

Social impact at
Meeting Place
2026



Building for Good

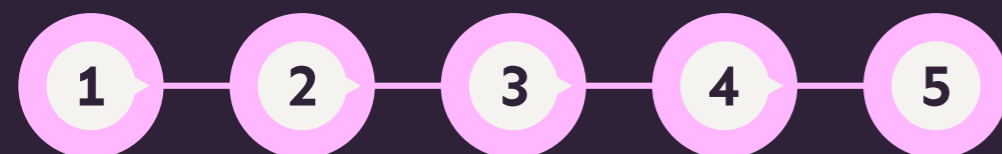


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Key

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



Foreword

As we settle into the swing of reporting on our impact annually, we wanted to take this time to reflect on another year of championing the good our industry and sector can bring.

This was the year we launched our Impact of a Home report, setting the pace for a year of helping clients articulate the benefits of safe and secure housing, celebrated with a reception at the Houses of Parliament.

It was also the year we launched two new public/private sector partnership forums. Building on the continued growth of Hertfordshire Infrastructure & Development Board, our Wessex and Local London events paved the way for continued partnership working.

Beyond our work – our culture, our people and our commitment to reducing our impact on the environment remains the undercurrent.

As the global economy and industry continues to be in a state of flux, when looking at the news feels bleak and hopeless, we've tried to use this year's Building for Good report to be honest. We've not made all the steps we had hoped to, but we acknowledge that, and we hope we have still made a meaningful difference in what we have achieved.

A huge step in that is becoming carbon neutral, offsetting any remaining emissions through a UK-based carbon scheme. We coupled this with nature-based activities for staff as part of our collaboration days and socials.

We have also renewed our commitments to emerging talent and young people. Our robust youth engagement work is now being rolled out across the country, with partnerships established with five careers hubs, allowing us to offer meaningful employer encounters to hundreds of young people and give them hands-on experience of masterplanning, placemaking and designing sites.

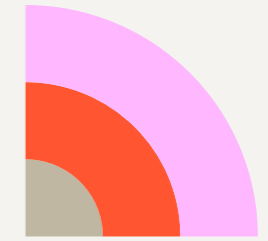
LandAid has been a brilliant charity partner this year and it's been a privilege to use our design and digital skills to build a renewed approach to showcase the pro-bono element of their website. Supported by events, fundraising and shared speaking opportunities we are proud to have played a part in the property industry charity's journey.

We remain committed to working with our clients, partners and communities to make the built environment a true force for good and we continue to work in partnership to bring our ambitions to life.

Nikki Davies
Chief Executive, Meeting Place



Progress update



Achieving carbon neutral in 2026

Our 2024 goals	Achieved	In progress	Next steps
Be carbon neutral by 2026.	✓		Continue to reduce our overall consumption and increase our scope of reporting.
Taking part in one nature restoration activity across each of our regions.		➔	Offer four days of nature restoration activities pro-bono with communities close to our project work.
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 reflect on how we increase the diversity of our workforce, looking to attract new talent from across the country.
Continue to support annual charity partners.		➔	We will support a new charity partner, utilising our skills in PR, design and digital and communications to support their work.
Support at least one young person through long-term placements in the business.	✓		We are focusing on supporting work placements for year 9s, aligning with Gatsby Benchmarks and providing meaningful career encounters.
Staff survey and targeting an 80%+ response rate and an average eNPS score.	✓		Continue to listen and learn from our employees, increasing our benefits with a new car scheme.



Continuing to listen and learn from our valued employees

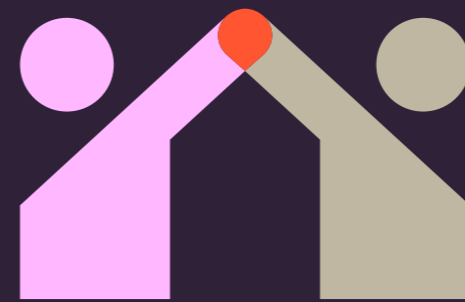


Supporting our annual charity partners

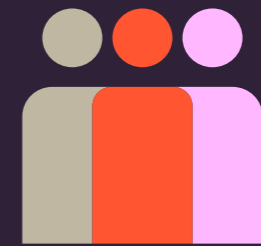
Impact in numbers



29 employees. **45%** female. **55%** male.



26 hrs
of staff volunteering.



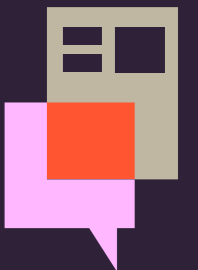
24 hrs
spent supporting work experience students, local careers fairs and university lecturing.

328 hrs
staff training and development.



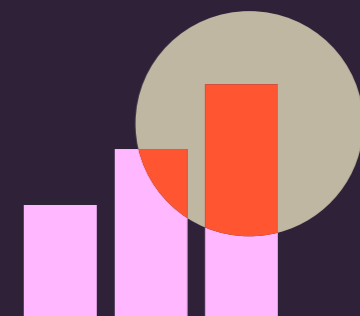
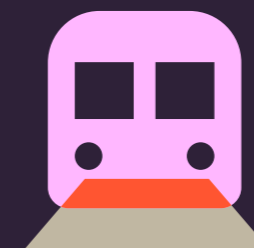
40 tonnes
of CO2 offset through UK tree planting.

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



200
bags of kindness, delivering essential items to those most in need within our communities.

48%
of business travel by train.



£42,838
overall social impact of yearly operations.

Reducing negative impacts

We are continuing to make steps towards reducing our impact on the planet. With the construction industry continuing to be one of the largest contributors to global emissions we are playing our small part in reducing the negative impacts of our everyday actions.

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.

Building on our reporting from last year, many of our suppliers have started producing their own carbon reports. This includes the platforms we use to book train travel and hotels, making the process smoother and more consistent going forward.

This year our carbon emissions were: 39.7 tonnes CO2e

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

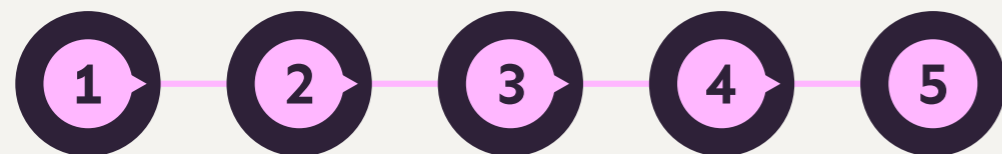
With greater integrity and understanding comes more measurement. This means our carbon figure has reduced by 50%. This is largely due to reducing our private car travel, favouring the train and fewer nights away in hotels.

We have offset our emissions, making us carbon neutral.

Once again, we partnered with Make it Wild, a family run organisation that will plant up to 17 trees this year to help balance out our carbon emissions. Over the next 40 years these will mature and create habitats for native species across the UK, absorbing excess carbon in the atmosphere and create a space for wildlife to thrive.

Carbon reduction and biodiversity targets:

We have achieved stage five of our five-stage journey.



Actions Carbon reduction

We will continue to reduce our overall consumption and offset our emissions to ensure we remain carbon neutral for years to come.



Biodiversity

Our teams have continued to champion nature in and around the spaces we work.

Members of the team spent the day removing tree guards as part of our volunteering efforts in Gilston, Hertfordshire.

We are already exploring team building days for this year and hope that it will involve spending a lot of time outdoors with dirt under our nails and wind in our hair.



People, partnerships & communities

We are proud of our culture and values as a business and this year continued to try and create an inclusive, equitable and enriching working environment for our team.

Inclusivity

Satisfaction with current roles is strong, with 65% of employees rating their experience above 7 out of 10. This suggests that most people feel positively about the work they do and the contribution they are able to make.

There is also a clear sense of psychological safety across the organisation. Nine in ten employees say they feel comfortable being their authentic selves at work. That level of openness is not easy to achieve and speaks to a culture built on trust and respect.

Team dynamics are another area of strength. Three quarters of respondents feel part of a supportive team, indicating that collaboration and mutual support are embedded in day to day working life.



Seven in ten employees feel they are given appropriate support to maintain a healthy balance between work and home. While this is a solid foundation, it also highlights an opportunity to build further consistency in how that support is experienced.

The wellbeing and development of our people remains central to how we grow as a business, creating space for individuals to build confidence, strengthen relationships and develop their skills. Here is a snapshot of recent training activity across the team.

- **72 hours of client management training delivered to nine people**, supporting stronger client relationships and day to day delivery.
- **204 hours of line management training completed by 12 people to date**, helping to build capability and confidence in leading others.
- **52 hours of Emergenetics training delivered through two sessions over the past six months for nine people**, supporting greater self-awareness and team collaboration.



This year we also launched our Impact of a Home report. We knew that the industry could be doing more to articulate the tangible benefits for communities of having the right homes in the right places.

We partnered with Loop to bring this to life and released a public set of metrics to ensure everyone had a chance to use the data, creating the case for good design. We made sure we shared robust methodology and metrics to avoid over-claiming and build trust.

Impact of a Home

We see headlines across the country along the lines of 'homes threaten village'. But most of us would not look at our homes and feel threatened or unsafe. In fact, most of us feel a great sense of relief when we walk up to our front door.

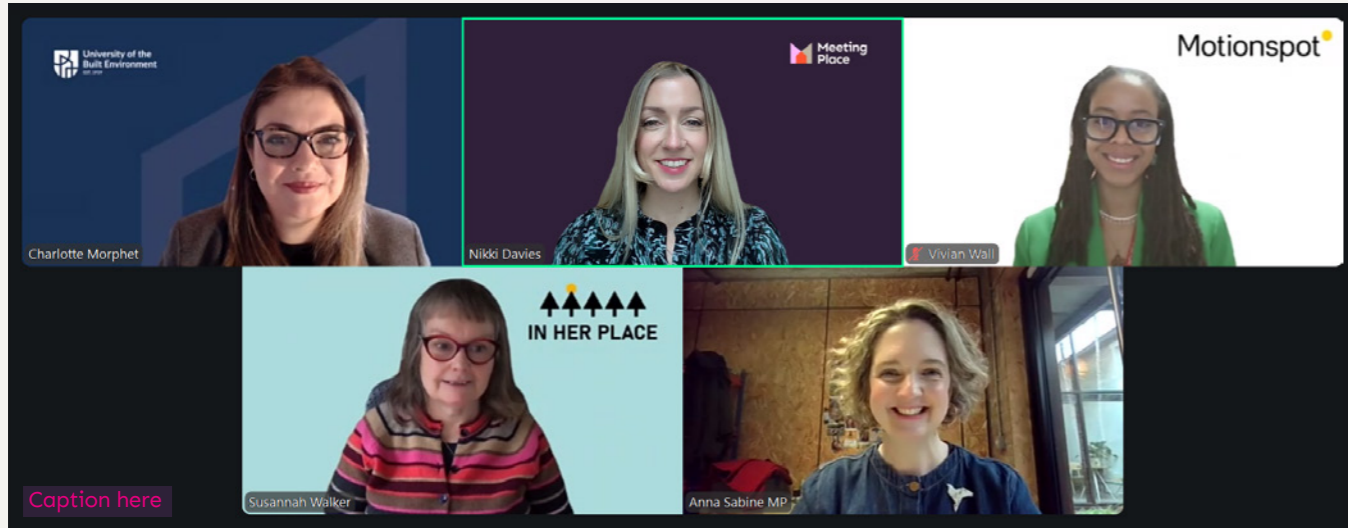
This work was about changing the narrative and using social impact figures to show the benefits of homes for both people and communities. This research digs deep, from minutiae details such as having a dishwasher, to large scale placemaking decisions around access to private gardens.

From a national to macro scale these metrics have a role. We have spent the last year using them to encourage shareholders to put their money into specific elements of development, to support national government housebuilding ambitions, to get local councils to look at the bigger picture in planning and to tell local people how design will change the lives of people around them.

We've spoken at conferences, run in-house sessions for clients and been on podcasts talking in detail about this research. We have been able to use it to reflect and draw on real people's stories and to listen to countless people making the case for having safe, equitable homes for all.

Impact of a Home worked to change the narrative and use social impact figures to show the benefits of homes for both people and communities.





Driving change and equity

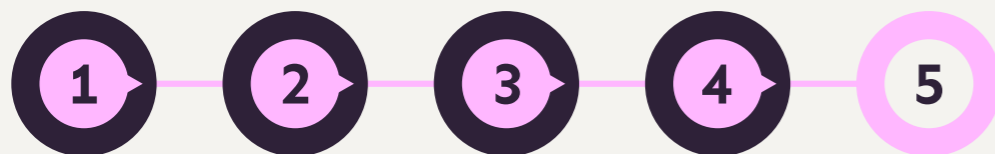
This year, to mark International Women’s Day, we convened a panel to explore why planning policy continues to overlook women’s safety and lived experience.

The discussion focused on the gap between the Government’s Violence Against Women and Girls Strategy, which calls for safety to be embedded into the design of public spaces, and the National Planning Policy Framework, where there is no meaningful reference to women, girls or gendered safety.

The conversation moved beyond policy to consider the wider role planning plays in shaping everyday experiences. Safety was recognised as a starting point, not the end goal, with discussion covering how planning decisions influence how people move through places, access services and feel a sense of belonging in public space.

Inclusivity targets:

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



Our CEO, Nikki Davies, was also named in the The Planner RTPI’s Women of Influence list for 2026 and the South West Business Insider list of the 50 most powerful names in the South West property sector.



Actions Inclusivity

We will continue to reflect on how we increase the diversity of our workforce, looking to attract new talent from across the country. We will always listen to employee feedback and take it seriously, adapting where we need to and creating a safe place for everyone.

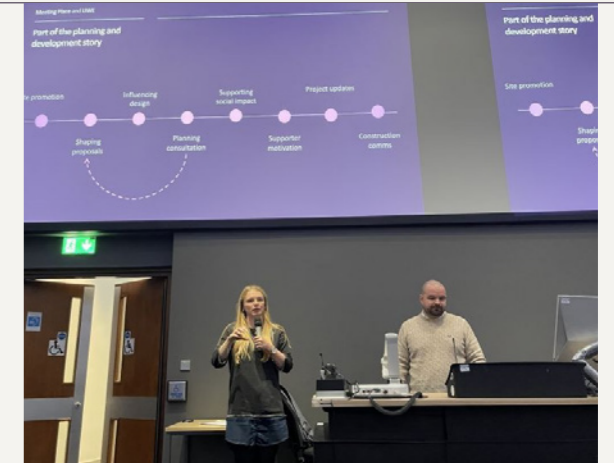
Supporting the next generation

We all have one person, teacher, friend, neighbour or TV star that inspired us to walk the path we have chosen. We want to play a part in being that inspiration for young people across the country.

We are proud to announce that we have partnered with five careers hubs, and counting, across the country to ensure that we can connect with the curriculum, careers plans and one-off events being run.

No one is too young to have their first taste of the industry, with workshops in holiday clubs, primary, secondary and through grassroots local organisations. From designing dream cities to speed networking, we have had some amazing opportunities to talk to inspiring young people about how they want the world around them to look and the place they hope to hold within it.

This year we once again spoke to students across the years at UWE, Bristol and supported careers fairs in a Bedford secondary school and Southampton Solent University.



We’ve delivered over 24 hours of school and career support. This doesn’t include all the great work we get to do on behalf of our clients.



Community

This year we have had the privilege of supporting local communities, charities and young people across the country. When we step outside of the day-to-day and look beyond our own experiences, we can see the power that small acts of kindness can have on people and places.

Make Space York

Make Space York invited us to host a stall at their summer event, taking over Rowntree Park and encouraging girls to take up space. We went armed with the simple question - what would happen if we gave teenage girls the keys to designing their dream city?

Speaking with hundreds of girls, their family members and friends across the day the city included a coffee shop next to the ice cream parlour, pizza restaurant and gym, as well as a castle, a garden centre, zoo and four pet shops. There was also a focus on physical connection and travel, building in cycle routes, a tram and a green link from the park to the houses. The final design was a city centred around green spaces, close to water, with spaces for being active, having fun and living all woven together in a walkable neighbourhood.

Meeting Place facilitated and ran this session as part of our business-wide commitment to increasing visibility of the industry and supporting grass roots organisations in delivering community focused initiatives.

Laptop donation

We donated ten laptops this year to Science Creates Outreach, a charity working to empower and diversify the next generation of STEM innovators. They do this by inviting young people into The Learning Lab (a dedicated replica lab space s) to take part in immersive STEM outreach sessions which involve hands-on, curriculum-linked workshops and behind-the-scenes tours of research labs. This laptop donation means ensured they have enough laptops for a class of 30 students.



Speaking with hundreds of girls, their family members and friends across the day, we asked what would happen if we gave teenage girls the keys to designing their dream city. Make Space York summer event



Part W

A member of the team volunteers with Part W, an action group calling for gender equity in the built environment, helping them to arrange an online workshop with the Festival of Place. The workshop explored the barriers women face within public spaces such as poor lighting and lack of sightlines, and how the industry can combat this. The workshop was free to attend and highlighted the need for more women working in the sector, policy change and overcoming gender biases. This was a brilliant way to use the talent of the team to do good.

Bristol Bears Foundation

We joined Gleeds and AWW for some mildly competitive, tag rugby in support of Bristol Bears Foundation. With Bristol being our HQ for many years this was a great opportunity to support a well-established charity who work in the 20% most deprived communities across the region through needs-led programmes that bring communities together and strengthen the foundations of rugby.

Bags of Kindness

This year we donated 200 bags of kindness through our Christmas appeal, supporting the Baby Bank Network in Bristol.

Packed full of treats for new parents and newborns these enable the baby bank to distribute essential and luxury gifts, not only at Christmas, but for months to come. Spending the morning packing and decorating gave us chance to reflect on the privilege it is to feel safe and secure when welcoming new life into the world.

Ensuring the items in each bag were high quality and suitable was essential for us. To help drive this we set ourselves a fundraising challenging, coming together for fun events across the months leading up to Christmas.

Step-tober

We set ourselves the challenge of walking 1,290km, the equivalent of walking between all of our teams houses across the country. We hugely exceeded this, walking over 3,000km and raising over £500 thanks to the generosity of our team, family and clients.

Cake sale

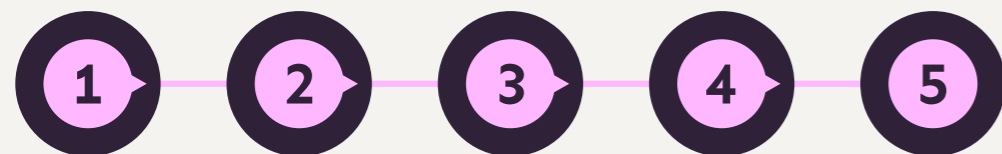
To boost our fundraising efforts, we hosted two hugely successful bake sales across our Bristol and London offices. Some hidden talents emerged with tiramisu cupcakes, cookies and lemon drizzles flying off the shelves.

Match funding

Seeing the team get behind our fundraising efforts with such enthusiasm motivated the Board to match fund any donations made within November. This allowed us to hit our £1,000 target and we set about ordering over 800 items which included baby bubble bath, soaps, toys, sip cups and sleep sacks.

People and partnerships target:

We have achieved stage five of our five-stage journey.



Actions

People and partnerships

We are really proud of everything we've done to drive social change this year and will continue to encourage all staff to volunteer, support schools and get involved in the things they are passionate about.

We will support a new charity partner, utilising our skills in PR, design and digital and communications to support their work.

Through our national careers hub partnerships we are also focusing on supporting work placements for year 9s, aligning with Gatsby Benchmarks and providing meaningful career encounters.

Summary

Reflecting on another year that has been peppered with challenges and global uncertainty we are still pleased to take a moment to reflect, look back and record all the good that we have been able to achieve.

Our teams are working tirelessly for our clients but they are also going above and beyond for local communities, for those in need and for our planet. We are proud that, as a small business, we can still show a measurable change in the way we operate year on year.

You'll notice this year we've kept our report more simple, highlighting our wins but also being transparent in the areas we haven't been able to deliver on our commitments.

Supporting young people directly within our business is an area we really hope to develop this year. We have loved getting stuck in with careers hub from Cornwall to Lincolnshire and we will continue to seek out opportunity to support young people at all stages in understanding the world of work, our industry and the endless opportunities it presents.

As we seek out more ways to help nature thrive, to continue to drive down our carbon emissions and to be responsible with our sourcing of materials, we head towards the next year with hope that we can do more to make sure the built environment is a force for good.



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