices commitments include:

- Supporting local procurement on all developments, through our supply chain. All project teams are required to prepare local procurement plans to align with local authority requirements.
- Mandating Real Living Wages on all our developments and strongly encouraging all our suppliers to pay their employees at or above the Real Living Wage, achieving 79% from 2020 to 2022.
- Modern slavery awareness training for all British Land employees.
- Mandating prompt payment.
- Responsible procurement standards.

We report progress on local procurement, Real Living Wages and other responsible choices indicators annually, working with independent partners:

www.britishland.com/sustainability/performance

All our policies are publicly available at

www.britishland.com/policies

CREATING A LONG-LASTING, POSITIVE SOCIAL IMPACT

We share our full range of resources to create a long-lasting, positive social impact, including sharing time and skills through volunteering, providing affordable space and investing significant funding. We also leverage our position as a connector, bringing together customers, community partners and suppliers.

Recognising that every community is unique, the way we put our Local Charter commitments into practice is always place-based – tailored around local needs and opportunities. Guided by local engagement and independent research, we have identified a priority theme at each of our priority places, where need is greatest and where we are most able to make a meaningful difference.

We are working to incorporate these into every decision we make locally, everything we do and every stakeholder we engage with, wherever possible.

“We’ve been privileged to have built strong relationships with incredible community partners around our places over many years. Authentic local connections are part of the appeal of our places, for those who work, shop and live in and around them. It’s in all our interests to work together – as businesses, as communities, as individuals – as partners. We’re here for the long term.”

ANNA DEVLET

Head of Social Sustainability at British Land



SOCIAL IMPACT FUND

Established in 2008, our recently renamed Social Impact Fund provides vital funding for charities and projects in and around our places.

All investment is guided by our Local Charter commitments. We focus on initiatives that benefit the communities around our priority assets, particularly supporting people experiencing social or economic disadvantage, or those who may not otherwise have access to opportunities. Working with long-term partners, our funding often makes new things possible.

£25m

Social Impact Fund to 2030, comprising at least £15m cash contributions and £10m affordable space

£6.2m

contributions in the first two years

We track and evaluate social impact against robust standards:

www.britishland.com/sustainability



£400,000+
already invested

2,600+
people benefited in the
first year alone

CAMPUS COMMUNITY FUNDS

Facilitating customer and community relationships is one of our strongest social contributions.

Following the success of our first campus community fund with customers - launched in 2016 - we now have collaborative funds on all our campuses. These offer customers the chance to connect with each other and local partners to make a long-lasting, positive social impact.

Together, we agree priority themes, pledge funds and award grants. This has also led to more customers volunteering their skills locally, boosting social mobility.

“By bringing together different occupiers of Regent’s Place, British Land is enabling us to maximise and amplify our impact by helping us collaborate and come together to solve things that matter to us as a community. It’s really enjoyable for our teams to have these volunteering opportunities and to come together in great networks.”

SCOTT SALLÉE

dentsu international, Regent’s Place customer

FIND OUT MORE

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About British Land

We are a leading UK property company. We create and manage outstanding places which deliver positive outcomes for all our stakeholders on a long term, sustainable basis.

Sustainability is fundamental to our business. We focus on three key pillars where British Land can create the most benefit: **Greener Spaces, Thriving Places** and **Responsible Choices**.

www.britishland.com/sustainability

