

LICHFIELDS



Giving more Our social responsibility



Giving more

‘Giving more’ embodies our commitment to fulfilling our economic, social and environmental responsibilities to the communities in which we work.

This document showcases our achievements reflecting giving more is very much part of our culture and how we operate our business.

James Fennell
Chief Executive



We believe that by giving more we can best serve our clients and continue to make a positive impact on the people and places we touch.

Our values

These six values underpin every decision we make:

OUR VISION

To be the most valued planning and development specialist for excellence, integrity and unfailing delivery.

01 ASSURED QUALITY

We apply clarity, precision and accuracy to our projects, perfecting every step of the way.

02 REWARDING PEOPLE

We attract the brightest people, reward them well, and as one fully integrated company, we all own and share in the success of the business.

03 SHARING KNOWLEDGE

We work collaboratively, sharing skills and insight nationwide to benefit our clients in every location.

04 SOCIALLY RESPONSIVE

We play an active role in the business and local communities within which we work, reflecting our wider social and environmental responsibilities.

05 PIONEERING SPIRIT

We innovate and tirelessly seek out the best possible solutions.

06 STRONG CONNECTIONS

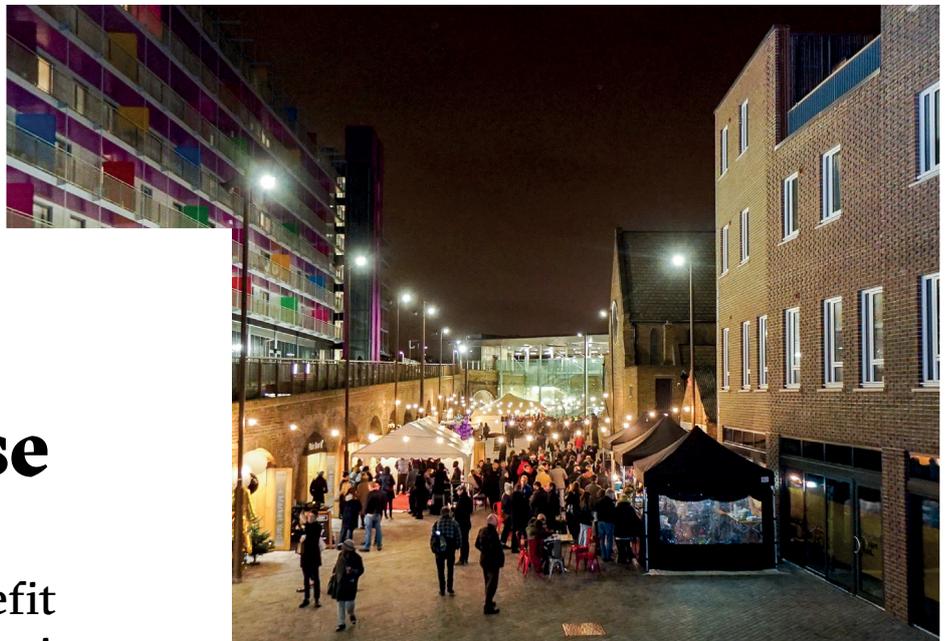
We forge long-standing relationships with our clients and across our networks, ensuring trust, stability and an unsurpassed reputation.

Planning with purpose

As an Employee Benefit Trust (EBT) owned business we know the importance of working collaboratively to make a difference – it's in our DNA.

We understand the decisions we make often have far-reaching consequences, so we work hard to make a positive impact on the economy, society and environment in the areas we work.

Our planning and development consultancy work provides for the needs of the nation: much needed housing, new schools, larger universities, better hospitals and more infrastructure. We work with local communities to make our country a better place to live, work and visit, and this is reflected in the awards we've won for our project work.



Best Use of Publicly-owned Land and/or Property in Placemaking
The Deptford Project (Deptford Market Yard)

© Deptford Market Yard



Planning and Placemaking Awards 2016
Brownfield Mixed Use Redevelopment, Bromborough Pool, Wirral



Variety Yorkshire Property Awards 2017
Deal of the Year, Kirkstall Forge

© Feilden Clegg Bradley Studios

Sharing our knowledge

We are a leading voice in the planning and development industry, and no-one is better connected across the sector.

We work closely with government and leading business and property organisations, sharing our knowledge and insight and helping to shape planning policy for the future.

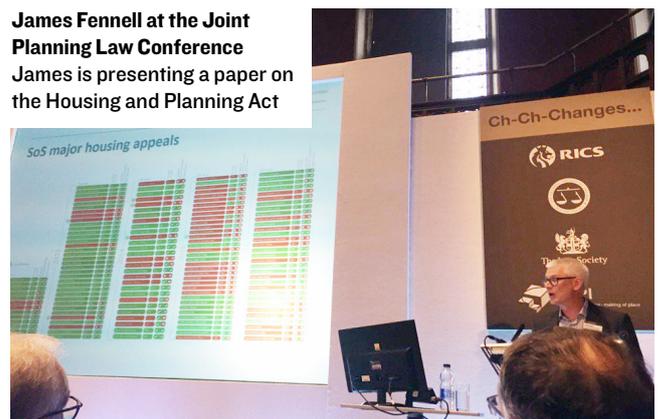
In September 2017 Lichfields won the Planning Consultancy RTPI Award for Research Excellence. The award recognises high quality, impactful spatial planning research. Our winning entry 'Start to finish - How quickly do large-scale housing sites deliver?' considers the speed and rate of delivery of large-scale housing based on a large number of sites, outside London, in England and Wales. The research has had a positive impact on the housing industry and planning practice on housing supply.

With eight offices across the UK we encourage our people to be active in their communities, utilising their planning and work skills on a voluntary basis to help local organisations, presenting at conferences and events throughout the country, using the resources available to them at Lichfields.

Matthew Spry speaking at the Viability and Planning conference
Matthew was an adviser on the DCLG Local Plans Expert Group



James Fennell at the Joint Planning Law Conference
James is presenting a paper on the Housing and Planning Act



Rachel Clements collecting the Planning Consultancy RTPI Award for Research Excellence 2017



Environmental sustainability

We are committed to meeting our environmental obligations in all aspects of our business.

We ensure that our planning and development advice to clients considers sustainability in economic, social and environmental terms.

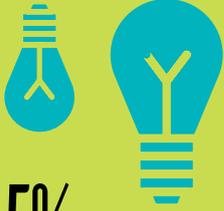
On the most significant projects in which we are engaged, Lichfields is accredited with an Institute of Environmental Management and Assessment's (IEMA) Environmental Impact Assessment Quality Mark. The accreditation is evidence of our commitment to deliver high quality advice on the environmental impact of projects and, through this, seek to assist IEMA in achieving its target vision: 'Transforming the world to sustainability'.

Lichfields is ISO 14001:2015 certified. We take great care to minimise the impact of our day-to-day work on the environment by, for example, reducing road congestion to and from our places of work and reducing electricity and paper consumption.

OVER 70%
of our staff travel to work by public transport, on foot, or by bike



OVER 70 BIKES
have been purchased through Cyclescheme for commuting purposes since its introduction in 2008



5% DECREASE
in electricity consumption across the offices on the previous year



52% DECREASE
in consumption of A4 paper since we started monitoring our paper use in 2009

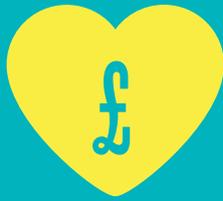
Making good things happen

As well as helping to create great places, we're also focused on making a difference to those in need. As part of our 50th anniversary celebrations we raised over £75,000 for charities creating a legacy which lives on today.

We've always viewed Lichfields as more than a business... we're a company with compassion, here to make positive contributions to society. Lichfields supports and participates in many charitable events and encourages staff to help others in our community via sponsored activities.

A legacy like ours is empowering and inspiring - our current fundraising total since 2012 stands at over £155,000. Our staff organise many fundraising events, including barbecues, dragon boat racing, triathlons, 'wear it pink', dress down and bake off days.

Our eight offices hold each other accountable to work to make a difference. That's why we're as dedicated to making good things happen as we are to delivering business success.



We have raised
OVER
£155,000
since 2012,
TARGETING
£200,000
by 2020

Staff in each office select local charities close to their hearts. Our fundraising has been shared predominantly between these charities:



JLL Property 5k, Regents Park, London
The London office takes part in this annual competitive race

Taking care of our people

Our aim is to grow the company around the success of our clients and our people.

As an EBT owned business we have no financial or other obligations to external shareholders. We believe our clients' and employees' objectives can most effectively be met through a company which is independently owned and focused on providing planning advice.

We consult staff on our business strategy and ensure the company operates for their benefit, as befits our ownership model. We also share profits with all our staff, adopt family friendly working policies and offer an independent advice and counselling service to staff on personal matters.

We offer staff interest-free rental deposits in support of the Employer Housing Pledges, sponsored by the Mayor of London and London First. Our scheme operates company-wide and is available to all our staff. Our pledge also includes a commitment to ensure a Living Wage is paid to all those who work with us and it's encouraged throughout our supply chain.

STAFF FEEDBACK

We received a remarkable completion rate of 95% to our last staff survey with the following outstanding results:



Lichfields is recognised as one of the

BEST PLACES TO WORK

in the property sector
'Property Week 2016'



92% OF STAFF

feel a strong sense of

LOYALTY

to Lichfields

94% OF STAFF FEEL PROUD

of the work they do





Hands-on learning and development workshop

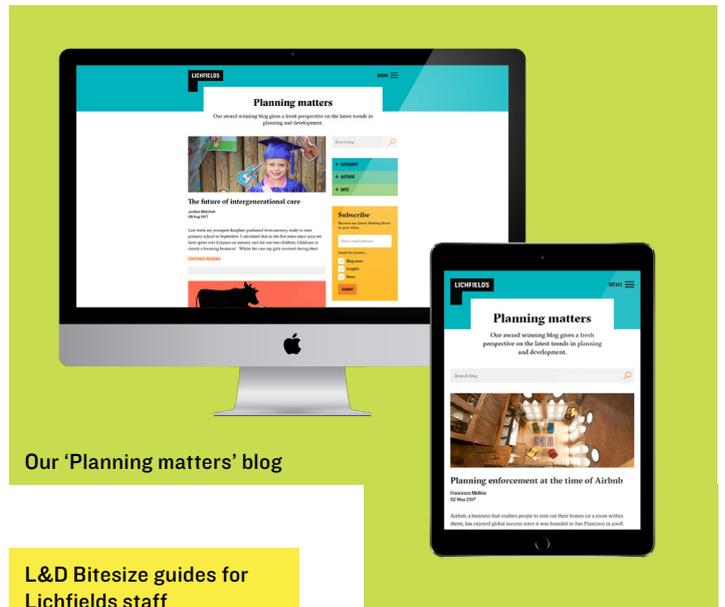
Learning and development

We invest heavily in the learning and development of all our people, contributing towards the achievement of their personal objectives and supporting the work of our clients.

We are a Royal Town Planning Institute (RTPI) Learning Partner; we support our staff giving them hands-on experience on a wide range of projects and clients. We give our staff the support they need to achieve their RTPI or Royal Institution of Chartered Surveyors (RICS) (Planning and Development) Assessment of Professional Competence (APC).

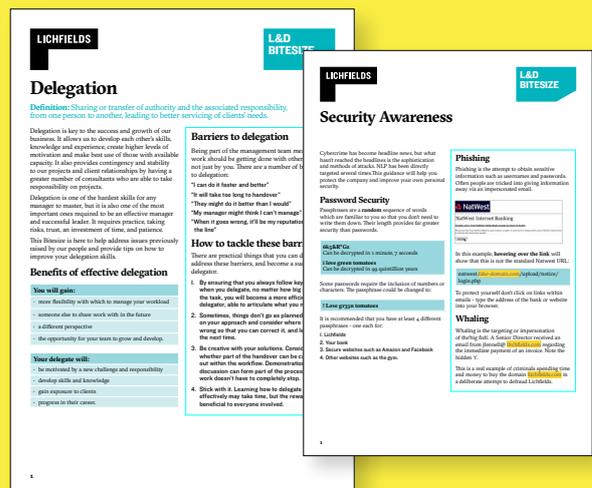
Our award winning blog 'Planning matters' gives a fresh perspective on the latest trends in planning and development. Everyone in the company is encouraged to contribute and share their knowledge.

To support learning and development we publish a series of quick reference guides 'L&D Bitesize'. The one page guide provides our people with key information and tips which can be referenced quickly.



Our 'Planning matters' blog

L&D Bitesize guides for Lichfields staff

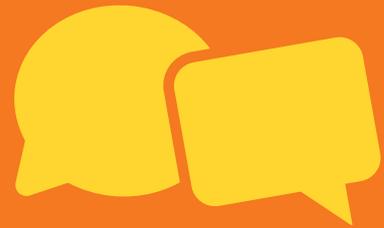


We are giving more...



Lichfields
**MATCH FUNDS
CHARITABLE
FUNDRAISING**
by staff

**INTEREST-FREE
DEPOSIT SCHEME**
available to all staff



92% OF STAFF
would recommend
Lichfields as a
**GOOD PLACE
TO WORK**



**INTEREST-FREE
TRAVEL LOANS**
are available to all
staff, designed to
encourage the use
of public transport

Since 2012, we have raised over
£155,000 FOR CHARITY



**RTPI PLANNING
CONSULTANCY OF THE YEAR**
the only planning consultancy
to win three years running

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