

LICHFIELDS



Giving More Our Social Responsibility



2021

Giving More

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

Having undertaken this review in the midst of a pandemic it is a poignant reminder of our wider responsibilities to all those who we work with and society in general.

This document showcases our achievements reflecting the fact that 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.

The International Advanced Manufacturing Park (IAMP), a nationally important project, won the Award for Planning Excellence at the 2020 RTPI North East Awards. It will deliver 392,000 square metres of industrial floorspace for advanced manufacturing and automotive uses creating 7,850 jobs. Plus, in response to the COVID-19 crisis, one building has been rapidly adapted and fitted out as a regional Nightingale Hospital. Lichfields' responsiveness to planning challenges was critical to this success.



Queen's Yard Hackney Wick: Winner of the Mixing category at the New London Architecture Awards; celebrating buildings with a complementary mix of work-live-play meeting the needs of local communities.

© Secchi Smith



IAMP: Winner of the Award for Planning Excellence at the RTPI North East Awards.

Our Bristol office was delighted to be named Consultancy of the Year at the 2020 Insider South West Residential Property Awards. The award recognises the significant number, range and quality of new homes that we have helped to deliver across the South West, in addition to our contributions to growing sectors such as care and later living, student accommodation and build to rent homes.

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 April 2020, in response to COVID-19, Lichfields produced a web-resource to disseminate and explain the Government's reforms to support the development industry, and teamed with the Planning Advisory Service to produce a 'tracker' monitoring how Councils were delivering their planning services under lockdown.

In August 2020, the Government published the Planning for the Future White Paper and changes to the current system. Our web resources have been the go-to resource for the property industry and have received over 50,000 views. Our teams across the business contributed to the ensuing debate, producing commentary on the potential implications for the sector and representations to Government for our clients. We partnered with the House of Commons Library to produce a dashboard tool to explain the outputs of what had become known as the housing target 'algorithm' and Senior Director, Matthew Spry, was interviewed on Times Radio about the new Standard Method.



Jonathan Wallace was appointed to the High Streets Task Force, an alliance of place making experts working to define the high street, which was commissioned by the Government.



Melissa Wilson was shortlisted for Young Planner of the Year at the RTPI North West Awards.



Matthew Spry was interviewed on Times Radio about the new Standard Method.

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.

Environmental sustainability

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

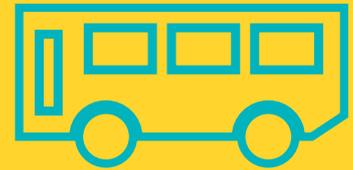
We ensure that our planning and development advice to clients considers sustainability in economic, social and environmental terms.

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 certified. We take great care to minimise the impact of our day-to-day work on the environment and will investigate what is required to become a carbon neutral company, in order to improve our performance further.

86%*

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

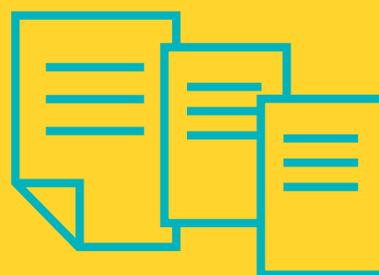


*Up to April 2020



90 BIKES

have been purchased through Cyclescheme for commuting purposes since its introduction



87%

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.

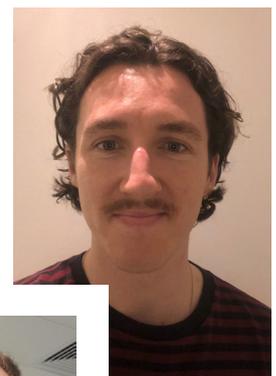
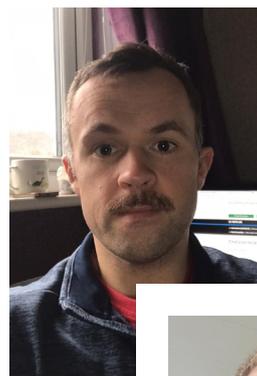
A legacy like ours is empowering and inspiring - our current fundraising total since 2012 stands at £200,000 and our target is to raise a further £50,000 by the end of 2025. Our staff organise many fundraising events, including barbecues, dragon boat racing, triathlons, 'wear it pink', Movember, dress down and bake off days.

Our nine 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
£200,000
since 2012,
TARGETING
£250,000
by end of 2025

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



Staff in our Manchester office raised awareness and funds for men's health including prostate and testicular cancer, mental health and suicide.

Taking care of our people

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

In 2020, in light of COVID-19, we took steps to ensure we were able to continue to deliver an excellent service to our clients whilst protecting the health of our employees and their families, our clients and local communities. We followed Government guidance and updated our approach in accordance with its latest advice. All our staff were able to work from home throughout and we thought carefully about the risks to health and safety in our nine offices. In consultation with our staff, we put in place practical measures to minimise the risks to our staff and those visiting our offices.

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 undertaken in 2019 with the following outstanding results:

90% OF STAFF

would recommend Lichfields as a

GOOD PLACE TO WORK



89% OF STAFF

feel a strong sense of

LOYALTY

to Lichfields

90% OF STAFF FEEL PROUD

of the work they do



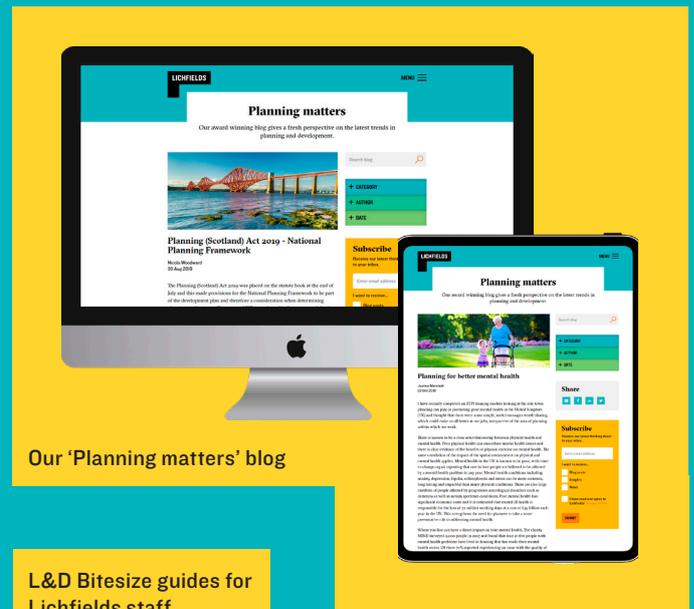
Learning and development

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.

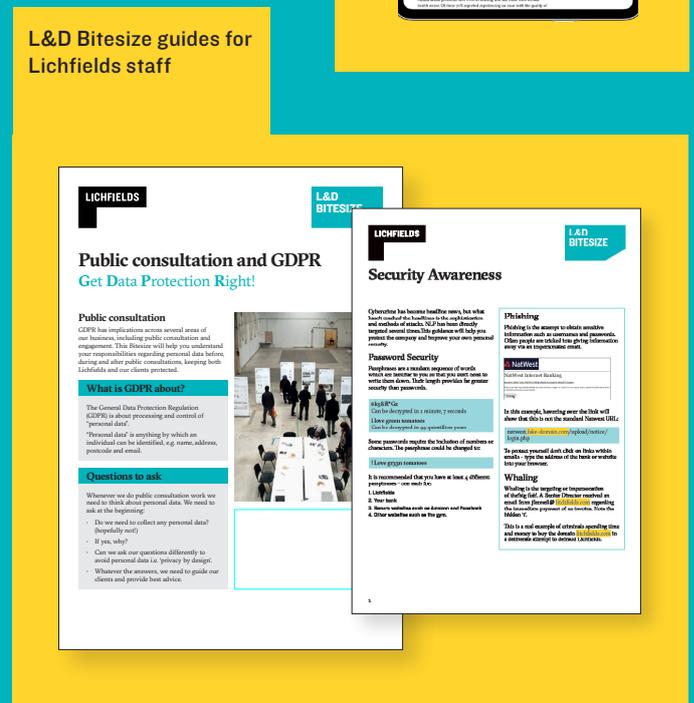
We are an RTPI Learning Partner; we support our staff giving them hands-on experience on a wide range of projects and clients. We give our staff the support they need to achieve their RTPI or Royal Institution of Chartered Surveyors (RICS) (Planning and Development) Assessment of Professional Competence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

We offer a four week paid Internship Programme open to those interested in pursuing a career in planning. Our interns receive work experience, widen their professional network and increase their chances of employment.

In 2019 we launched the Chartered Town Planning apprenticeship scheme to attract young talent from outside the traditional “planning school” university route. We have also participated in a client’s apprenticeship scheme for disadvantaged school leavers in Yorkshire, helping them gain a variety of experience in the property industry.



Our 'Planning matters' blog



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.

We are giving more...



Lichfields
**MATCH FUNDS
CHARITABLE
FUNDRAISING**
by staff

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



Since 2012, we have raised
£200,000 FOR CHARITY



90% 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



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

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