

Social impact at
Meeting Place
2025



Building for Good

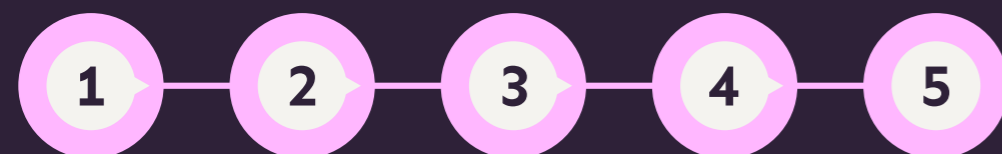


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Key

Each stage demonstrates our progress, with number one representing our starting point and number five showing we have completed our target.



Foreword

It's been a year since we launched Meeting Place's first Building for Good report in 2024, and to say a lot has changed over those past 12 months would be quite the understatement.

As an industry, we've certainly faced our fair share of challenges over that time with economic volatility, a cost-of-living crisis and a change in government all coming together to create a perfect storm.

However, despite the headwinds, the outlook for 2025 is looking brighter.

With greater certainty, planning reform and the housing crisis rising to the top of the political agenda, we're optimistic that this year will be a far more positive one for the sector.

Whether it's building homes for families, delivering essential infrastructure or creating employment opportunities, it's our job to ensure every chance to generate social impact is realised.

At Meeting Place, we're on a mission to tap into that potential, working with our clients to make the profound difference the built environment can – and should – deliver for people, communities and our planet.

Social impact doesn't only make sense ethically, it's also a commercial imperative. Our work with councils, clients and stakeholders tells us meaningful engagement leads to longer-term benefits for communities.

Despite the significant impact our teams deliver for clients through these exciting projects, we must ensure we take time to look internally at our own operations at Meeting Place and practice what we preach.

This year, we've strengthened our environmental accountability, tracked our office energy use, improved biodiversity efforts and enhanced our carbon offsetting. We've also deepened our commitment to inclusivity by reviewing gender pay gaps, expanding youth engagement and supporting grassroots organisations.

Despite the progress, we must still do more to better understand our supply chains, refine our carbon reduction strategies and continue on our journey of building a workforce that truly reflects the communities we serve.

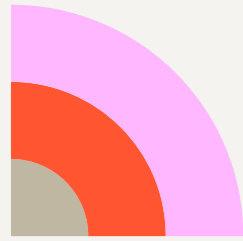
Building for Good is our framework to continually measure, refine and amplify our efforts.

We remain committed to working with our clients, partners and communities to make the built environment a true force for good, with this report serving as a step in the right direction on that journey.

We look forward to taking those steps with you.

Nikki Davies
Chief Executive, Meeting Place

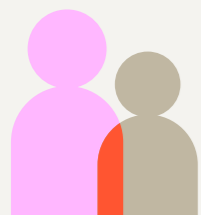




Reduce business travel and offset emissions



Tree-planting initiative



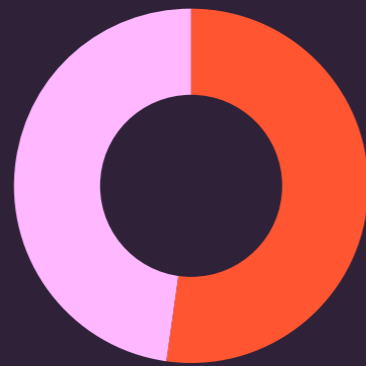
Sustainability training for all our staff



Progress update

Our 2024 goals	Achieved	In progress	Next steps
Minimise office energy use and speak with serviced office providers.	✓		Make steps to reduce our energy use through behavioural change.
Implement strategy for reduction of business travel and report on annual emissions.	✓		Continue to make it easier for our team to log and record business travel.
Reduce business waste by 25%.		➔	Understand where our business waste is coming from and limit consumption.
Roll out sustainability training for all staff.	✓		Ensure all new starters receive sustainability training.
Change suppliers for office goods towards green and local businesses.		➔	Audit our existing office goods and, where possible, set out a minimum purchasing standard.
Sign up to tree planting initiative and offset business travel emissions.	✓		Continue to reduce our emissions and offset the remaining through regional biodiversity activities. We are targeting being carbon neutral by 2026.
Implement strategies from Babbassa EDI health tracker.		➔	Amplify the employee voice and create equitable opportunities based on eNPS and feedback.
Review gender pay gap.	✓		We will work to re-address the balance among our senior team.
Deliver 1 x six-month work placement in partnership with local organisations.		➔	Build on the success of our shorter-term work experience to offer longer placements.

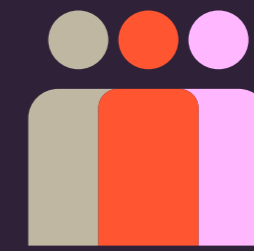
Impact in numbers



39 employees.
45% female.

100

bags of kindness, delivering essential items to those most in need within our communities.

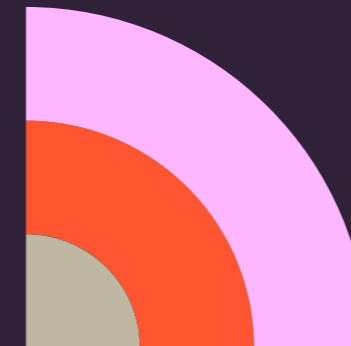


90 hrs

spent supporting work experience students, local careers fairs and university lecturing.

179 hrs

staff training and development.

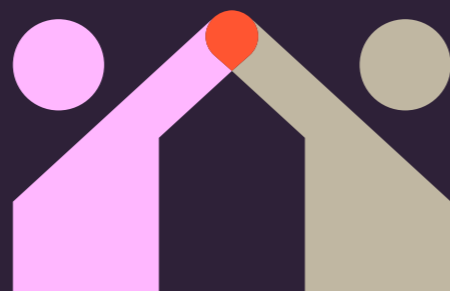
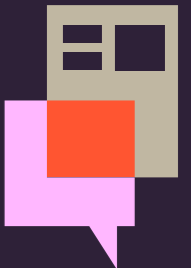


40 tonnes

of CO2 offset through UK tree planting.

76hrs

of pro-bono support in PR, design and digital.

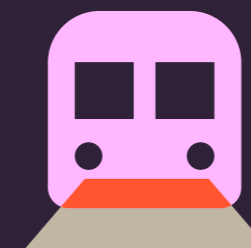


91 hrs

of staff volunteering.

48%

of business travel by train.



£89,516

overall social impact of yearly operations (an increase of 3% per employee to £2,296).



Reducing carbon & helping habitats

Our environmental strategy recognises our impact on the planet. Last year we set out commitments to reduce our impact and to educate the team on the steps they can be taking to help us meet our goals.

Carbon reduction and supply chain

We are working to support the UK government's commitment to the 2016 Paris Agreement and reaching net zero by 2050 through reducing our greenhouse gas emissions.

Last year our carbon reporting was in its infancy, and we have worked to better understand which scope our emissions sit within, finding that most of our work is Scope 3 and perhaps the most difficult to capture.

This year our carbon emissions were: 79.6 tonnes CO2e

This captures our travel to the office, business travel, hotel stays and serviced office use.

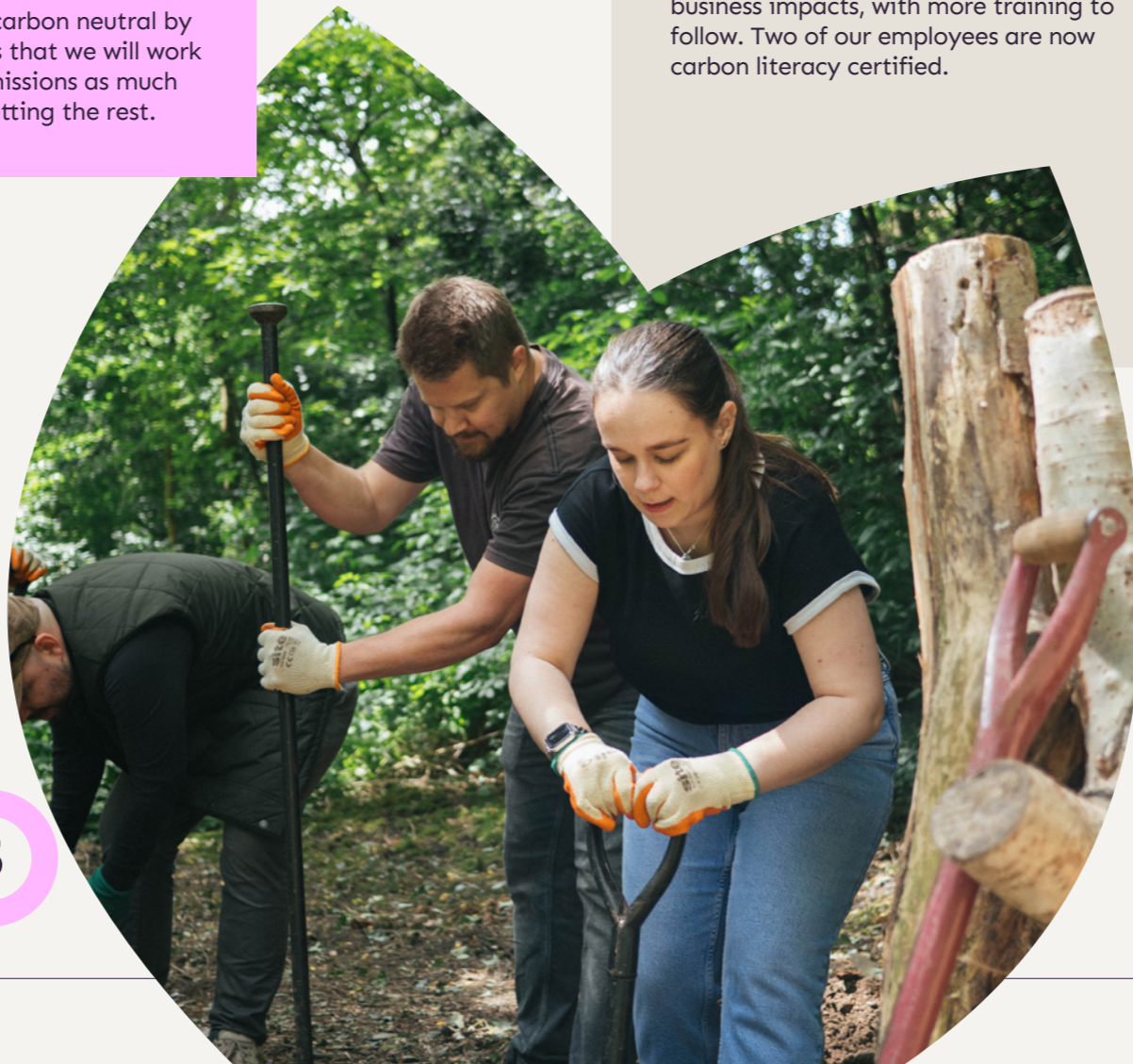
With greater integrity and understanding comes more measurement. This means our carbon figure has increased [by 56%]. This helps us get a clearer picture and put in place a strategy for change and we will use our 2025 figure as a marker that we will focus on reducing annually.

Carbon reduction and biodiversity targets:
We are at stage three of our five-stage journey.



Actions

We are setting the ambitious target of being carbon neutral by 2026. This means that we will work to reduce our emissions as much as possible, offsetting the rest.



Here's what we've been able to achieve this year:

- We repeated our travel survey to understand how often employees travelled into shared workspaces and via what methods of transport. We will track whether this changes following our carbon literacy training.
- We've seen a 12% increase in business travel by train.
- We have worked with both Desklodge (Bristol premises) and Workspace (London) to understand our impact on overall building energy consumption. We have calculated the percentage that we can attribute to Meeting Place and will use this as benchmark for improvement year on year.
- Since our last report we have changed IT suppliers and moved to a cloud-based server hosted by SharePoint, helping reduce overall carbon figures.
- All employees received a carbon literacy training session looking at personal and business impacts, with more training to follow. Two of our employees are now carbon literacy certified.

Biodiversity

This year to help deliver on our commitments to improving biodiversity we dedicated our team day to volunteering at Stave Hill Ecological Park, London. The team helped with creating new habitats, sowing wildflower seeds, chopping trees, clearing areas of brambles and building bird and bug houses.

We have also offset our carbon through Make it Wild, a family run organisation that will plant up to 17 trees this year to help balance out our carbon emissions. This will help create habitats for native species and our contributions will also support hay meadows and pond digging to facilitate diverse habitats.

We know that the full extent of this offset won't come to fruition for another 40 years, so we are committed to continuing to reduce and improve our emissions in other ways going forward.



Actions

We will continue to look for ways to enhance our local environment and improve biodiversity. This year we are committed to taking part in one nature restoration activity across each of our operational regions.

Supporting people & partnerships

We are proud of our culture and values as a business and this year we continued to try and create an inclusive, equitable and enriching working environment for our team. We have maintained our commitment to supporting a charity partner each year, working directly with LandAid and volunteering at a number of local charity days and events.

Inclusivity

Our 2025 employee survey shows that 87% of employees agree that they feel comfortable being their authentic self at work. We are proud that this is a place people can turn up and be themselves and we hope to build on this year on year.

45% of our employees are female and our pay gap is currently 18% (mean average hourly pay). This is due to a higher proportion of males being in senior roles. We are a small company and personnel changes can cause this figure to shift and flex quite rapidly.

This year, coinciding with International Women's Day, we hosted a free training webinar to people across the industry to support with public speaking and confidence. This was prompted by women within our team saying they were tired of only hearing stories of people when they've 'made it' and wanted to know how to get there. The event was attended by 76 people and we were proud to host inspiring women from across the industry on the panel.

Inclusivity target:

We are at stage three of our five-stage journey.



Actions

Our goals remain the same. We want to increase the diversity of our workforce to better represent the communities we work in and how we want the business to grow. We will continue to make steps to introduce the goals set within our EDI health tracker, formed in partnership with Babassa. We hope to also encourage our clients to reflect on this level of inclusion in their work.

Community

Communities, local people and grass-roots organisations form the foundation of our engagement approach when we are working with clients. This is the same for us as a business.

This year we have had the privilege of supporting local communities, charities and SMEs through:

Brigade Bar + Kitchen

Hosting our away day meal at Brigade Bar + Kitchen who worked to support young adults with disabilities and ex-offenders back into the workplace through training programmes.

Volunteering days

Over 91 hours of volunteering days given by the team, including supporting Sutton Literary Festival, Oxford STEM event and the LandAid Sleepout.

Work placements

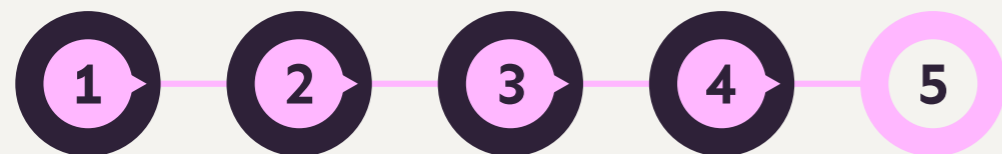
Offering two weeks of work placements in London for young people from Sutton, giving them an insight into our PR work and linking them to our project work at the London Cancer Hub.

Bags of kindness

100 bags of kindness donated through our Christmas appeal, supporting the Baby Bank Network, St Mungo's, Micah Liverpool food bank and the Sick Children's Trust. These provided vital supplies for people at Christmas, as well as sharing a little festive cheer.

Community target:

We are at stage four of our five-stage journey.



Actions

We will continue to support annual charity partners and build on the work experience placements we offered this year. We will look to see if we can support one young person through long-term placements in the business in 2025.



LandAid

For the financial year 2024-25, we are working with LandAid, the property industry charity aiming to end youth homelessness in the UK.

One of our directors is on the board at LandAid and another employee is an ambassador, helping to organise fundraising events across the East and South West.

We have utilised our in-house design and digital skills, helping LandAid to produce a new platform to advertise and share their pro-bono opportunities. We have given over 48 hours of time to supporting this work. This will help businesses and charities partner with one another and offer services and support across the country.

As part of this we are now also hosting and facilitating their website free of charge, allowing them to spend more fundraised money on the vital work they do to end youth homelessness.

People

The wellbeing of our people is critical to our success as a business, allowing each employee to bring their unique creativity to the team. Here is a snapshot of what we have been up to across 2024.

- 179 hours of specialist training for staff include resilience training for the whole team to help people through times of change and challenge.
- Improved 1-2-1 appraisal system which allows time and space for the team to discuss their mental health if they wish to.
- Seven mentoring partnerships. We have re-established our mentoring scheme this year, partnering new people within the business to share expertise and support one another in key areas they wish to grow in.



Actions
This year we are placing an emphasis on employee voice. We're beginning this with an improved staff survey and targeting an 80%+ response rate and an average eNPS score comparable to other companies across the country.



People target:

We are at stage four of our five-stage journey.



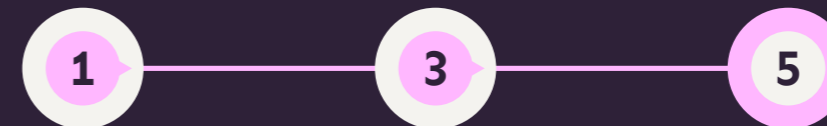
Summary conclusion

We are now a year in to reporting on our social impact journey.

This report continues to be transparent about our strengths and weaknesses, highlighting where we've not been able to achieve our targets in, what has been, a challenging financial and socio-political landscape nationally and globally.

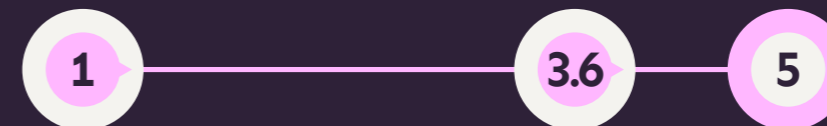
Sustainability commitments

We are currently at stage 3 out of 5, a 0.7-point improvement on last year. We are excited to be able to target being carbon neutral by 2026 and to get more involved in restoring nature across the country.



Social commitments

We remain at 3.6 out of 5. We've made steps this year towards being a more equitable, open and honest workplace but we know there is still more to do, particularly when it comes to diversity and gender pay.



**Generating social impact is
a journey, not a destination.**