



[H] ESG REPORT

APRIL 2024 – 2025

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ESG REPORT 2024

REFLECTING ON THE YEAR

At Hadley Property Group, we believe that development is about more than just buildings — it’s about **transforming spaces into thriving neighbourhoods** that prioritise wellbeing and sustainability.

Our ESG strategy is central to our operations, ensuring that each project not only tackles today’s challenges but also lays the groundwork for a sustainable future. This approach encompasses our commitment to net-zero carbon objectives, community engagement, and adherence to the highest governance standards.

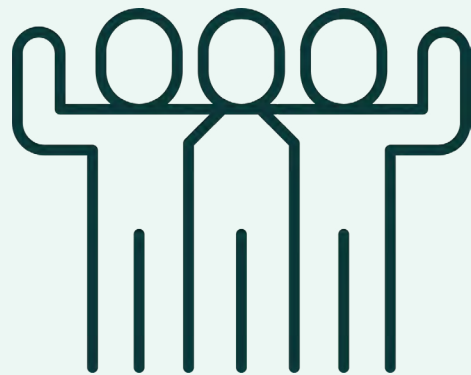
This report captures the highlights of our 2024 journey, the strides we’ve made in Environmental, Social, and Governance practices, and the ambitious targets we’ve set for the future. It captures our dedication to protecting the environment, empowering communities, and driving long-term economic sustainability.

The challenges we face — climate change and increasing demand for social equity — require bold and collective action. At Hadley, we’ve embraced this responsibility by strengthening our ties with the communities we serve, promoting stewardship, and empowering residents to be active participants in transforming their neighbourhoods.

As we enter 2025, we remain steadfast in delivering projects that redefine urban living, champion sustainability, and align our actions with the interests of our communities, investors, and the planet. Together, we are building a future that inspires and delivers value for generations to come.



172
SOCIAL RENT HOMES
FOR NEWHAM

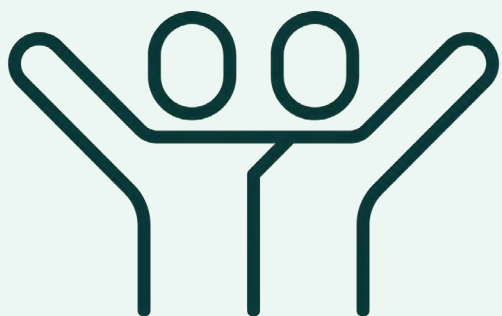


35%
AFFORDABLE HOUSING
ACROSS ALL PROJECTS

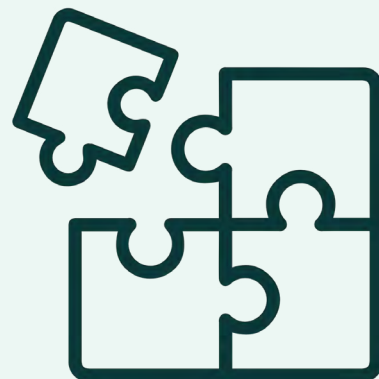
>4,000
INCREASE IN GP
PATIENT CAPACITY IN
STREATHAM VALE



£2.9M
OF SOCIAL VALUE
GENERATED THROUGH
TEMPORARY USES



>9,000
SQ FT OF COMMUNITY
SPACE FOR YOUNG
EAST LONDONERS



22
WORK EXPERIENCE
PLACEMENTS
DELIVERED



MARK LEBIHAN
CHIEF OPERATING OFFICER

A MESSAGE FROM OUR COO

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2024 has been a year of exceptional progress and meaningful achievements for Hadley. Whilst we still have a long way to go, we are proud of the milestones we have reached over the past 12 months and the strong foundation we have built for the future.

Among the 2024 highlights, we secured planning permissions for three key sites — Streatham Vale in Lambeth, IQL North in Stratford, and Blenheim Square on Penge High Street. These approvals have expanded our pipeline to close to 6000 homes, demonstrating our commitment to addressing housing needs with sustainability and inclusivity at the forefront.

At IQL North, our meanwhile-use programme has been a standout example of how temporary spaces can deliver genuine and immediate value. From The LightHouse and Gardens to Community Saunas and the GoStratford sustainable transport hub, we have shown how innovative thinking can transform underutilised spaces into hubs of activity, wellbeing, and sustainability. Notably, The LightHouse and Gardens won the Highly Commended Award in the Best Community Engagement Outcomes category at the prestigious Building London Planning Awards. These projects reflect our ethos of creating meaningful connections and opportunities at every stage of development.

2024 also marked our first full year as a certified B Corporation, a status that solidifies our commitment to balancing purpose and profit. Being a B Corp means holding ourselves accountable to the highest social and environmental performance standards, ensuring that every project we undertake contributes to people, communities, and the planet.

We closed the year with the acquisition of the former GSK headquarters in West London, a 14-acre site with immense potential. Our vision is to transform this prime location in Brentford into a vibrant, forward-thinking, mixed-use neighbourhood, delivering high-quality homes, dynamic commercial spaces, and essential community amenities. The project will also enhance access to the adjacent park and river, creating new access points and activating underutilised spaces, creating a thriving destination that sets new standards in urban regeneration and drives lasting social and economic impact.

As we look to the year ahead, we do so with a sense of purpose and optimism. With the dedication of our team, the trust of our partners, and the shared vision of our stakeholders, we are well-positioned to embrace the opportunities and challenges that 2025 will bring, continuing to create great places that leave a positive legacy.

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2024

MISSION, VISION AND VALUES

At Hadley, we value **good governance, positive social impact and a proactive approach** to environmental sustainability.

Our mission is to deliver sustainable, inclusive and well-designed neighbourhoods that respond to today's needs whilst planning responsibly for the future. We see regeneration as an opportunity to create long-term value — supporting stronger communities, environmental responsibility and economic development that is both considered and resilient.

We approach each project on its own terms. No two sites are the same, and we believe deep engagement with communities and stakeholders is essential to shaping meaningful, locally grounded responses.

Our values are embedded in our culture. We balance creativity with commercial discipline, encouraging openness, rigour and accountability across our teams and

partnerships. This ensures our developments are not only well-designed but deliver lasting social, environmental, and economic benefit.

Social and environmental responsibility sits at the heart of our work. From supporting meanwhile uses to embedding social value into leases that prioritise local businesses, community organisations, and CICs, we take a practical approach to long-term impact. Our B Corp certification reflects this commitment and the shared standards we hold ourselves and our collaborators to.

Looking ahead, we aim to build on this foundation — scaling what works, testing new ideas, and continuing to demonstrate that regeneration can deliver good growth, rooted in local benefit and long-term stewardship.



A STRATEGIC APPROACH

Guided by our three pillars of sustainability — **Protecting the Planet, Empowering Communities, and Stimulating Economies** — we strive to deliver meaningful impact across all of our projects.

Our Social Impact and Environmental Sustainability targets are informed by the UN Paris Agreement on Climate Change (UNPA) and align with the London Energy Transformation Initiative (LETI) Environmental Sustainability framework, designed to achieve Net Zero by 2030. These global and local frameworks provide a roadmap for our commitment to reducing carbon emissions and driving sustainable development.

These pillars correspond directly with the United Nations Sustainable Development Goals (UN SDGs), ensuring that our regeneration efforts meet global benchmarks for social, environmental, and economic impact. Through this approach, we aim to set new standards for responsible, world-class urban regeneration.

HADLEY’S THREE PILLARS OF SUSTAINABILITY



PROTECTING THE PLANET

Protecting the planet reflects our unwavering dedication to environmental stewardship. We recognise the critical need to address climate change and reduce the environmental impact of urban development by utilising whole life carbon and circular economy principles.



EMPOWERING COMMUNITIES

Empowering Communities means creating inclusive neighbourhoods that enhance quality of life. We focus on delivering affordable housing, access to green spaces, and sustainable transport options whilst championing physical and mental wellbeing.



STIMULATING ECONOMIES

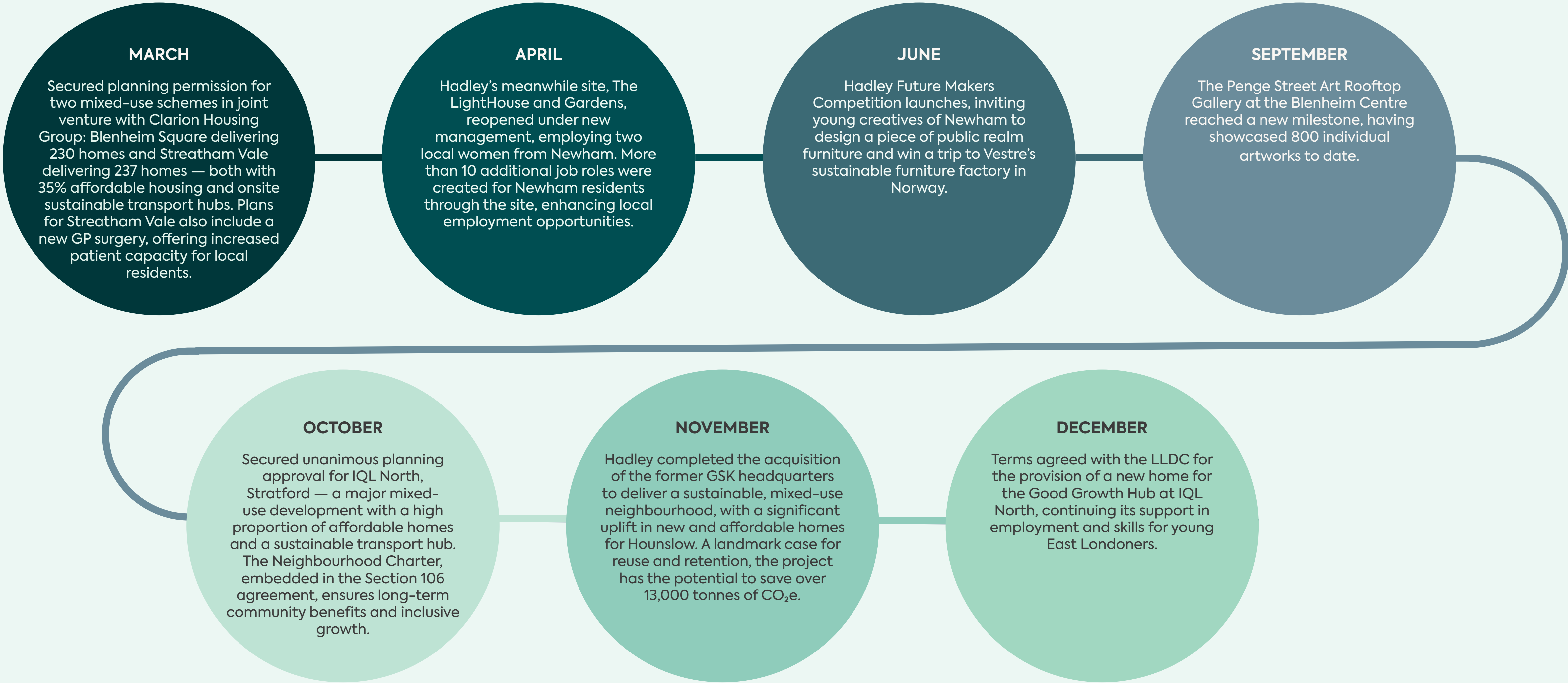
Stimulating Economies is about driving lasting economic growth and opportunity. Our projects create jobs, apprenticeships, and training programmes that support local talent and underrepresented groups.

ALIGNING WITH THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



A YEAR IN REVIEW

2024 HIGHLIGHTS





ENVIRONMENT

HADLEY PROPERTY GROUP | ESG 2024 – 2025

PROTECTING THE PLANET

As a responsible developer, we understand the importance of **addressing environmental challenges and creating sustainable spaces** that contribute to a better future.



GO STRATFORD CARGO BIKE, A HADLEY SUSTAINABLE TRANSPORT INITIATIVE

For us, it means implementing meaningful actions that reduce our environmental impact to build more resilient and sustainable communities for generations to come.

Protecting the Planet is central to our mission. We are committed to cutting carbon emissions by integrating renewable energy systems, adopting low-carbon construction methods, and prioritising a reuse-first approach. Our developments adhere to high sustainability standards such as BREEAM and Home Quality

ENVIRONMENT



LOCAL RESIDENT VISITING ALLOTMENT IN STRATFORD COMMUNITY GARDEN

Mark, ensuring they are energy-efficient and focused on health and wellbeing.

We promote biodiversity through urban gardens and wildlife-friendly landscaping, whilst incorporating water-saving technologies and circular economy principles to minimise waste. By surpassing industry standards, we aim to create developments that restore the environment and encourage ecological harmony.

INDICATIVE SKETCH OF THE 980 GREAT WEST ROAD LANDMARK BUILDING, CONSTRUCTED USING EXISTING STEEL SUPERSTRUCTURE, BASEMENT, AND SUBSTRUCTURE



A YEAR IN REVIEW



THE STREET, EXISTING INTERIOR OF 980 GREAT WEST ROAD

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In 2024, Hadley built on the momentum of becoming a B Corp, further embedding purpose into every aspect of our work. Amid a year of global change, including the election of a Labour government in the UK, the spotlight on climate action intensified. Policies like Great British Energy and the retrofit led Warm Homes Plan have reinforced the importance of domestic and international leadership in sustainability — values central to Hadley’s mission.

Transparency and accuracy in sustainability reporting took centre stage this year, with efforts to standardise practices and tackle greenwashing gaining momentum. Hadley played an active role in helping shape the emerging UK Net Zero Carbon Buildings Standard, launched as a pilot in 2024. This initiative hopes to align the industry’s various guidelines on defining and achieving net zero carbon and represents an opportunity for the UK to lead with a new science-based standard.

Retrofit First has also emerged as a defining theme, played out in the argument

surrounding the Marks & Spencer’s Oxford Street store, highlighting the potential to reuse existing assets to limit future emissions versus commercial considerations. This approach has always been integral to Hadley’s process and strategy, and 2024 saw us take on one of London’s most ambitious reuse projects: the redevelopment of GSK House at 980 Great West Road.

As regulations like the EU’s Corporate Sustainability Reporting Directive set new benchmarks for transparency, Hadley is adopting streamlined digital ESG platforms in anticipation of the UK Sustainability Reporting Standards (UK SRS). In a year of transformation, we’ve reinforced our commitment to sustainable, responsible development — proving that purpose and progress go hand in hand.



DOMINIC SPRAY
DIRECTOR OF SUSTAINABILITY

2024

OUR PROGRESS



IQL NORTH, STRATFORD

With unanimous planning approval in 2024, IQL North is set to become a pioneering sustainable neighbourhood combining regenerative design principles.

- De-Carbonise: Connecting to and helping remove fossil fuels from the existing District Heating Network.
- Low-Carbon Mobility Hub: Features Brompton Bikes, e-cargo bikes, and an e-car club.
- Boosting Biodiversity: 53% integrated landscaped area and 35% tree canopy connectivity.
- Smart Façade Design: Responsive environmental façade with dual-aspect units for natural cross-ventilation.
- Optimised: Parametric design maximises daylight whilst reducing overheating in summer and gaining solar heating in winter.



BLENHEIM SQUARE, BROMLEY

Received full planning permission for Blenheim Square in Penge that will see the reimagining of the town centre and high street.

- Home Quality Mark : Maximum 5 Star predicted.
- Low-Carbon Mobility Hub: Affordable bike hire and community repair stations.
- Solar Energy: Extensive use of on-site renewables.
- Sustainable Heat: Air source heat pumps deployed at scale.
- Biodiversity Boost: 61% biodiversity net gain achieved.
- Low-Carbon Design: 71% on site operational carbon reduction per year over baseline requirements.



STREATHAM VALE, LAMBETH

In 2024, our Streatham Vale development received full planning permission, introducing a pioneering mobility hub concept to London. Centralising cycle facilities, the hub creates a social centre for residents, offering a low-carbon transport option for the wider community.

- Low-Carbon Mobility: Innovative community cycle hub, encouraging low-carbon travel.
- Biodiversity: 1145% net gain for area based habitats.
- Passive First: Insulation, airtightness, and heat recovery ventilation, resulting in a 12% CO2 saving per year.
- Renewable Energy: Air source heat pumps and 649m² of biosolar PV panels on green roofs.
- CO2 Savings: On site renewables predicted to help save 14,349 kg of CO2 (58% over Part L 2013) per year.

CASE STUDY

980 GREAT WEST ROAD



Regenerative Development

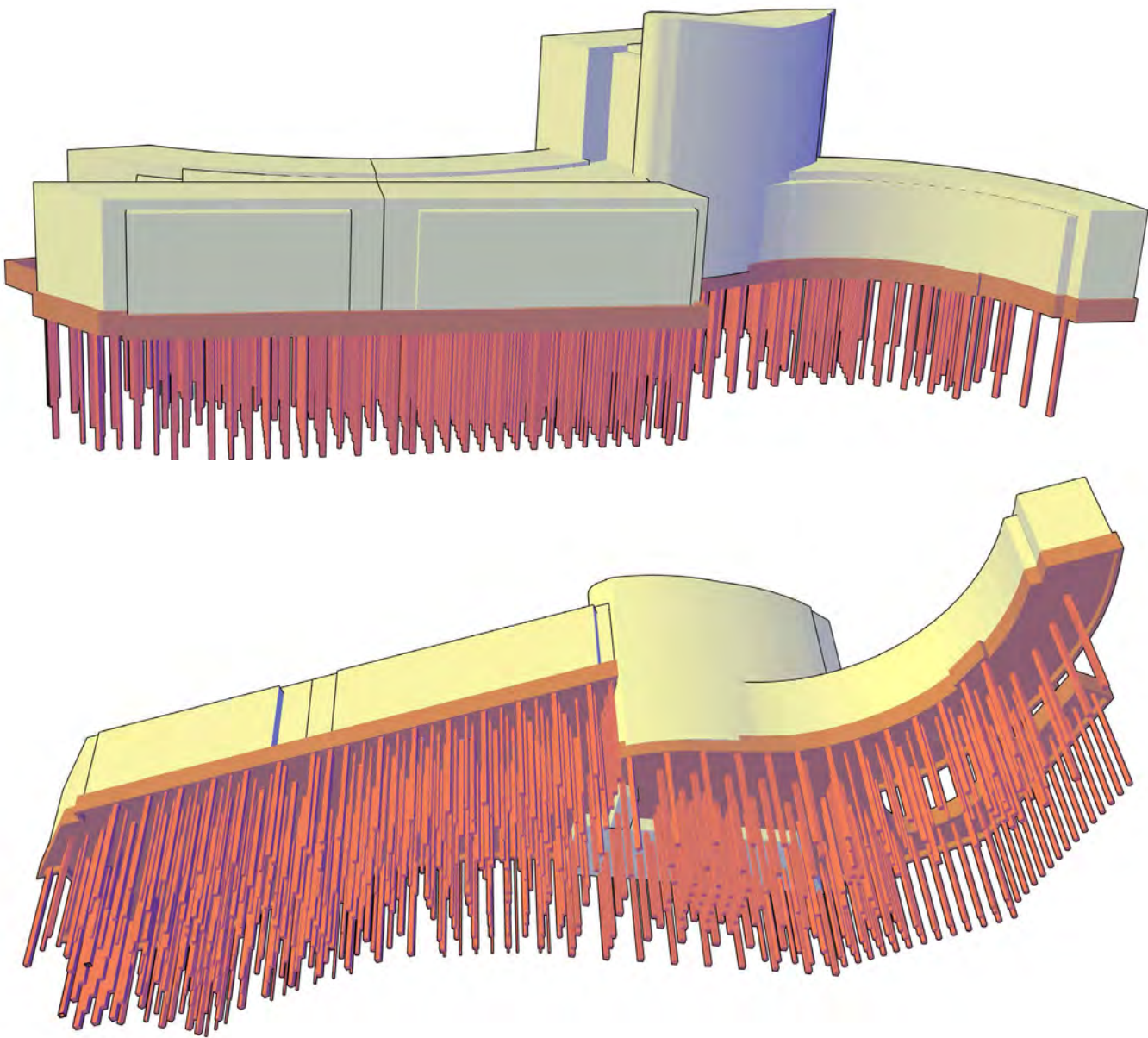
A regenerative approach to development aims to create buildings, systems, and environments that actively restore and enhance ecological and social systems. Whilst sustainable design seeks to minimise harm, regenerative design seeks to go further, generating positive impacts by replenishing natural resources, reusing existing assets, enriching biodiversity, and improving community wellbeing.

Reimagining an Icon

After more than 20 years, GSK has vacated its long-standing home on the Great West Road, marking the end of an era for the iconic London gateway site. In November 2024, Hadley completed the acquisition of 980 Great West Road, paving the way for an exciting transformation. Hadley will reimagine the site as a dynamic, mixed-use destination that seamlessly blends new residential, commercial, and community assets.

The redevelopment will prioritise sustainability, innovation, and inclusivity, breathing new life into the area whilst honouring its historic significance. Through the integration of sustainable design, green infrastructure, and amenities tailored to the needs of the local community, Hadley’s vision ensures that the site’s next chapter contributes meaningfully to the prosperity and vitality of Brentford and the wider Hounslow area.

Nestled between the River Brent and Boston Manor Park, the former GSK House is a late 20th-century glass-and-steel building designed for a car-centric corporate culture. With GSK relocating, Hadley saw an opportunity to repurpose this large-scale site, utilising its sustainability strategy and briefing process to prioritise reuse, recognising the value of preserving and adapting existing structures. Plugging into the fast expanding circular economy helps Hadley’s team ensure that every element of the building’s transformation is considered as part of a closed-loop system. Materials like steel and glass will be catalogued, tracked, and repurposed. Partnerships with platforms like Material Index will prioritise deconstruction over demolition.



* Existing superstructure, basement and substructure

Breathing New Life into Old Spaces

The redevelopment of 980 Great West Road — formerly known as GSK House — represents one of the most significant reuse and circular economy opportunities in UK real estate. By embracing innovative approaches to reuse, repurposing, and sustainable resource management, Hadley is aiming to set a new benchmark for the sector. This project showcases how large-scale developments can lead the way in minimising waste, reducing embodied carbon, and creating regenerative spaces that benefit both the environment and the community.

The challenge at 980 GWR is one facing much of the built environment: how do we adapt an outdated built environment for a world that demands climate resilience and sustainability? The answer lies in regenerative design. The UK Green Building Council (UKGBC) estimates that in the UK, 80% of buildings used in 2050 will already be built and the majority of these will have been built before 1990. By reusing and adapting existing buildings such as at 980 GWR, we can minimise future carbon emissions and upgrade the performance of the existing building to help tackle climate change.

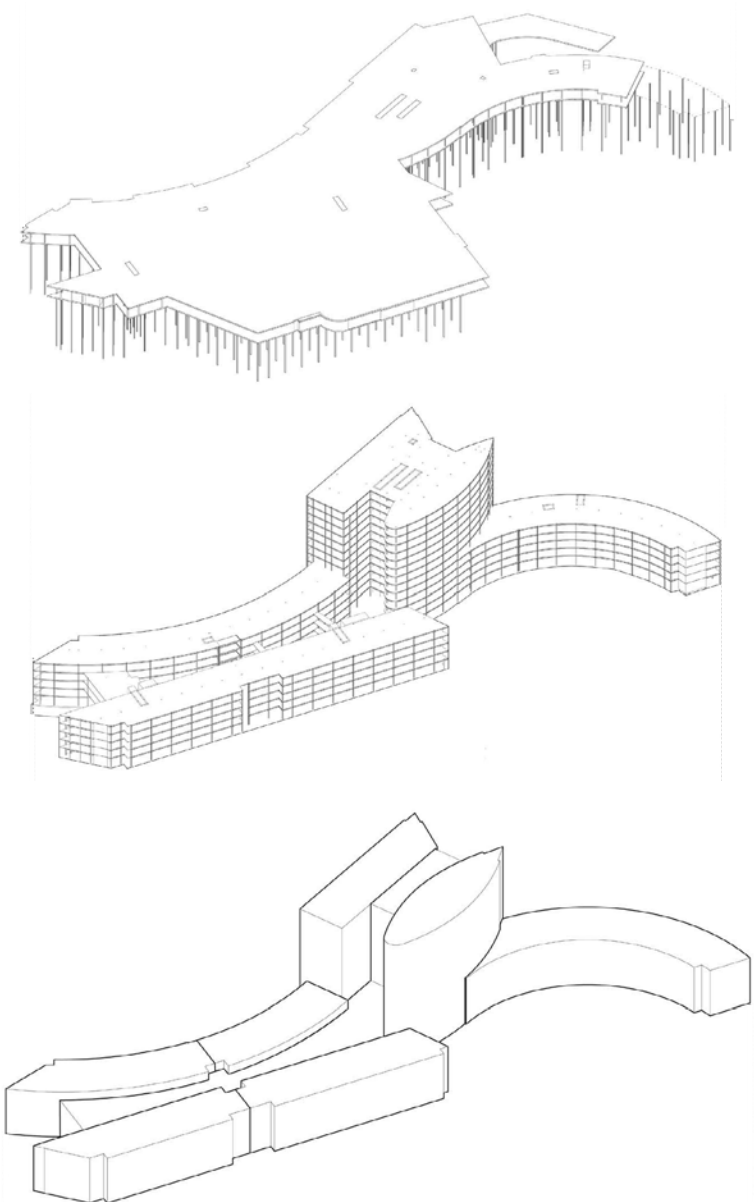
CASE STUDY

980 GREAT WEST ROAD

At 980 GWR, the retention strategy aims to balance site capacity, placemaking, and quality of homes with the embodied carbon savings made by retaining parts of the existing building. The Hadley briefing process sets out clear targets for the team to maximise reuse of the existing building without compromising the creation of a new environmentally-focused and well-connected masterplan.

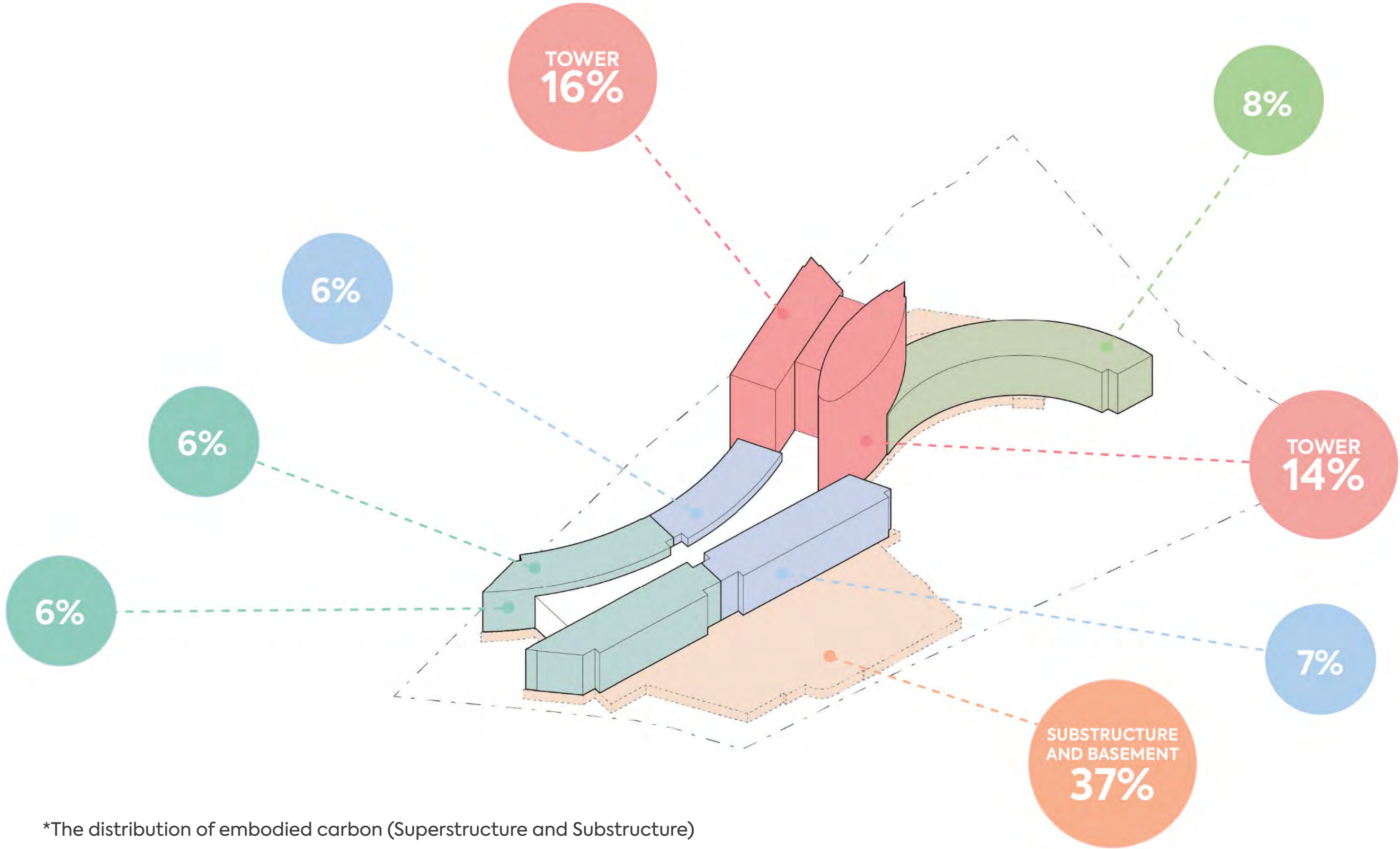
To maximise the viability of retention of the existing buildings and basement, any proposed new and retained buildings must align with the existing core locations and structural grids, allowing efficient transfer of loads to maximise reuse of the existing substructure.

The retained slabs will have to be cut back or extended in plan to allow for efficiently planned high-quality homes. As the existing substructure was designed for office loads, there is capacity to increase the number of floors on the existing building, potentially reconditioning and reusing the steel recovered from the wider deconstruction.



UP TO
7,500 TONS OF ABOVE GROUND SUPERSTRUCTURE CO2E CAPTURED AND REUSED

UP TO
6,300 TONS OF CO2E IN BASEMENT AND SUBSTRUCTURE SAVED COMPARED TO FULL DEMOLITION AND A 100% NEW BUILD



The Embodied Carbon Story

GSK House in Brentford, with its iconic tower, is a striking example of a steel-framed, concrete-floored building with a sealed glass façade. The existing structure holds a substantial amount of embodied carbon — the carbon generated during its original construction. Reusing elements of the building in any future development offers a significant opportunity to reduce carbon emissions and promote sustainable construction practices.

The tower, the most recognisable part of the existing building, contains approximately 30% of the superstructure’s embodied carbon, equating to around 5,100 tons of CO2e. The basement and substructure contain a massive 37% of the superstructure’s existing embodied carbon. By reusing and carefully integrating these elements into a new masterplan, future embodied carbon emissions can be significantly reduced compared to a 100% new build development.

CASE STUDY

980 GREAT WEST ROAD

At 980 GWR, there exists an opportunity to directly reuse existing building elements both in their current form and reconditioned and reconstructed on site. By prioritising the circular economy in our briefing and process documents, we also ensure materials taken off site are recycled.

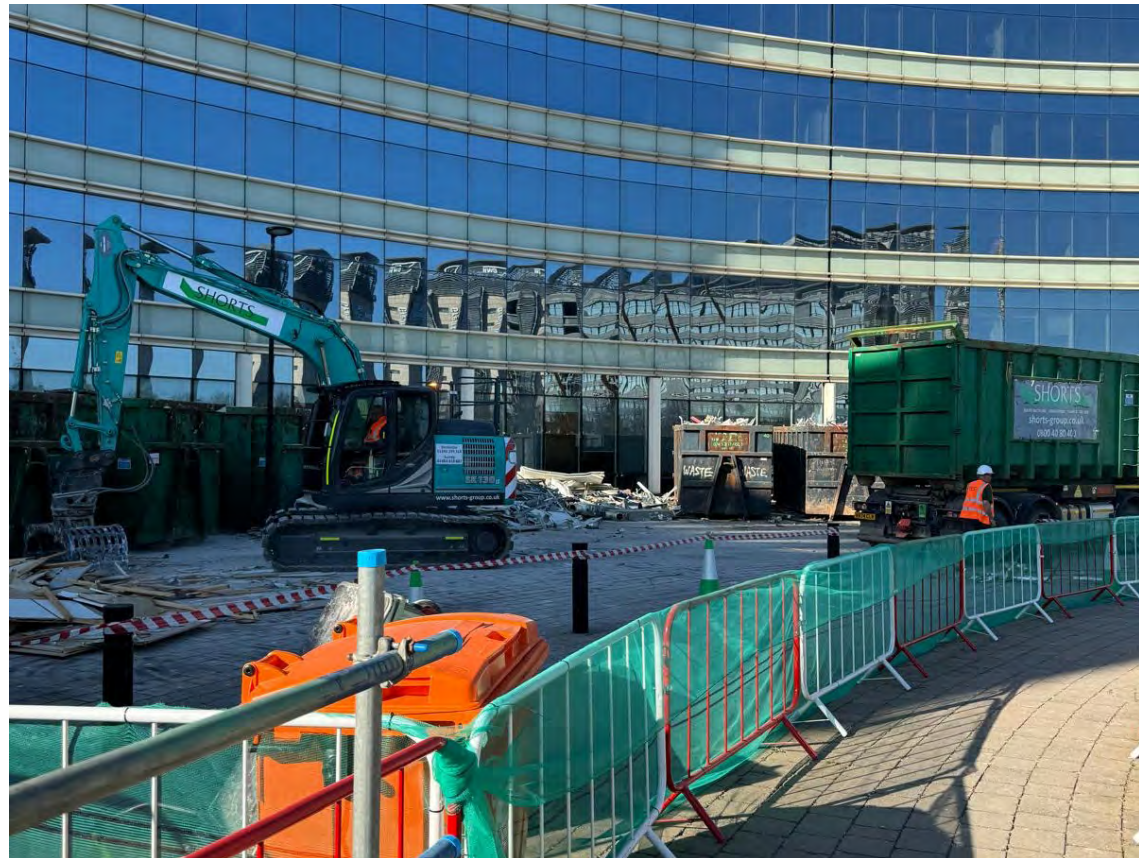
With the initial design and stakeholder consultation process underway and set to conclude in 2025, attention is focused on the initial soft strip of the building interiors and longer-term deconstruction of the building. To ensure every opportunity for reuse is captured, Hadley has partnered with Material Index to track and quantify the reuse journeys of materials through its online portal.

Collaborating closely with the deconstruction contractor, Material Index provides transparency and accountability when reporting against agreed circular economy targets. With the industry increasingly aware

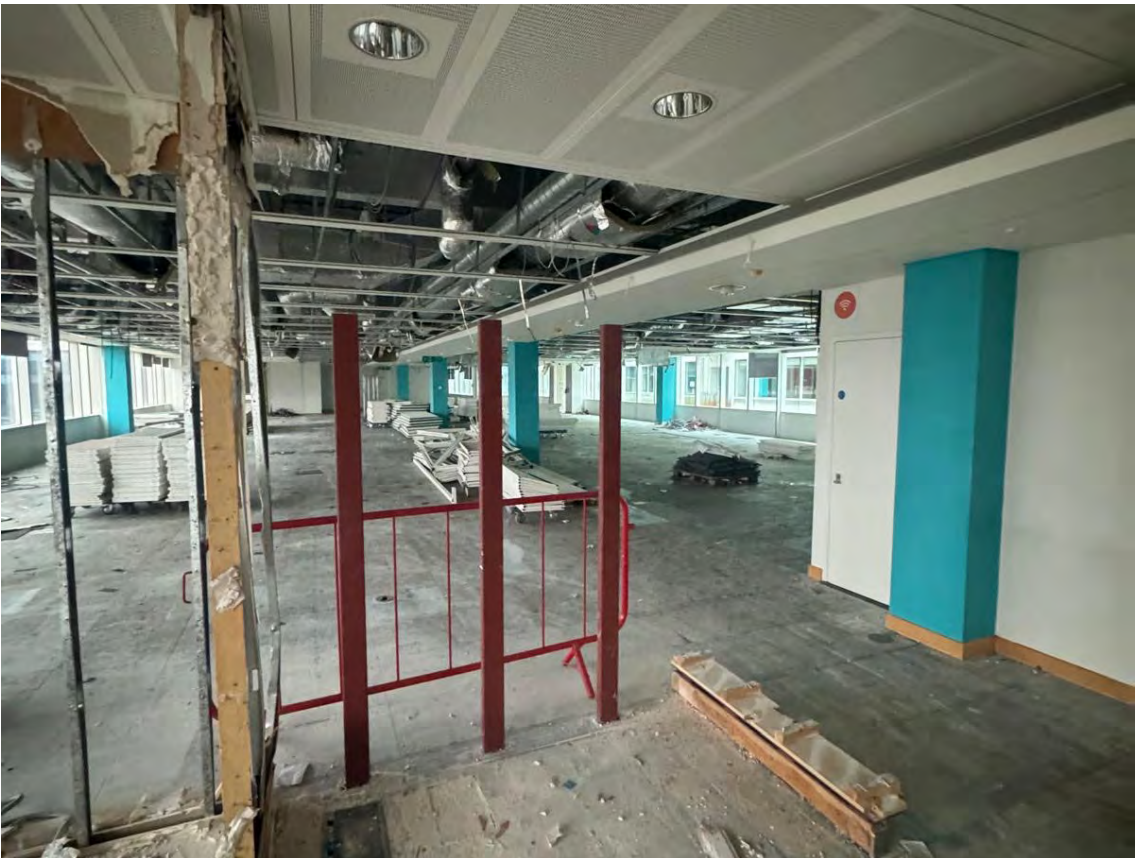
of the financial and environmental impact they can have, items such as office partitions, ironmongery, and sanitaryware are being directly re-purposed into new buildings across the UK through our supply chain.

The larger challenge lies in the deconstruction of the main building. Hadley is working with the design team to develop strategies that incorporate onsite material reuse into the design process as well as ensuring future flexibility and adaptability is built into all design outcomes.

The rapidly growing UK circular economy sector includes innovative practices such as selling into large-scale steel libraries and the recycling of waste glass cullett into new build products. We have set the design team a challenge to creatively reuse buildings and material in the new design and masterplan and help create new innovative solutions.



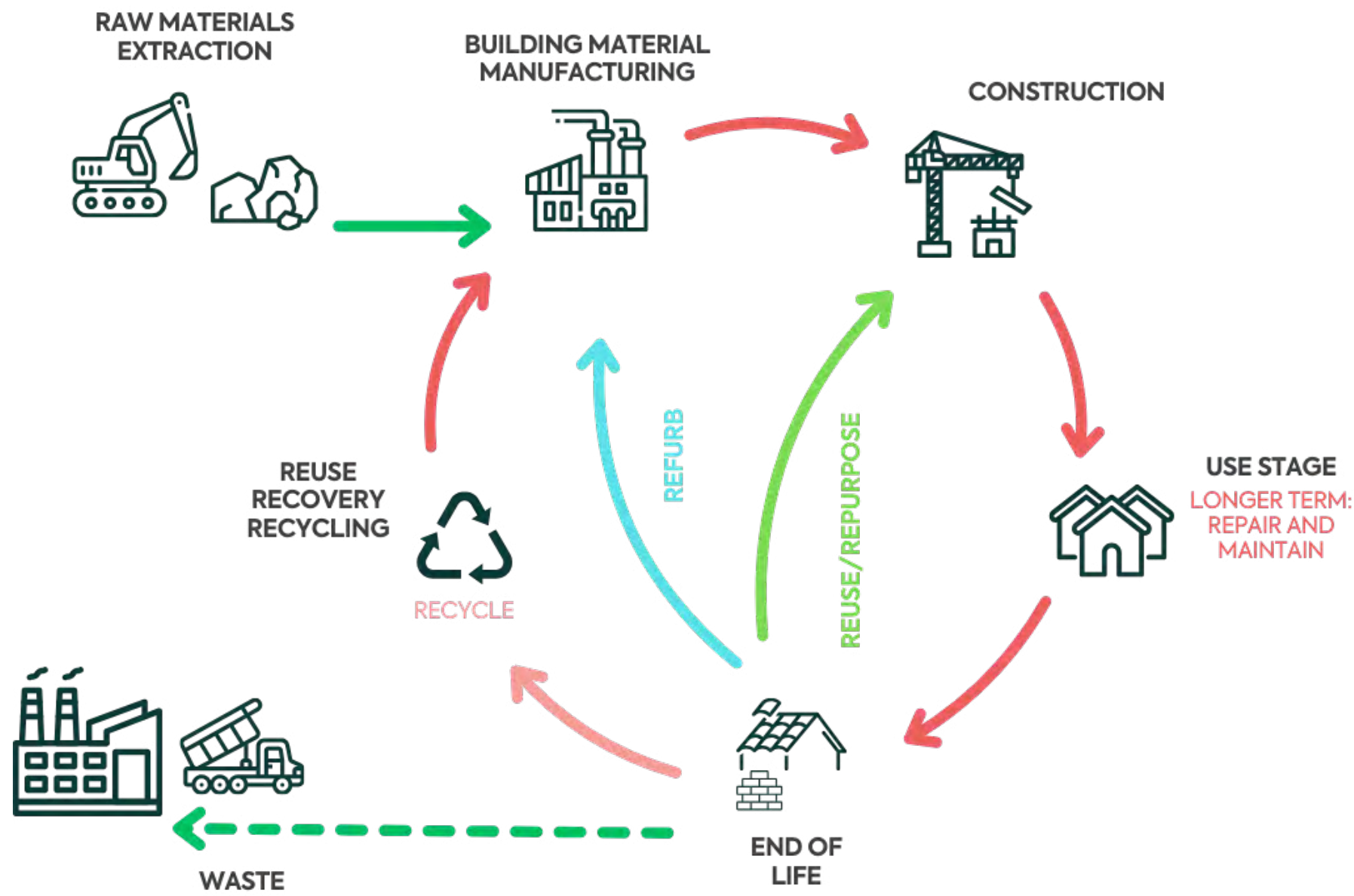
SOFT STRIP OF FORMER GSK HOUSE



SOFT STRIP OF FORMER GSK HOUSE

Circular Economy in Action

In contrast to the linear economy, the circular economy creates and maintains value by ensuring materials, components, and buildings maximise their lifespan, designing in reuse and re-purposing through planned adaptability and flexibility.



What We Will Achieve

- MINIMUM OF **95%** DEMOLITION WASTE MATERIALS DIVERTED FROM LANDFILL FOR REUSE, RECYCLING, OR RECOVERY
- MINIMUM OF **20%** OF THE BUILDING MATERIAL ELEMENTS TO BE COMPRISED OF RECYCLED OR REUSED CONTENT
- MINIMUM OF **95%** CONSTRUCTION WASTE MATERIALS DIVERTED FROM LANDFILL FOR REUSE, RECYCLING, OR RECOVERY

COMPANY CARBON FOOTPRINT

Hadley has committed to the UN Race to Zero initiative, aiming to actively support the transition to a decarbonised economy. We have pledged to reduce the carbon footprint of our London office by 50% by 2030.

Our carbon emissions now reflect changes in our work patterns after the COVID-19 pandemic. With our office operations fully resumed, many employees work onsite in London Bridge. This has led to reduced individual carbon usage thanks to the energy-efficient systems in our shared office environment.

With the emergence of normal business activity, Hadley’s carbon footprint is about 14.5 metric tons CO2e per year. We remain committed to monitoring and evaluating our activities by using a third party verification service and continue to look for new opportunities to further reduce our environmental impact.

Some of the measures we have taken to **reduce our company carbon footprint** include:



ENERGY EFFICIENCY:

- Implementing energy saving measures such as reflective thermal film on windows to reduce cooling demand in the summer.
- Conducting regular energy audits to identify and address inefficiencies.



OFFICE DESIGN AND PLANTS:

- Integrating indoor plants to improve air quality and create a healthier workspace.
- Optimising office layout for better ventilation and temperature control.



WASTE REDUCTION AND RECYCLING:

- Setting up a comprehensive recycling programme for paper, plastic, glass, and other materials, whilst encouraging employees to reduce paper usage and embrace digital alternatives.



GREEN COMMUTING OPTIONS:

- Providing active travel options, such as communal office Brompton bikes to enable employees to choose greener commuting options.
- Reducing company flights for business purposes where possible.



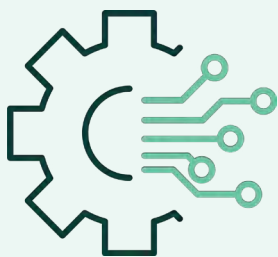
SUSTAINABLE MATERIALS:

- Using recycled and recyclable office supplies, including paper and stationery.
- Promoting the circular economy through the purchase of high-quality, second-hand office furniture.



EMPLOYEE TRAINING:

- Educating employees on the importance of sustainability and carbon reduction.
- Offering Carbon Literacy Training and sustainability focused CPD sessions.



DIGITAL TRANSITION:

- Encouraging digital document sharing and storage to reduce paper usage.
- Conducting and encouraging virtual meetings where possible to minimise the need for travel.



REGULAR MONITORING AND REPORTING:

- Establishing a system for tracking and reporting on carbon emissions whilst setting clear sustainability goals and regularly assessing progress.

ENVIRONMENT

NEXT STEPS

PROJECTS

Deliver our low-carbon mobility hub concept across all of our sites, ensuring meanwhile concept hubs become permanent development features.

Expand our circular economy activity on new sites to catalogue, manage, and track all materials, maximising reuse of existing products and helping to educate our supply chain.

Remain steadfast in our commitment to achieving the highest environmental certifications, including the Home Quality Mark (HQM) 5 Star rating for residential developments and BREEAM Excellent for commercial projects.

Expand our sustainability commitments — we will pursue WELL accreditation for all Purpose Built Student Accommodation (PBSA) and Co-Living developments. This initiative will prioritise the health and wellbeing of occupants whilst maintaining our environmental, social, and economic focus.

COMPANY

By 2026, we will fully digitise and automate carbon accounting across all office and project activities. This will streamline our efforts, align with international standards, and provide a comprehensive view of our progress toward achieving Net Zero.

Maintain our B Corp activity and innovation, reviewing our activity against the US policy, the EU’s Corporate Sustainability Reporting Directive, and emerging UK Sustainability Reporting Standards (UK SRS).

Prioritise looking for sites with existing buildings that can be reused (reuse development opportunities) to further invest in innovative, sustainable design solutions to reduce environmental impact whilst delivering high-quality, future-proof, and climate-resilient developments.



INDICATIVE SKETCH OF BENEATH THE M4 AT 980 GREAT WEST ROAD, FEATURING THE PROPOSED GREEN ENTERPRISE HUB



EXISTING BUILDING ON 980 GREAT WEST ROAD, PICTURED FROM BOSTON MANOR ROAD

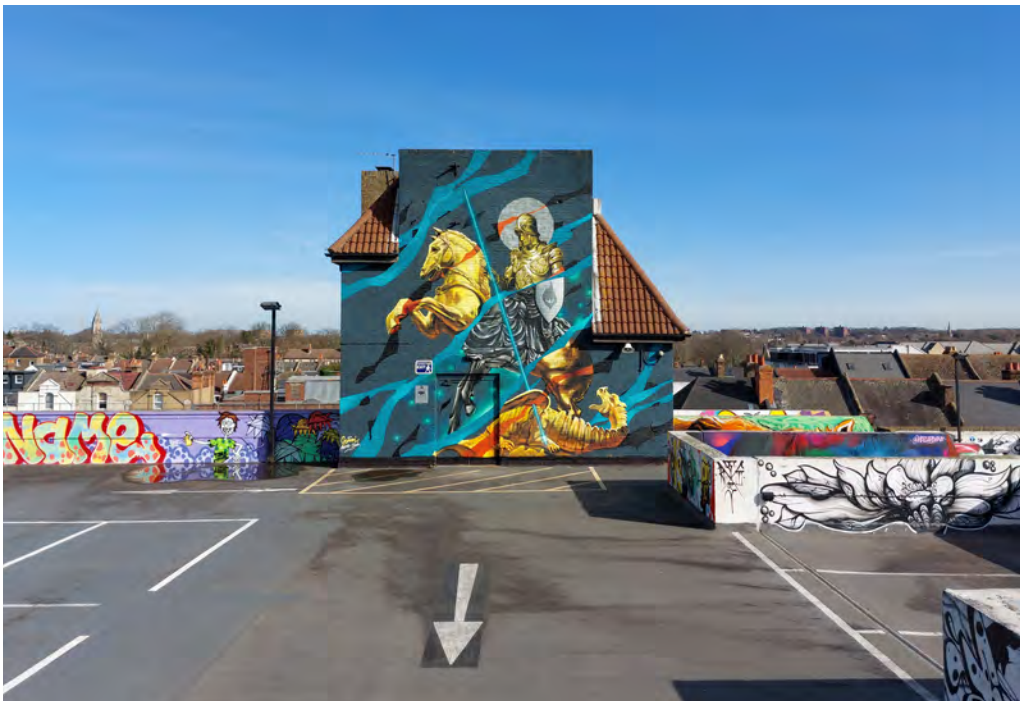
SOCIAL VALUE

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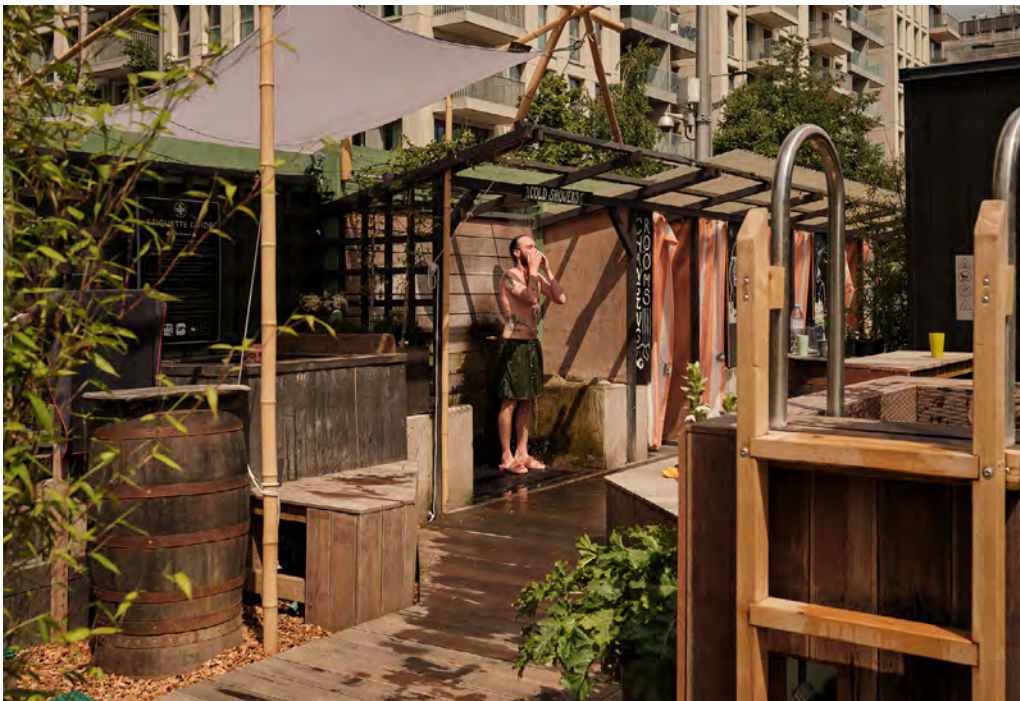


EMPOWERING COMMUNITIES

At Hadley, **positive social impact** is central to our business plan.



ROOFTOP STREET ART GALLERY AT THE BLENHEIM CENTRE, PENGE



COMMUNITY SAUNA BATHS AT THE LIGHTHOUSE AND GARDENS, STRATFORD

Our community hubs, such as IQL North’s The LightHouse and Gardens, exemplify our commitment to creating vibrant spaces where activities, businesses, and social connections can thrive. These hubs serve as dynamic centres for engagement, offering opportunities for individuals and groups to come together, share ideas, and grow.

By prioritising inclusivity and social responsibility, Hadley works to build thriving, connected communities where everyone feels valued and has a strong sense of belonging. Together, we are not just creating neighbourhoods — we are cultivating places where people and communities can truly flourish.



CYCLE SISTERS’ CAMBRIDGE CYCLING TOUR FROM THE LIGHTHOUSE AND GARDENS

A YEAR IN REVIEW



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This year, we’ve made considered and practical progress in delivering social value across our developments. At IQL North, the inclusion of 172 homes for social rent makes a meaningful contribution — increasing Newham’s already impressive supply at double-digit levels and responding to a wider challenge across London. It’s a tangible outcome of sustained partnership working and clear priorities from the outset.

We’ve applied that same approach at Penge and Streatham Vale, where we’ve secured 35% affordable housing on both schemes. Together, they will deliver nearly 470 new homes and reflect a continued commitment to delivering mixed, balanced communities — shaped through careful planning and collaboration.

We’ve also made progress in the way we support smaller and local organisations. Our use of social value leases — prioritising local businesses, CICs and charities — is helping to ensure that commercial space within our developments has lasting relevance and benefit. When IQL North received planning permission, the Chair of the Planning Committee specifically commended its social

ambition — a reminder that regeneration can and should be recognised for what it brings, not just what it builds.

We’re seeing increasing interest from our funding partners in how social value is being delivered — not as a challenge, but as a shared point of focus. More often than not, those conversations reflect work that’s already underway, and help to strengthen delivery rather than divert it.

As we look ahead — including to the huge new opportunities at 980 GWR in Brentford and beyond — our focus remains on early engagement, long-term thinking, and making space for the kinds of partnerships that can deliver meaningful, practical outcomes for the communities we work with.



MATT GRIFFITHS-RIMMER
COMMUNICATIONS AND
IMPACT DIRECTOR

2024

OUR PROGRESS

We are committed to delivering social value through all of our projects; our goal is to **improve outcomes and leave a positive legacy** in the communities in which we develop.



HADLEY WORK EXPERIENCE PLACEMENT AT THE LIGHTHOUSE AND GARDENS



DRUM WORKS, STRATFORD BASED CIC, HOST REGULAR WORKSHOPS AT THE LIGHTHOUSE AND GARDENS

SINCE WE LAST SAW YOU, WE HAVE

Collaborated with the Hounslow community on a six-stage co-design programme to shape the future of 980 Great West Road (formerly GSK House). This engagement brings local voices to the heart of the project, ensuring the development reflects community needs.

Now welcomed over 15,000 visitors at our IQL North meanwhile site. Among them, more than 500 children from local schools and nurseries have participated in nature excursions, providing young learners with hands-on opportunities to explore and connect with the natural environment.

Created 15 employment opportunities for local residents at The LightHouse and Gardens, supporting the area’s economic growth and job accessibility. This success has been amplified by the dedication of 45 volunteers, whose invaluable contributions have enriched the space and ensured its continued success as a vibrant community resource.

Provided priority bookings and free access to The LightHouse and Gardens for 178 local charities, non-profits, and community groups, empowering them to deliver essential services and activities. This inclusive approach has strengthened the local social fabric, ensuring the space is used to its full potential for the benefit of the wider community.

Contributed the equivalent of £420k in funding to The LightHouse and Gardens, enabling diverse activities that have delivered over £2.9 million in social value. These activities have enhanced community cohesion, supported local wellbeing, and created lasting positive impacts for residents and organisations alike.

Provided 1,280 hours of paid work experience through The LightHouse and Gardens, with a strong emphasis on engaging the local community. Notably, 70% of these opportunities were offered to students and young people from the London Borough of Newham, equipping them with valuable skills, experience, and confidence to support their future careers.

Formally incorporated the Neighbourhood Charter into the Section 106 agreement for IQL North, ensuring the commitments made during community engagement are embedded in the development’s delivery. This includes prioritising affordable housing, sustainable transport options, community spaces, and ongoing collaboration with local stakeholders, guaranteeing the neighbourhood reflects the aspirations and needs of the surrounding community.

OUR PEOPLE MATTER

The vitality of our organisation is rooted in our team, which is why we are **dedicated to making Hadley a remarkable place to work**, focusing on increasing productivity while prioritising the happiness and wellbeing of our staff.



SO WELL

WELLBEING SUPPORT

Hadley is deeply committed to promoting a workplace environment that prioritises the wellbeing of its employees, underpinned by the So Well programme led by Gabby Briscoe. This wellbeing provision offers a comprehensive calendar of events throughout the year, tailored to provide individual support and group activities both in and outside of the office and through virtual platforms.

The Hadley wellbeing calendar for 2024 featured a diverse lineup of activities, such as the Movement for Your Mind Challenge during Mental Health Awareness Week, guided heritage walks around Brentford, office massage sessions and bi-monthly buffet lunches with all staff.

Central to the wellbeing offer is one-to-one therapy and coaching

through the MYND UP platform, providing access to a broad range of counsellors and therapists. Staff's mental wellbeing is further supported by resources available on the Hadley Intranet, which include stress relief techniques and details on upcoming wellbeing events.

Migrateful provides cooking classes led by migrants, refugees, and asylum seekers, aiding in their journey to integration and employment by leveraging their culinary skills to teach native cuisines.

The year's activities culminated in a festive Silent Disco walking tour around London Bridge, rounding off a year of comprehensive wellbeing support tailored to enhance staff morale and health.

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Our core values of **connection, community, and change** are at the heart of all of the activities and resources that we offer to staff, aligning with Hadley's focus on sustainability, social value, and community-focused initiatives.

GABBY BRISCOE
FOUNDER OF SO WELL



HOUNSLOW HERITAGE WALKS



SILENT DISCO WALKING TOUR



FITNESS CHALLENGE



MIGRATEFUL



STATIC BIKE CHALLENGE



STAFF LUNCH

CASE STUDY

IQL NORTH

The success of the meanwhile-use programme at IQL North has demonstrated the value of **creating spaces that enhance community connections, wellbeing, and opportunity.**



Initiatives like The LightHouse and Gardens, alongside sustainable transport solutions such as GoStratford, have transformed the site into a vibrant hub for local engagement and innovation. Now, these temporary solutions are set to transition into permanent fixtures, underpinned by the incorporation of the Good Growth Hub (GGH) and the Neighbourhood Charter into the Section 106 agreement.



Together, these commitments will transform the meanwhile-use successes into permanent, impactful elements of IQL North, creating a resilient, inclusive neighbourhood that reflects the aspirations of the community and sets a benchmark for future urban regeneration projects.

Meanwhile to Permanent: Embedding the Good Growth Hub and Neighbourhood Charter at IQL North



PAGE 18 OF THE IQL NORTH NEIGHBOURHOOD CHARTER, 'PROTECTING THE PLANET' SECTION

THE GOOD GROWTH HUB

The Good Growth Hub will serve as a long-term anchor for skills development, training, and employment opportunities, with a focus on supporting young people and residents from East London's Growth Boroughs. By embedding the GGH into the Section 106, we ensure its role as a key driver of social and economic impact, providing meaningful pathways for professional growth and long-term prosperity in the area.

THE NEIGHBOURHOOD CHARTER

The Neighbourhood Charter, developed through extensive local consultation, has also been enshrined in the Section 106 agreement, guaranteeing that community priorities remain at the heart of IQL North's evolution. This includes commitments to affordable housing, sustainable transport options, accessible community spaces, and continued dialogue with the local community.

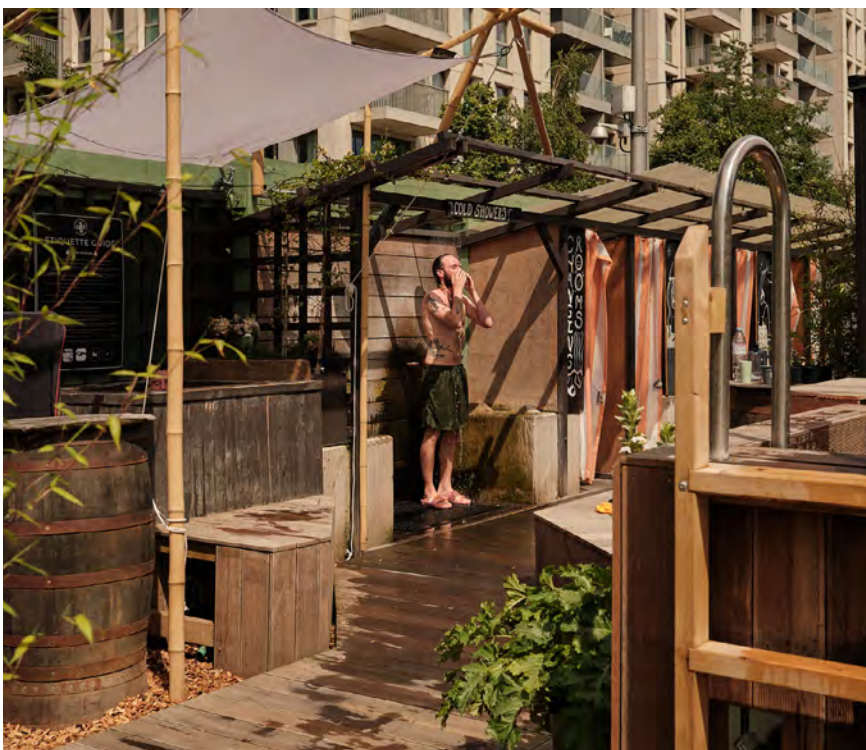


CURRENT GOOD GROWTH HUB IN STRATFORD, E15

IQL NORTH COMMUNITY SAUNAS

OUR PARTNERS

Community Sauna Baths CIC had a transformative year at our IQL North site in Stratford, marked by significant community engagement and outreach.



In 2024, Community Sauna Baths CIC achieved national recognition by winning Best Social Prescribing Sauna from the British Sauna Society. This prestigious accolade celebrates their pioneering efforts as the first provider in London to offer free NHS social prescribing sessions.



In partnership with Newham Primary Care Networks, Community Sauna Baths introduced these sessions at IQL North, demonstrating the potential of saunas to support physical and mental wellbeing as part of holistic healthcare.



REFUGEE SUPPORT INITIATIVE: WEEKLY SAUNAS WITH CARE FOR CALAIS

One of the most ambitious and successful community outreach projects has been the partnership with Care for Calais to provide free weekly sauna sessions for refugees. Community Sauna Baths funds the transportation of refugees to the IQL North site in Stratford, ensuring access to wellness facilities that offer both physical and mental health benefits.

BERYL: LONDON’S FIRST WHEELCHAIR-ACCESSIBLE OUTDOOR SAUNA

In Spring 2024, the Community Sauna Baths unveiled Beryl, London’s first wheelchair-accessible outdoor sauna at IQL North. This milestone was complemented by the addition of a wheelchair-accessible changing room, ensuring that individuals with mobility challenges can fully participate in the sauna experience at IQL North.

AFFORDABLE AND INCLUSIVE ACCESS

Community Sauna Baths continues to prioritise affordability and inclusivity, offering concession rates, discounts for individuals on Universal Credit, and dedicated mother-and-baby sessions. These initiatives ensure that sauna experiences are accessible to everyone.

RECORD PARTICIPATION: OVER 30,000 SESSIONS IN 2024

The year 2024 saw unprecedented engagement, with over 30,000 sauna sessions held across various programmes. This remarkable achievement reflects the growing demand for accessible wellness solutions and highlights the Community Sauna Baths pivotal role in promoting community health and wellbeing at IQL North.

CO-DESIGN AT 980 GREAT WEST ROAD

SHAPING THE FUTURE TOGETHER



Over the past year, Hadley has been working closely with the Hounslow community to reimagine 980 Great West Road (formerly GSK House) in Brentford. Central to this process has been a six-stage co-design programme, developed and delivered in partnership with Neighbourly Lab, Metropolitan Workshop LLP, Haworth Tompkins, and McGregor Coxall. Together, we engaged a diverse group of local residents to share their lived experiences and insights, helping to shape our proposals for the site.



The co-design sessions for 980 Great West Road were a pivotal element in ensuring that the development outcomes reflect the rich diversity of the local population. As urban areas continue to grow and diversify, the importance of incorporating a wide range of voices in planning and development processes is central to our design approach.

UNDERSTANDING THE COMMUNITY DEMOGRAPHICS

The first step in the selection process involves a detailed analysis of the local demographics. This includes studying age distributions, ethnic backgrounds, socio-economic statuses, and special interest groups. The aim is to create a comprehensive snapshot of the community’s makeup, which serves as a baseline for participant selection.

OUTREACH AND ENGAGEMENT

We employ multiple channels to reach potential participants, including local media, social media platforms, community newsletters, and collaborations with local organisations such as schools, churches, and community centres. Special attention is given to engaging underrepresented and hard-to-reach populations, employing languages and communication methods that are most accessible to different community segments.

APPLICATION AND SELECTION

A targeted communication strategy was employed to maximise participation. Over 9,000 neighbouring residents and a 300-strong mailing list created from previous engagements received invitations to register their interest. Social media campaigns, including Facebook and Instagram adverts, targeted a two-mile radius around the site, and local authority channels were utilised to reach additional community members. To enhance inclusivity, demographic data was collected to ensure a representative mix of participants across age, gender, ethnicity, disability, and proximity to the site. Over 300 residents registered their interest, and 10-15 people were selected for each of the six co-design sessions.

TRANSPARENCY AND ACCOUNTABILITY

Transparency in the selection process is maintained through regular reporting on participant demographics and session outcomes. These reports are made available to the public and include detailed breakdowns of participant statistics compared to the overall community profile. This transparency not only builds trust with the community but also holds the project accountable to its goals of diverse representation.

COMMUNITY COLLABORATION

Each of these partnerships reflect our deep **commitment to enriching the communities in which we develop.**



THE MAGPIE PROJECT

Contributed funds to The Magpie Project to enhance their new venue located in E15 with soft furnishings and harnessed industry connections to secure a donation of hard furnishings for the space.



NEWHAM CYCLE SISTERS

Sponsored Cycle Sisters’ ‘Tour De Cycle Sisters’ event, supporting Newham woman to embark on a 60-mile cycle ride from The LightHouse to a Cambridge mosque. In addition, Hadley funded secure bike storage for the group throughout 2024.



BEYOND IYANOLA

Beyond Iyanola, a Stratford-based CIC, utilised free use of The LightHouse and Gardens to host their Saint Lucian Cultural Showcase. The event celebrated a love for their home, Saint Lucia, supporting preservation of culture and positive social development.



DEEP BOROUGHES

Deep Boroughs Network, a community-interest group that seeks to create inclusive and supportive spaces for entrepreneurs and marginalised and underrepresented groups in East London, continued to utilise the LightHouse for free in 2024.



JUST LIFE

Continued to support Just Life in 2024 through providing free hire of The LightHouse, where they continued to hold meetings to coordinate the Newham TAAG (Temporary Accommodation Action Group) with local charities, businesses, and government to tackle temporary housing challenges in Newham.



WOM COLLECTIVE

Sponsored the WOM Collective to host a ‘Paint Jam’ at the Lighthouse and Gardens, where artists decorated the hoarding surrounding the site.

SOCIAL VALUE

NEXT STEPS

IT STARTS AT HOME

Continue to enhance the health and wellbeing provision for employees through an expanded partnership with So Well, including new programmes, resources, and workshops tailored to employee needs.

Provide ongoing training, support, and career development programmes for all staff at Hadley, focusing on upskilling, leadership pathways, and personal growth.

Launch targeted initiatives to support women’s career progression, including mentorship programmes, leadership development opportunities, and partnerships with industry networks to increase representation and growth for women across the sector.



WHAT WE’LL DELIVER

Open a new wellbeing-focused meanwhile hub at 980 Great West Road, offering community services for the site on the banks of the river.

Collaborate with local schools, education providers and local stakeholders in Brentford to best use the site ahead of construction.

As we expand across London, we are encouraging our staff to engage with communities on the ground through volunteering opportunities with our partner charities.



STIMULATING ECONOMIES

HADLEY PROPERTY GROUP | ESG 2024 – 2025

STIMULATING ECONOMIES

At Hadley, stimulating economies is about **driving lasting economic growth and opportunity**. Our projects deliver jobs, apprenticeships, and training programmes that support local talent and underrepresented groups.



X CONVERSATIONS, NEWHAM-BASED CIC, HOSTING PAID CREATIVE WORK EXPERIENCE COURSES



YOUTH DESIGN AND BUILD WORKSHOP IN IQL NORTH COMMUNITY GARDEN

By partnering with small and medium-sized enterprises, we ensure the benefits of development stay within the local area. Mixed-use spaces and initiatives like the Stratford Gateway training academy help to build economic resilience and vitality. Through these efforts, we create developments that support businesses, workers, and residents, contributing to local and regional prosperity.



A YEAR IN REVIEW



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This year, we made significant strides in driving economic growth, creating opportunities, and empowering communities.

A standout achievement was securing planning permission for IQL North, a transformative mixed-use development on the eastern edge of Stratford’s Olympic Park. Central to our proposal is the Good Growth Hub (GGH), a dynamic space dedicated to skills development, training, and employment opportunities. Designed to unlock potential and nurture talent, the GGH will serve as a catalyst for professional growth, helping residents of the Growth Boroughs and businesses thrive in a rapidly evolving economy.

Building on the success of last year’s work experience initiatives, we expanded the programme even further to continue to deliver real, tangible benefits for young people wanting to work in the real estate industry. By providing meaningful placements, hands-on learning, and professional mentoring, Hadley has supported participants in developing the skills, confidence, and insights they need to succeed in the workplace. This initiative highlights our commitment to creating pathways into employment and helping individuals realise their full potential, ensuring that economic growth is inclusive and accessible to all.

MABEL OGUNDAYO
HEAD OF SOCIAL VALUE AND
PUBLIC PARTNERSHIPS

A major highlight of the year was the launch of Hadley’s Degree Apprenticeship Programme, a groundbreaking initiative designed to bridge the gap between education and the professional world. Open for applicants now, the programme offers aspiring individuals the chance to earn a degree whilst gaining invaluable hands-on experience, paving the way for the next generation of talent.

Underpinning all our achievements, we remain proud of our status as a B Corp-certified business and a committed Living Wage Employer. These values reflect our dedication to building a fairer, more inclusive economy — where businesses are a force for good and communities can thrive.



2024

OUR PROGRESS



SINCE WE LAST SAW YOU, WE HAVE

Launched the Hadley Degree Apprenticeship Programme, creating pathways into the real estate industry for young Londoners who face barriers to full-time higher education.

Created two new graduate roles in 2024, investing significantly in the development of young professionals. This initiative not only drives innovation but also equips emerging talent with the skills and opportunities to shape the future of our industry.

Opened El Cafecito Social at our IQL North site, joining other operators under social value leases that require no rent. This initiative supports local businesses in growing and giving back to the community, promoting a thriving local economy and enhanced community engagement.

Partnered with the Elevate Youth Board to integrate youth perspectives into our projects, particularly at IQL North. Through co-design sessions and consultations, we ensured that the development aligns with the aspirations of young East Londoners.

Dedicated 23 hours to school visits, inspiring young people and supporting career development by sharing insights into the real estate and design industries.

Launched the Hadley Future Makers — Design Your Public Spaces competition, challenging young creatives to design a piece of furniture for the outdoor space of our future Stratford High Street development.

Secured the Good Growth Hub in the final development at IQL North, ensuring its continued role as a vital resource for skills development and employment opportunities. To date, the Good Growth Hub has facilitated over 450 job placements, and this new home will enable it to expand its impact in East London.



ELITE PROJECT SERVICES

OUR PARTNERS

Elite Project Services is transforming lives at IQL North by focusing on providing ex-offenders with the **tools, training, and opportunities to build a brighter future**. Specialising in construction and rail training, they empower individuals to overcome barriers, develop industry-specific skills, and secure meaningful employment. Through hands-on experience and tailored career support, **Elite is breaking the cycle of reoffending**, proving that second chances create powerful stories of success.



BREAKING BARRIERS FOR EX-OFFENDERS

Elite successfully supported over 500 ex-offenders on release in 2024, providing training, employment opportunities, and guidance to help them reintegrate into society and reduce reoffending rates.

PROMOTING WOMEN IN RAIL

Installed the first rail track at a women’s prison, HMP Send, and hosted a sector-wide event to inspire more women to pursue careers in rail, contributing to their goal of achieving 20% female workforce representation by 2025.

REACHING NEW TRAINING MILESTONES

Trained over 1,500 individuals in construction and rail industries, tripling the number trained in 2023 and setting a new standard for their impact at IQL North.

EXPANDING ROTL OPPORTUNITIES

Increased the number of ex-offenders on Release on Temporary License (ROTL) placements to 30 per day, with plans to double this in 2025, enabling individuals to gain real-world work experience before release.

BUILDING A DIVERSE WORKFORCE

Maintained a workforce where 51% are ex-offenders, showcasing the value of inclusive hiring practices while building a highly motivated and skilled team delivering exceptional results across projects.

ACHIEVING NSAR ACCREDITATION

Gained the prestigious NSAR accreditation, enabling Elite to deliver fully certified PTS and Network Rail courses, further solidifying their position as a leader in construction and rail training at IQL North.

EMPOWERING FUTURE LEADERS

Hadley is dedicated to **shaping the future of the built environment by providing meaningful work experience opportunities.** In partnership with the London Legacy Development Corporation (LLDC), Hadley offers hands-on experience, helping students and graduates explore careers in real estate, architecture, and related fields.



A Programme That Delivers Impact

Hadley’s Work Experience Programme isn’t just about opportunities; it’s about measurable outcomes. Here’s our 2024 impact at a glance:

1,280
HOURS OF WORK EXPERIENCE COMPLETED

22
WORK EXPERIENCE PLACEMENTS DELIVERED

3
SIX-WEEK INTERNSHIPS

3
LONDON BOROUGHs ENGAGED

2
GRADUATE ROLES

This programme is shaping future professionals by creating significant and sustainable pathways into the industry.

WORK EXPERIENCE AND GRADUATE PROGRAMMES

PATHWAYS TO EMPLOYMENT

Hadley is committed to **recognising and nurturing potential**, actively welcoming talented individuals into our team to cultivate growth and innovation.

6-WEEK INTERNSHIP: BEWAJI OYENSANA

Bewaji, a Newham resident, learned about Hadley’s 6-week internship through the London Legacy Development Corporation’s young employment network. During her time at Hadley, she worked across the Communications, Development, and Land Teams, undertaking realistic tasks carried out in the team’s day-to-day jobs. Bewaji’s internship provided insight into the diverse career opportunities in the built environment and enhanced her transferable skills for the future.

GRADUATE ROLE: NAUSHEEN MAHMOOD

Nausheen Mahmood, an East London resident, joined Hadley in October 2024 after a week-long work experience placement that involved rotations across all our teams. Following her undergraduate studies in Architecture at the University of Westminster, Nausheen is now pursuing a Master’s in Real Estate and Finance at Greenwich University whilst working with Hadley’s Development Team on the 980 GWR project.

Hadley Apprenticeship Programme



In our plans to further upskill communities, we’ve launched the Hadley Apprenticeship Programme, where local people from the communities where we develop will have the opportunity to undertake a degree in real estate or related fields.

Over five years, the programme allows participants to work alongside the Hadley team whilst pursuing part-time university studies in fields such as Real Estate, Accounting & Finance, Sociology, Media & Communications, and Politics & International Relations. Each apprentice is paired with an experienced mentor from Hadley to help manage their studies and

workplace responsibilities effectively. By the end of the programme, participants will not only earn a degree from an industry-recognised university but also gain relevant experience to advance their careers in the built environment.

The programme is open to all and will reflect the need to promote true diversity within our company, supporting a crucial and necessary shift in the industry. Central to these efforts is ensuring our workforce is representative and reflects diversity of thought, informing the inclusive and equitable work which Hadley carries out within communities.

STIMULATING ECONOMIES

NEXT STEPS

OUR PEOPLE

Welcome our first cohort of degree apprenticeships in September 2025.



THE COMMUNITIES

Continue to work with Elevate Youth Board and QEOP to design the Good Growth Hub space and enhance its long-term sustainability.

Working with London Borough of Hounslow to co-design and deliver their Green Innovation and Enterprise Hub, taking more and more sustainable employment opportunities to the neighbouring area.

To work with our neighbours in Brentford, supporting educational opportunities both at 980 GWR and elsewhere in the area.

GOVERNANCE

HADLEY PROPERTY GROUP | ESG 2024 – 2025



GOVERNANCE

At Hadley, governance serves as the **foundational framework, guiding our operations and strategic decisions** and ensuring that all activities align with both our corporate values and the interests of our stakeholders.



Our governance structure is designed to promote ethical conduct, transparency, and accountability, providing oversight whilst balancing the needs of shareholders, employees, and the community.

This robust framework supports Hadley in navigating legal and regulatory landscapes, generating sustainable growth and maintaining



the trust of all parties involved. By integrating strong governance practices, Hadley not only adheres to compliance requirements but also champions a culture of integrity that propels our mission and long-term objectives forward. This approach positions us as a leader in our industry and strengthens our commitments to broader societal and environmental goals.



A YEAR IN REVIEW



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2024 has been a landmark year for Hadley as we continued to strengthen our governance practices, aligning with our mission to prioritise transparency, accountability, and ethical conduct. Marking our first full year as a certified B Corporation, this milestone highlighted our leadership in integrating purpose with profit, setting a standard for responsible development within the real estate industry.

As the real estate sector faces increasing scrutiny around sustainability, climate action, and social impact, robust governance has become essential. At Hadley, we view governance not just as compliance but as a dynamic framework for addressing the industry’s most pressing challenges. This year, we enhanced our processes to ensure that our developments prioritise sustainable design, inclusivity, and long-term value creation, whilst maintaining the highest standards of ethical conduct.

Our governance framework reflects a culture of transparency, responsibility, and ethical decision-making that influences every aspect of our business. From strategic boardroom initiatives to the daily actions of our teams, we work to align our principles with our operations, demonstrating that good governance is critical to innovation, resilience, and success in a rapidly evolving industry.

BRIAN HIGGINS
FINANCE DIRECTOR

By embedding these values into everything we do, Hadley is setting a benchmark for excellence in real estate governance. We are proving that strong governance is not just about meeting industry expectations — it is about exceeding them, driving meaningful change, and leaving a legacy of responsible and impactful development for communities and the planet.

Looking ahead to 2025, we are mindful of the challenges that lie ahead — be it navigating evolving regulatory landscapes, addressing climate imperatives, or meeting the growing demand for affordable housing. These challenges are not barriers; they are opportunities to innovate, collaborate, and push the boundaries of what responsible development can achieve. Our focus will remain on delivering impactful projects that align with our core values of sustainability and social responsibility.



2024

OUR PROGRESS



GO STRATFORD BROMPTON BIKE DOCK, A HADLEY SUSTAINABLE TRANSPORT INITIATIVE

SINCE WE LAST SAW YOU, WE HAVE

Completed our first full year as a certified B Corp, embedding accountability, transparency, and purpose-driven practices across the business.

Launched initiatives to improve leadership representation and delivered organisation-wide training to embed equity and inclusivity into our culture.

Enhanced frameworks to address climate-related risks and adapt to regulatory changes, ensuring resilience and sustainability across developments.

Partnered with a new corporate health and wellbeing provider, So Well, to promote and enhance staff’s mental and physical wellbeing, alongside team building initiatives. This is supported by a dedicated online mental health support platform.

Established a Hadley leadership programme, enhancing our governance through a focused approach on mentoring and coaching.

Aligned governance practices with the UN Sustainable Development Goals (UN SDGs) and Net Zero targets, ensuring our reporting reflects measurable progress.

Introduced new feedback mechanisms and increased community and investor engagement to ensure transparency and incorporate diverse perspectives into decision-making.

2024

OUR YEAR AS A B CORP

Being a B Corp has pushed us to embed **social and environmental accountability into every aspect of our business**, setting a new standard for what responsible development can achieve in the real estate industry.



GOVERNANCE

As one of highest-scoring B Corp-certified organisations in the property sector as well as ranking in the top 5% of businesses across all impact areas, we have embraced the challenge of leading by example. Over the past year, we have focused on implementing practices that prioritise sustainability, inclusivity, and community wellbeing. This has included integrating circular economy principles to reduce embodied carbon in our developments, delivering more affordable housing options and creating vibrant, community-focused spaces such as IQL North’s The LightHouse and Gardens.

The certification process challenged us to reflect on our governance, stakeholder engagement, and operational impact. Through this lens, we have strengthened our internal policies, including diversity and inclusion initiatives, staff wellbeing programmes, and ethical procurement practices, ensuring our operations reflect our values.

Beyond internal improvements, our B Corp status has enhanced our ability to influence the wider industry. By demonstrating that real estate businesses can thrive whilst actively addressing environmental and social challenges, we aim to inspire others to adopt more sustainable and purpose-driven approaches.

This milestone is not the end of the journey but the foundation for greater ambition. As we look ahead, we remain committed to pushing the boundaries of what is possible in the real estate sector, ensuring that every project contributes to a more equitable, sustainable, and thriving future for all.



Overall Impact Score

Based on the B impact assessment, Hadley Property Group Holdings Limited earned an overall score of 137.6. The median score for ordinary businesses who complete the assessment is currently 50.9.



OVERALL B IMPACT
SCORE



QUALIFYING SCORE FOR
B CORP CERTIFICATION



MEDIAN SCORE FOR
ORDINARY BUSINESS

THE FUTURE OF NEIGHBOURHOODS

IQL NORTH CHARTER

One of our standout moments of 2024 was the **unanimous planning approval for our IQL North scheme** in Stratford, granted by the London Legacy Development Corporation (LLDC). This reflects not just a significant step forward for the project, but also the **successful integration of the Neighbourhood Charter, a framework developed through extensive engagement** with the local community.

The Neighbourhood Charter has been central to shaping a development that prioritises inclusivity, sustainability, and community empowerment. It will guide the final planning and delivery through several key commitments: creating diverse and accessible public spaces, including play areas for all ages and a community garden with growing spaces; establishing a permanent hub for sustainable transport in collaboration with partners like Brompton Bike Hire and Enterprise; and providing a home for the Good Growth Hub, supporting job creation, creative training, and employment opportunities for young people in East London.

This approval represents more than just progress on a project; it showcases Hadley’s dedication to ensuring the voices of local residents remain at the heart of our developments. By embedding the Neighbourhood Charter into the fabric of IQL North, we are delivering a project that not only meets the highest standards of urban regeneration but also creates lasting social and economic impact for the Stratford community.

THIS IS YOUR NEIGHBOURHOOD CHARTER



Our Pledges

BUILDING COMMUNITIES

Together, we will build a place that thrives on diversity, compassion, and a shared commitment to making a positive difference for both our residents and neighbours.

PROTECTING THE PLANET

Together, we commit to preserving and protecting our planet as best we can. We will champion sustainable practices, conserve precious resources, and help combat climate change.

STIMULATING ECONOMIES

Together, we will drive sustainable economic development, creating jobs and prosperity for all.

OUR INTERNAL COMMITMENTS

Our internal commitments to governance are designed to ensure that we **uphold and promote high standards throughout the organisation**. By maintaining these commitments, **we aim to build trust and integrity in all our interactions and decisions, creating a sustainable and ethical business environment**. We align our strategies with both the expectations and the wellbeing of those we serve, enhancing community relations and ensuring that our developments have meaningful and positive impacts.



DIVERSITY, EQUITY, AND INCLUSION (DEI)

We are dedicated to creating an inclusive culture that celebrates diverse backgrounds, perspectives, and experiences. Our commitment extends to implementing equitable hiring practices, providing DEI training for all staff, and continually assessing our workplace to ensure it remains inclusive and representative of the communities we serve.



TRANSPARENCY AND REPORTING

We actively engage with our stakeholders through various channels to gather input and feedback that inform our policies and practices. This engagement includes regular stakeholder meetings, surveys, and public forums, which help us to align our strategies with the expectations and needs of those we serve.



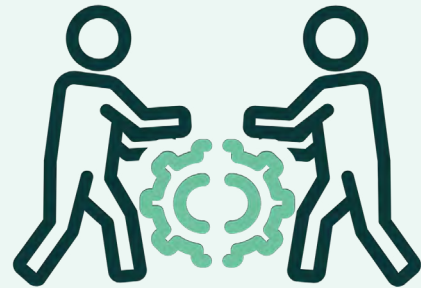
ETHICS AND COMPLIANCE

Our organisation adheres to the highest ethical standards and compliance with all relevant laws and regulations. We conduct regular training sessions to ensure all employees understand their ethical responsibilities, and we maintain a zero-tolerance policy towards breaches of our code of conduct.



STAFF WELLBEING INITIATIVES

Recognising that our employees are our greatest asset, we are committed to enhancing staff wellbeing through comprehensive health and wellness programmes. This includes access to mental health resources, flexible working arrangements, and initiatives aimed at improving work-life balance, ensuring that our employees feel supported both personally and professionally.



STAKEHOLDER ENGAGEMENT

We strive for transparency in all our operations and decision-making processes. Regular reports are issued to stakeholders, detailing our progress and performance in key areas. These reports are designed to be clear and accessible, ensuring that all stakeholders can easily understand our actions and their impacts.

GOVERNANCE NEXT STEPS



WHAT WE’LL DELIVER

- Complete the ongoing updates to the Executive Board Governance Manual to ensure it reflects the latest regulatory requirements and best practices in corporate governance.
- Formulate plans to establish an Investment Committee during the next growth cycle to oversee and guide the company’s investment strategies and decisions.
- Set up a Nominations Committee responsible for board appointments and succession planning, aligning with best governance practices.
- Prepare to launch a Remuneration Committee to review and set compensation for senior management, ensuring it aligns with the company’s strategy and governance standards.
- Plan the creation of a Sustainability / ESG Committee to drive the integration of ESG factors into the business strategy and operations.
- Develop a strategy for the formation of a DE&I Committee to oversee initiatives and policies promoting diversity within the company.
- Outline the framework for an Audit Committee to manage risk, oversee financial reporting, and ensure the integrity of financial controls.
- Share the updated governance processes with our shareholder partner, Peterson Group, to promote alignment and enhance governance practices through the exchange of insights and best practices.



[H] ESG REPORT

APRIL 2024 – 2025